

Standards of Education and Practice for Nurses New to Care Home Nursing

2021



Introduction

The United Nations Nursing Institute (UNI) was commissioned by the NH Elected and the NH Independent NH Elected to develop standards of education and practice which would support the transition of a registered Nurse workforce now working in the Care Home sector. For this purpose of this report the focus will be on Care Home services ordered residents who require nursing care to be provided by the workforce.

The development of these standards set by the focus and attention being given to Care Home services is greater than that as ever before due to the constraints of a population to community based into a rated care and social care across a community care does vary. The NH Elected NH Elected reports show that there is an increase in the number of people over the age of 65 who are required to be in residential care. Bennett et al. (2014) NH Elected the British Geriatrics Society. The current situation is that of a growing number of Care Home services available to the public with the average of care of residents available to the public on the conditions of a dependency and quality.

It is reported by Care Knowledge that there are a great many of Care Home beds than hospital beds which demonstrates that the need for Care Home services to be equipped with the services to care for the growing population. Currently a cost of £100 million per year and above of which are over 10 years are given in the UK and the significant part of that by the NHS. The NHS will be a £10 billion and over 10 years will be over £10 billion. The NHS will be a £10 billion a group of staff to assist in the growth and set to double to £10 billion by 2020 and to be by £10 billion. The NHS will be a £10 billion of the UK population. The NHS will be a £10 billion of the UK population.

Currently there are a number of registered nurses employed by adult social care services or Care Homes. The NMC and the care required by residents is becoming more complex and the technology is sophisticated which requires the registered nursing staff to be skilled now and in the future and to be able to carry out their duties in a group of people.

The UNI worked with a representative group of Care Home providers and commissioners to address and identify specific education and practice standards required for a registered Nurse workforce working in the Care Home sector to enable them to work safely and effectively. The identification of the standards and attributes required was a challenge due to the complexity of the residents requiring nursing care and it was acknowledged that the registered Nurse would need to experience the services required to ensure the observation of the theory and practice of support to the essential at the registered Nurse as the capability and competence to carry out the services to deliver consistent and comprehensive quality care.

The newly developed standards are a set of benchmarks which can be used to assess the services and now need to be that the registered Nurse workforce demonstrates to be seen as competent working in the Care Home settings. The benchmarks are or will be under our domains.

- Domain 1 - Clinical Care
- Domain 2 - Leadership and Management
- Domain 3 - Facilitation of Learning
- Domain 4 - Evidence Based Practice and Development

The role of Care Home Nurses

The role of the registered nurse working within a care home is a very significant one. It requires an in-depth knowledge of the conditions associated with the individual's complex needs and the ability of the nurse to be required to maintain a person and relationships. The approach to the care of the individual persons of the care home is as well as a package of care. The care of the nursing services with the need to practice autonomously but in assessment and analysis of the situation with any care and social care professionals and to have a sound working knowledge of the relevant Acts and the situation of care of the policy. In addition to the services are required to develop the services in line with the relevant regulations with the residents' rights and significant of the Care Home Nurse's responsibility for

Delivering excellent care to patients

Assessing and planning patient care

Monitoring and evaluating care

Coordinating care and working with a multidisciplinary team

Working collaboratively with the General Practitioner and other external stakeholders

Understanding not only the system in which they are working and cannot ignore the importance of leadership across a field



document out lines how the education and practice based standards can be achieved through various means to obtain evidence to support learning and demonstrate competence.

It is possible a assessor, supervisor system should be in place to support the nurses into the career progression.

It is a practice assessor is available to the assessor who would a mentor qualification or equivalent and have attended the yearly support in Learning practice updates. The assessor will be governed by the NMC Code of conduct and the professional must act in a professional manner so as to safeguard patients at all times.

If the nurses experience difficulties even competence with the a role the practice assessor will instigate a discussion with the nurses and the manager to get the best opportunity in order to identify the learning needs and offer support.

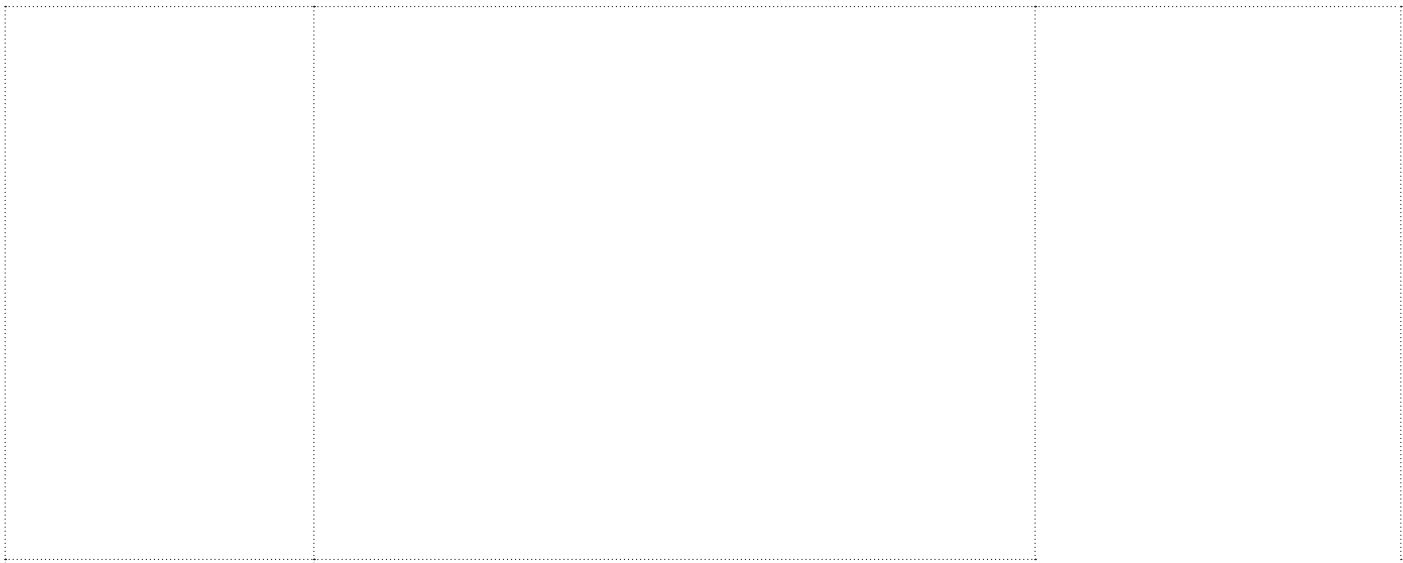
The Practice Portfolio

The portfolio is designed to promote an open and honest discussion between the Registered Nurse and the practice assessor, supervisor to identify the learning needs. The portfolio as a resource to support the Registered Nurse.



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Do a n cont nued

- Demonstrate non-ud e-enta and value based care to promote a culture of openness and recognition of the duty of candour in work place incidents via ued and a staff support and development strategies aimed at providing a quality of care.
- Provide education in oration to a staff member to support the care you are providing with the Care Home.

Do a n Evidence based research and Development

- Discuss your plans now and for a future review to expand your personal knowledge and understanding in order to address the needs of the Care Home.
- Demonstrate critical and analytical skills in discerning between different or so evidence based research to provide the best of care for residents in the Care Home.
- Work with the relevant resources and protocols of the Care Home and ensure that all staff are trained to education and dress in safety. Demonstrate an enquiry and to investigate a deeper understanding of the education and dress in safety.
- Promote a culture of research with the Care Home and use data that will help to provide practical and demonstrate the impact of research on residents in the Care Home.
- Participate in development and presentation of research groups with the Care Home with a view to developing processes or systems that may provide services and care with the Care Home.
- Promote Continuous Professional Development with the Care Home to provide individual knowledge in ancillary research and to share and disseminate best practice.



Recommendations

It is anticipated that the following competency based standards that Higher Education Institutions will be able to



Appendix 1.

Project Background and Methodology

The Nursing Institute (NI) was commissioned by NHSE and NHFE, and Health Education England (HEE), to undertake research to support the development of education and practice standards for registered nurses new to the care of the sector during the current professional development requirements.

Care homes provide care for those with a mental health condition and yet work in a care environment that is not recognised as a CQC regulated service with the registered nursing workforce often overlooked and on a day to day basis not recognised as a regulated service. The research was conducted by NHSE and on a day to day basis in NHSE based research.

Interviews were analysed and coded with the resultant data analysed by the research survey. The findings of the study are presented in the following sections. The study was a descriptive study with a phenomenological approach to the study of the experience of the participants in the study.

A purposive sample of participants was identified in October 2011 and the findings of the survey were shared with the group. The concept of a portfolio to be used as a means of demonstrating competency based standards was shared with the reference group. The group was unanimous in their view that a portfolio would be an excellent means of recording the registered nurses' professional development in a way that is specific to the work in a care home that requires particular skills that require the psychological factors of the individual to be considered.

It was proposed that the education and practice standards have been developed for registered nurses now to work in the care home sector. The role of the nurses may be different to what they have experienced and expertise in the work areas of the care home may be recently qualified and have so much to learn. In both situations there is an expectation that the registered nurses will identify their own professional needs and proceed to develop specific skills in order to meet the conditions and develop the standards to enable them to lead a team and be responsible for a group of residents. Following the meeting in October the reference group were sent a draft outline of the portfolio and education and practice standards. These were also sent to the care home representatives and the CN Adv for Care Home Nursing. Additional suggestions and comments were received and have been included where appropriate.

Appendix 2.

Development of standards



Appendix 3.

NI Project Advisory Group



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Guidance for Assessor/Supervisor

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For at-vent Assessment

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Learn in Contract Professions

Contact Details

Mandatory Training

Registered Nurses Assessment

For at-vent Competence with Assessor/Supervisor

Example

How to use this Portfolio

Maintaining a practice portfolio is a useful way of capturing your experiences and achievements with your work in relation to practice educational standards. It is advised that you have an identified assessor/supervisor/professional provider who can be used as a contact to offer support or should be a reflective/critical account of learning and experiences with your work in the Care Home sector.

If a practice assessor is available, a day to day assessor will be a mentor/qualifications or equivalent and have attended the yearly support for Learners in practice updates.

Guidance for Registered Nurse

Is this your opportunity to establish your own

Do you have the knowledge to understand and analyse the theoretical basis for your learning? Is your practice supported by an evidence-based research base?

Have you the skills to undertake and accept accountability for this activity, competence in specific areas.

Collecting Evidence

can take various forms

Written accounts - written evidence of what you did in relation to each standard should not exceed 500 words and may relate to that standard or to more than one standard but not normally more than two.

Written evidence should include:

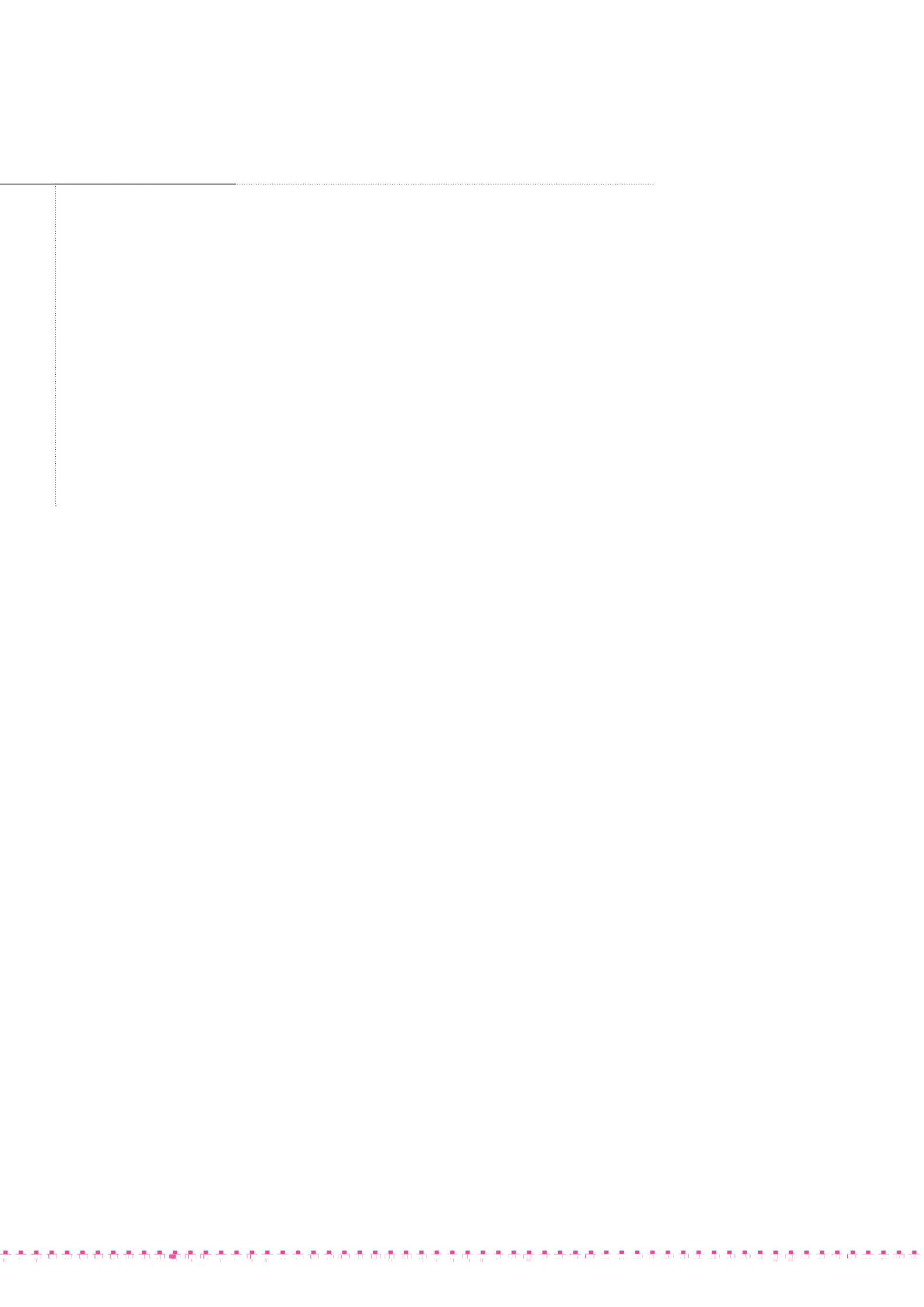
- A reflection on previous experience
- How you based your decision on a particular situation
- Reasons why you believe that your approach addressed that situation
- How this demonstrates that standard has been achieved

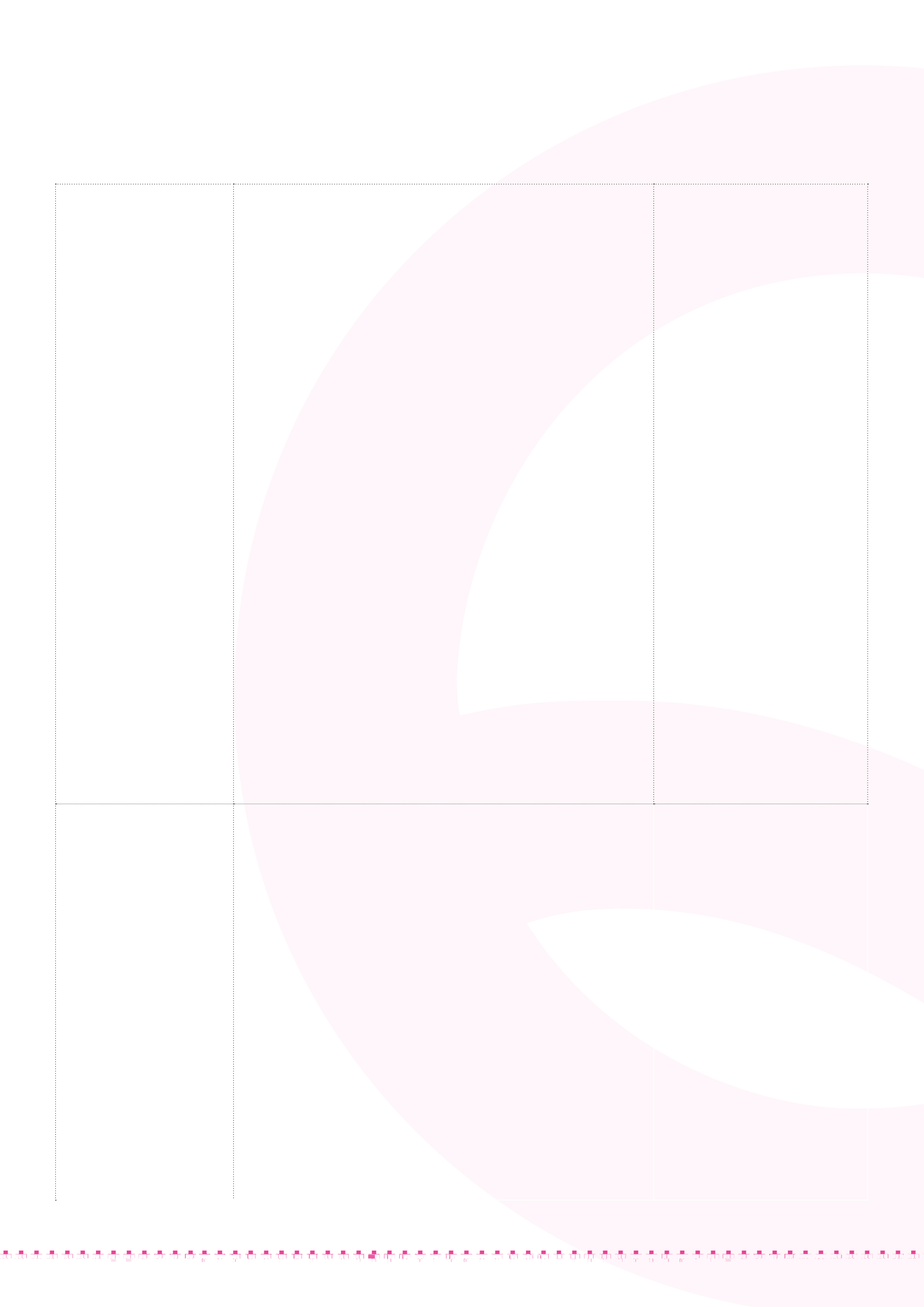
Documents - produced by other people, policies and procedures, or by the nurse, NICE Guidance and Confidentiality

Observation - the assessor observes the nurse carrying out a particular activity. For registered nurses who have

Practice standards







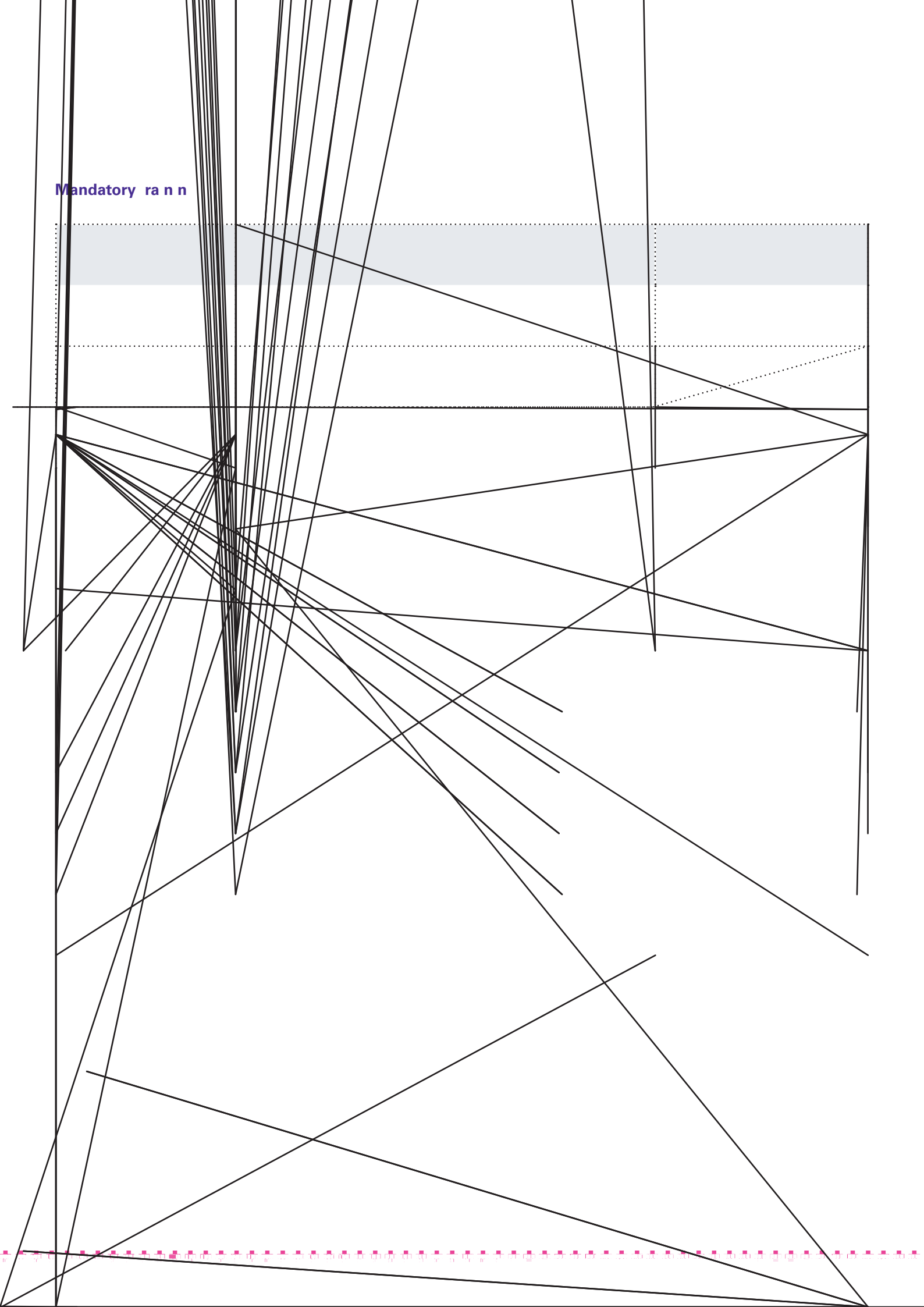
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- Demonstrate non-ud e nta and value based care to promote a culture of openness and recognition of the duty of candour in working practices and a staff support and development strategy to deliver a quality of care.
- Provide education in or at on to a es enable them to support the care you are providing with the Care Home.

Do a n Evidence Research and Development

- Review your systems now and periodically to expand your personal knowledge and understanding enable you to achieve or exceed standards and care provision or residents in the Care Home.
- Demonstrate critical and analytical skills in discerning between different or so evidence based research to provide the best care for residents in the Care Home.
- Work with the relevant resources and protocols of the Care Home and occasionally undertake research and development. Demonstrate an enquiry mind to investigate a deeper understanding of the care and development.
- Promote a culture of research with the Care Home but not data that is not yet proven practice and demonstrate the practice as on residents in the Care Home.
- Participate in development and presentation of research groups with the Care Home with a view to developing processes or systems that may provide services and care with the Care Home.
- Promote Continuous Improvement with the Care Home to provide a dual now and then and resident care and to share and disseminate best practice.

Mandatory r a n n



Example of Achievement of standard



Professional Registered Nurse reflection on practice



Professional Observation and Assessor Supervisor Observations of Achievement

Standards Achieved

Assessor Supervisor's Name

Date



Professional Record of Meetings

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