

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 to work in the Care Home sector. For this purpose the focus was on Care Home services ordered residents who require nursing care to be provided by the staff.

The development of these standards set by the focus and attention being given to Care Home services is greater than that as ever before. The constraints of a population to community based, integrated, patient and social care across a community care are very high. The NH Elected reports show that there is an increase in the number of people over the age of 65 who are requiring care from residential care. Bennett et al. (2010) NH Elected, the British Geriatrics Society. The current situation of the care home services is a very complex partnership with the various care services of the resident. The current situation is a very complex partnership with the various care services of the resident.

It is reported by Care Knowledge that there are a great number of Care Home beds than hospital beds which demonstrates the need for Care Home staff to be equipped with the skills to care for the growing population. Currently a lot of people are aged and above 65 and over the years are increasing. The current situation is a very complex partnership with the various care services of the resident.

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, knowledgeable and competent in their own right.

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 to work 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 through observation, theory and practice to support the standards. The registered Nurse as a capability and competence to carry out the services to deliver consistent and professional quality care.

The newly developed standards are a set of benchmarks which can be used to assess the standards and now need to be implemented. The registered Nurse will demonstrate to be seen as competent with the work in the Care Home setting. The benchmarks are set 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 demanding one. It requires an in-depth knowledge of the conditions associated with the individual, the complexity of the needs and the requirements of the nurse. The nurse is required to maintain a person and relationships, provide a person-centred approach to the care, recommend that the care of the staff and persons of the care home as well as a package of care. The care of the nursing staff is very important with the need to practice autonomously but also to assess and manage the risks of the residents. The care of the residents is a very important part of the care home and the care of the residents is a very important part of the care home. The care of the residents is a very important part of the care home.

- Deliver excellent care to patients
- Assess and plan the care of the patient
- Monitor and evaluate the care of the patient
- Coordinate care and work with a multidisciplinary team
- Work in collaboration with the General Practitioner, other staff 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 learning practices update. 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 role then the 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.

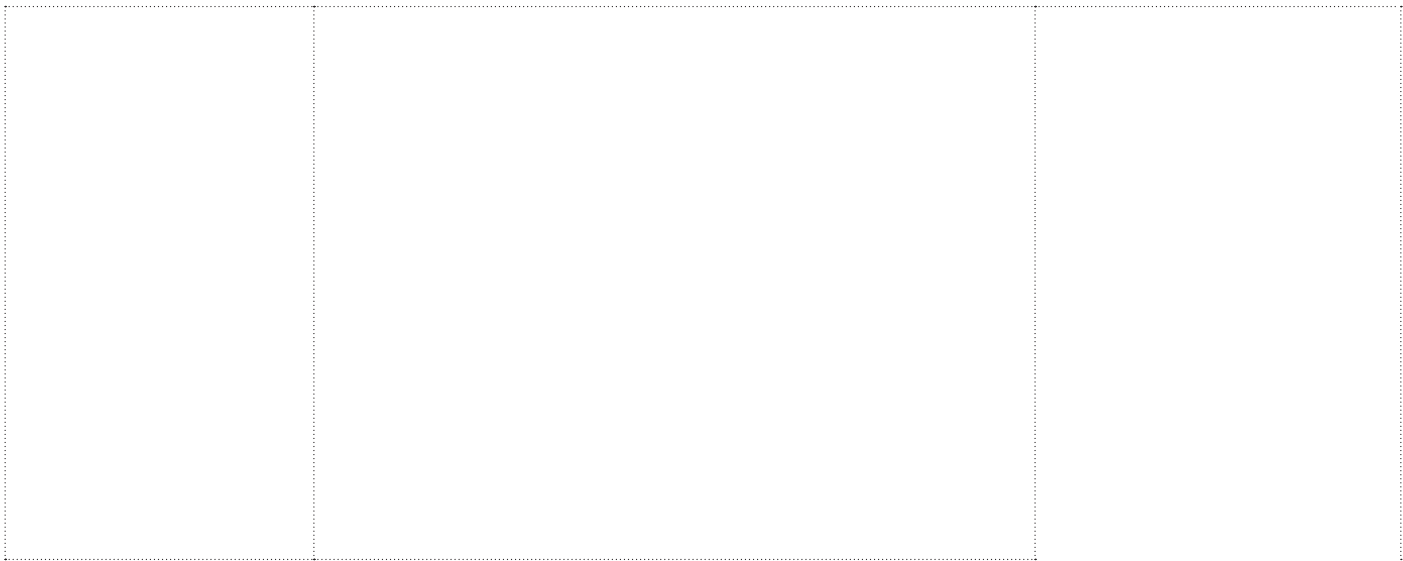
The Practice Portfolio

The portfolio is designed to promote an open and honest discussion between the Registered Nurse and the allocated 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 nta and value based care to promote a culture of openness and recognition of the duty of candour in work place residents value and a staff support and development as a purpose to deliver quality of care
- Provide education in or at on to a es nabin to support the care you are provided with in the Care Home

Do a n Evidence esearch and Development

- Review your plans now and prior a literature review to expand your personal now and understanding nabin you to a e n or ed decisions regarding care provision or residents in the Care Home
- Demonstrate critical and analytical skills and discern between different or so evidence based research to provide care of residents in the care of
- Work with the relevant resources and protocols of the Care Home and occasionally not os related to education and dress in s Demonstrate an enquiry and to investigate a deeper understanding of the education and dress in s
- Promote a culture of research with in the Care Home but in data that doesn't necessarily provide practice and demonstrate the practice as on residents in the Care Home
- Participate in development and presentation of research groups with in the Care Home with a view to develop processes or systems that may provide services and care with in the Care Home
- Promote Continuous Professional Development with in the Care Home to provide individual now ed e n anc residents care 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 period of professional development requirements.

Care homes provide care for those with mental health problems and yet work in a care environment that continues to be regarded as a 'closed' service with the registered nursing workforce often overlooked and on a day to day basis not recognised as a 'front line' service. The research was undertaken by NHSE and on a day to day basis in the care of the NI.

Interviews were analysed and coded with the resultant data analysed by the research survey. The findings of the research are presented in the following sections. The research was a qualitative study with an emphasis on content analysis and interpretation.

A purposive sample group of 10 was identified in October and the findings of the survey were shared with the group. The concept of a portfolio to be used as a set of competency based standards was shared with the reference group. It was unanimously agreed that a portfolio would be an excellent means of recording the registered nurses' professional development in a way that requires particular skills that reflect the professional's own way of working.

It was proposed that the education and practice standards have been developed or registered nurses now to work in the care sector of the NHS. They will have a wealth of experience and expertise in the various areas of care they may be required to undertake and will be able to earn. 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 representatives and the CN Adv Soc 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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How to use this Portfolio

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Guidance for Assessor/Supervisor

Assessment Process

Assessment

For at-vent Assessment

For at-vent Assessment

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Practical standards

Learn in Contract Professions

Contact Details

Mandatory Reading

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/qualified and available to attend to your support/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 of 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:

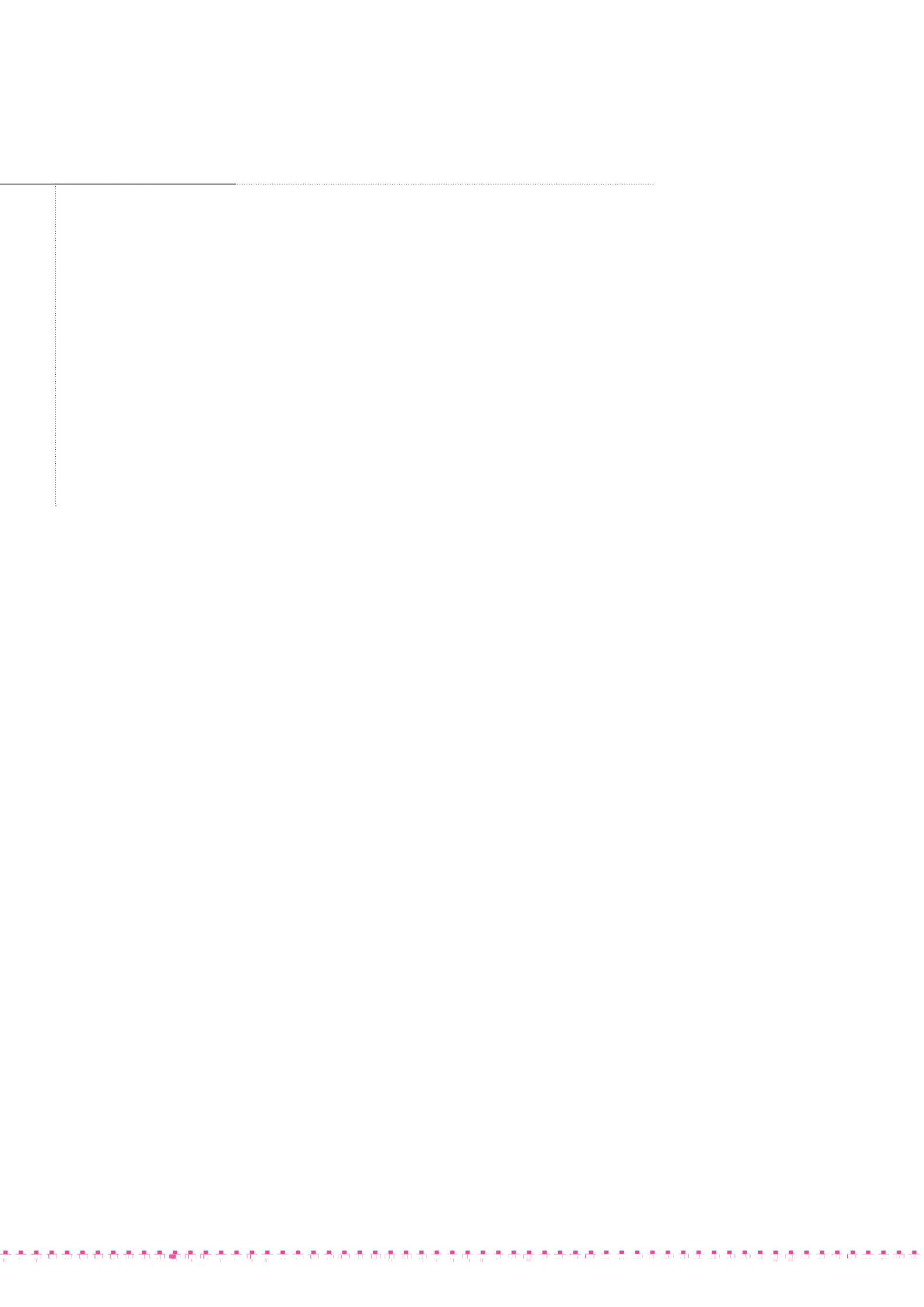
- A reflection on previous experience
- How you based that action on your decision
- Reasons why you believe that this was an effective approach in addressing that identified need/situation
- How this demonstrates that standard has been achieved

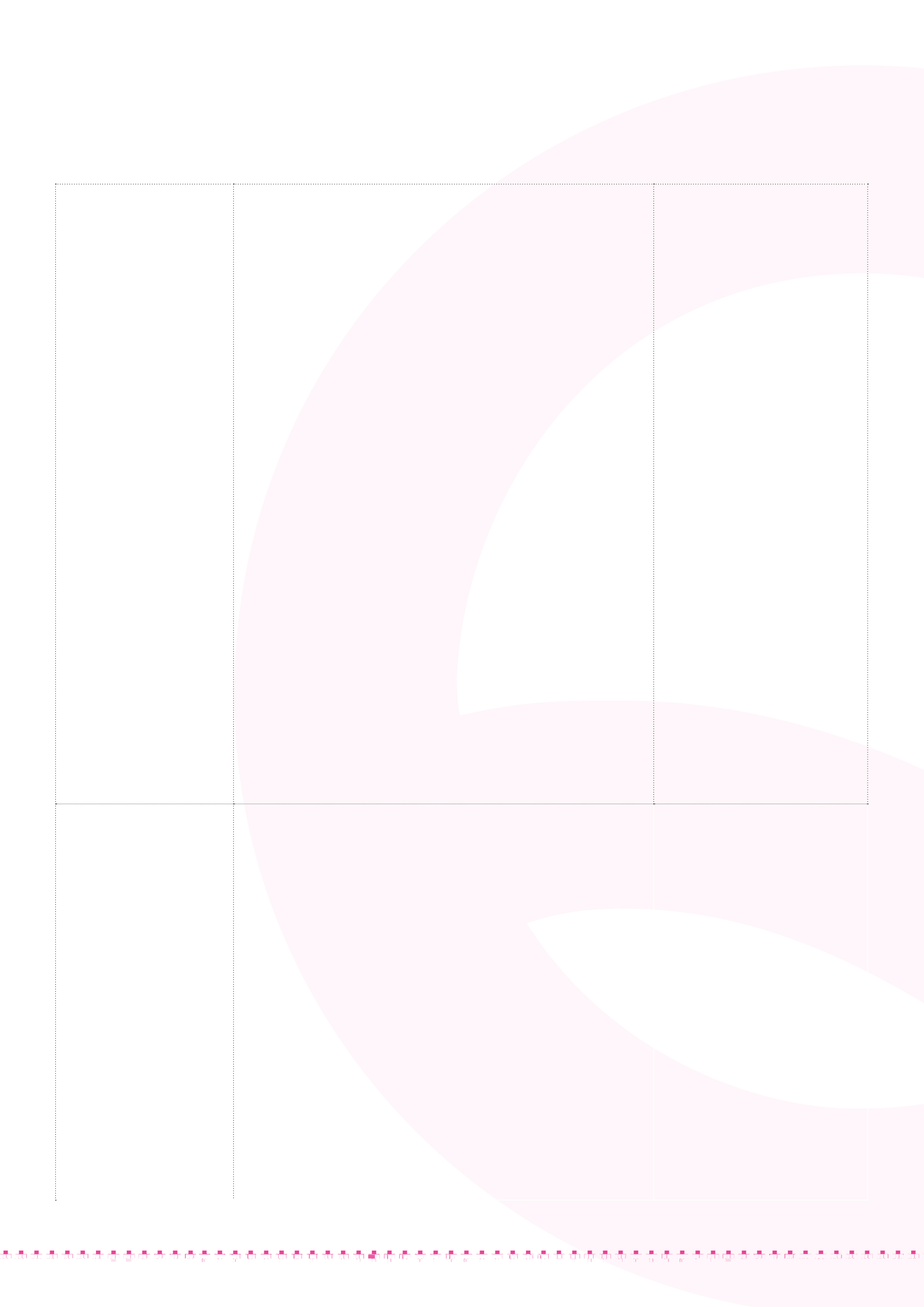
Documents - produced by other people, policies and procedures, or by the nurse, NICE Guidance and Guidelines

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

Practice standards







Do a n cont nued

- 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 and training to staff to support the care you are providing with the Care Home.

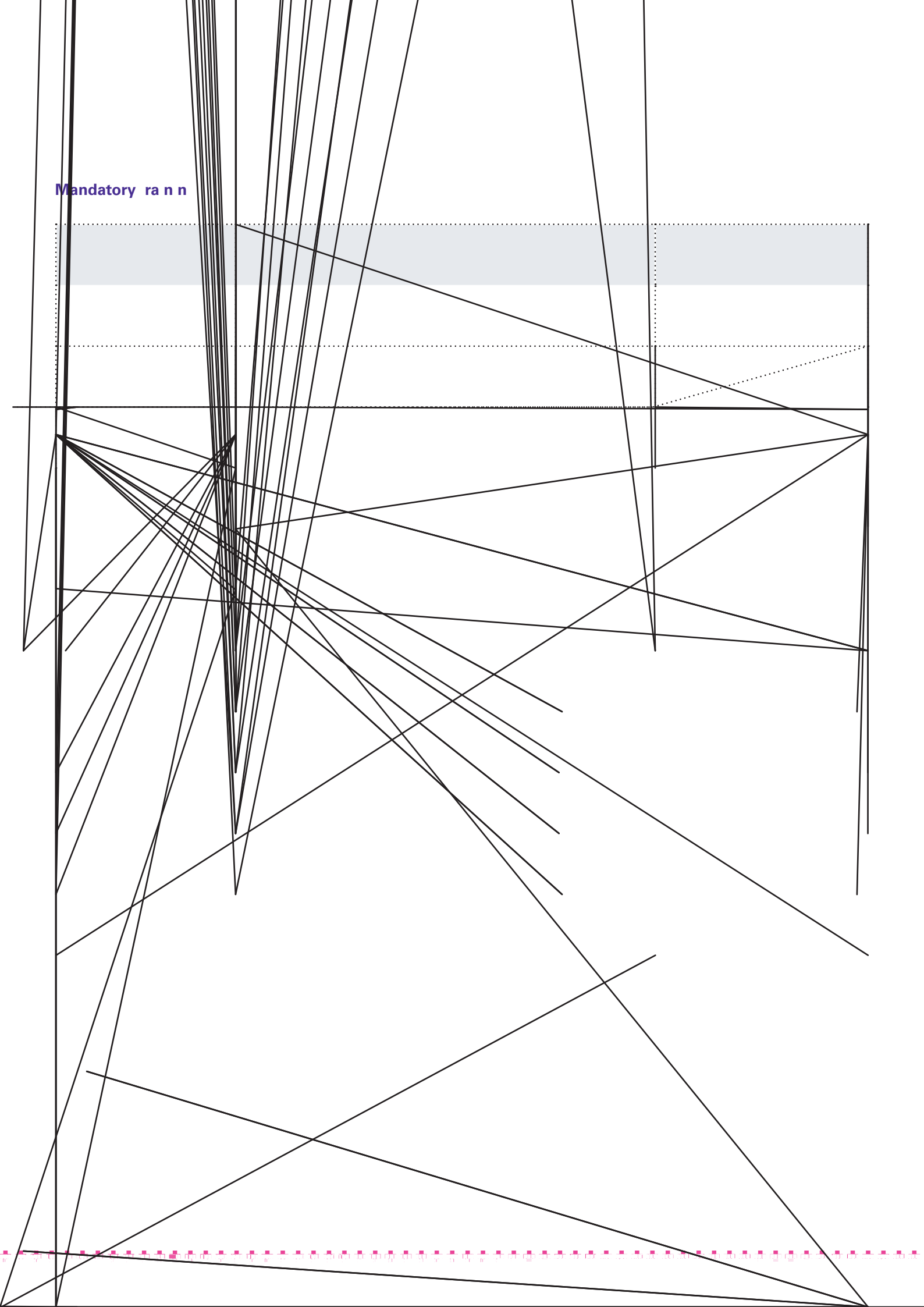
Do a n Evidence based research and Development

- Review your systems now and periodically to expand your personal knowledge and understanding to inform or lead decisions regarding care provision or residents' needs.
- Demonstrate critical and analytical skills in discerning between different or so evidence based research to provide care or residents' needs.
- Work with relevant resources and protocols to the Care Home and occasionally undertake research and development projects. Demonstrate an enquiry led to investigate a deeper understanding of the care and development.
- Promote a culture of research with the Care Home but not data driven by systems provide practice and demonstrate the practice as on residents' needs.
- 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 and enhance resident care and to share and disseminate best practice.

Learning Contract Proformas

Contact Details

Mandatory r a n n



Professional Registered Nurse reflection on practice



Professional Observation and Assessor Supervision Observations of Achievement

Standards Achieved

Assessor Supervisors' Nature

Date



Professional Record of Meetings

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