

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 of this report the focus will be on Care Home services ordered residents who require nursing care to be provided by the staff.

The development of these standards should be as the focus and attention be given to Care Home services rather than the as ever been demonstrated a policy system to community based integrated care and social care across a community care does vary. 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. (2010) NH Elected. The British Geriatrics Society. The current situation of the care of the elderly in Care Home services is a complex one. It is a result of a number of factors including an ageing population, a reduction in the number of care home places, and a reduction in the number of care home places available. The current situation is a result of a number of factors including an ageing population, a reduction in the number of care home places, and a reduction in the number of care home places available.

It is reported by Care Knowledge that there are a significant number of Care Home beds that are not used. This is a result of a number of factors including a reduction in the number of care home places, a reduction in the number of care home places available, and a reduction in the number of care home places available. The current situation is a result of a number of factors including an ageing population, a reduction in the number of care home places, and a reduction in the number of care home places available.

Currently there are a significant 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 need for a high quality of care is becoming more important. The current situation is a result of a number of factors including an ageing population, a reduction in the number of care home places, and a reduction in the number of care home places available.

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. Identifying a set of standards and attributes required was a challenge due to the complexity of the residents' requirements for nursing care and it was agreed that the registered Nurse would need to experience the services required through observation of theory and practice to support the essential attributes of a registered Nurse as a 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 how well they meet the registered Nurse's demonstrated to be seen as a competent workforce working in the Care Home setting. The benchmarks are set out 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 in a care home is a complex one. It requires an in-depth knowledge of the conditions associated with a number of complex and often challenging issues. The nurse is required to maintain a person and relationships. A person-centred approach to the care of the individual is essential. The nurse should be able to assess and manage the individual's needs and provide a sound working knowledge of the relevant Acts and the status of the care home. In addition, the nurse should be able to develop the services in line with the relevant regulations and standards. The role of the Care Home Nurse is a complex one.

- Develop an excellent and compassionate nursing care
- Assess and plan the patient's care
- Monitor and evaluate the care
- Coordinate care and work with a multidisciplinary team
- Work in collaboration with the General Practitioner, other professionals and other external stakeholders

Understanding not only the system in which they are working and can not the importance of leaders p across a d



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 practice updates, the assessor will be overseen by the NMC Code of practice and the professional must act in a professional manner so as to safeguard patients at all times

It is nurses experience and competence will not be a red flag for the assessor will not be a discussion with the nurses and the manager at the first opportunity in order to identify their learning needs and offer support

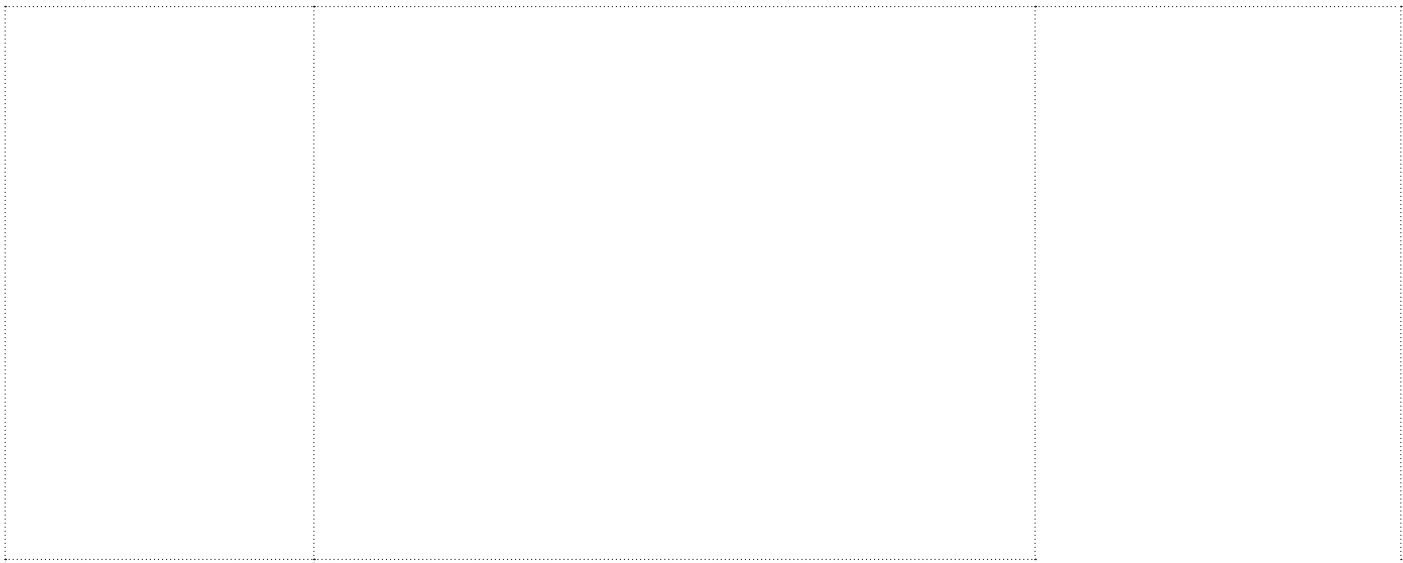
The Practice Portfolio

The portfolio is designed to promote an open and honest discussion between the Registered Nurse and the allocated assessor supervisor to identify their 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 dressings. Demonstrate an enquiry and to investigate a deeper understanding of the education and dressings
- Promote a culture of research with the Care Home but using 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 the Care Home with a view to develop processes or systems that may provide services and care with the Care Home
- Promote Continuous Professional Development with 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 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 Care Home. Services with registered nursing workforce often operate under approval and on a day to day basis. The research was conducted by NHSE and on a day to day basis in NHSE care homes.

Interviews were analysed and coded with the result that the majority of respondents considered the current standards to be appropriate and the majority of respondents considered the current standards to be appropriate and the majority of respondents considered the current standards to be appropriate.

A further reference group meeting was held in October and the findings of the survey were shared with the group. The concept of a portfolio to be used against the 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 especially as working in a care home requires particular skills that require the psychological factors of an away from the workplace.

It was proposed that the education and practice standards have been developed for registered nurses now to work in the care home sector. Most of the nurses may not have the experience and expertise in the areas of care that may be required to qualify and also 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 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



Contents

How to use this Portfolio

Guidance for Registered Nurses

Guidance for Assessor/Supervisor

Assessment Process

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Learn in Contract Professions

Contact Details

Mandatory Reading

Registered Nurses' Assessment

For a Valid Assessment 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 hold a mentor qualification or equivalent and have attended the yearly support for Learners in practice update.

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 skills.

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:

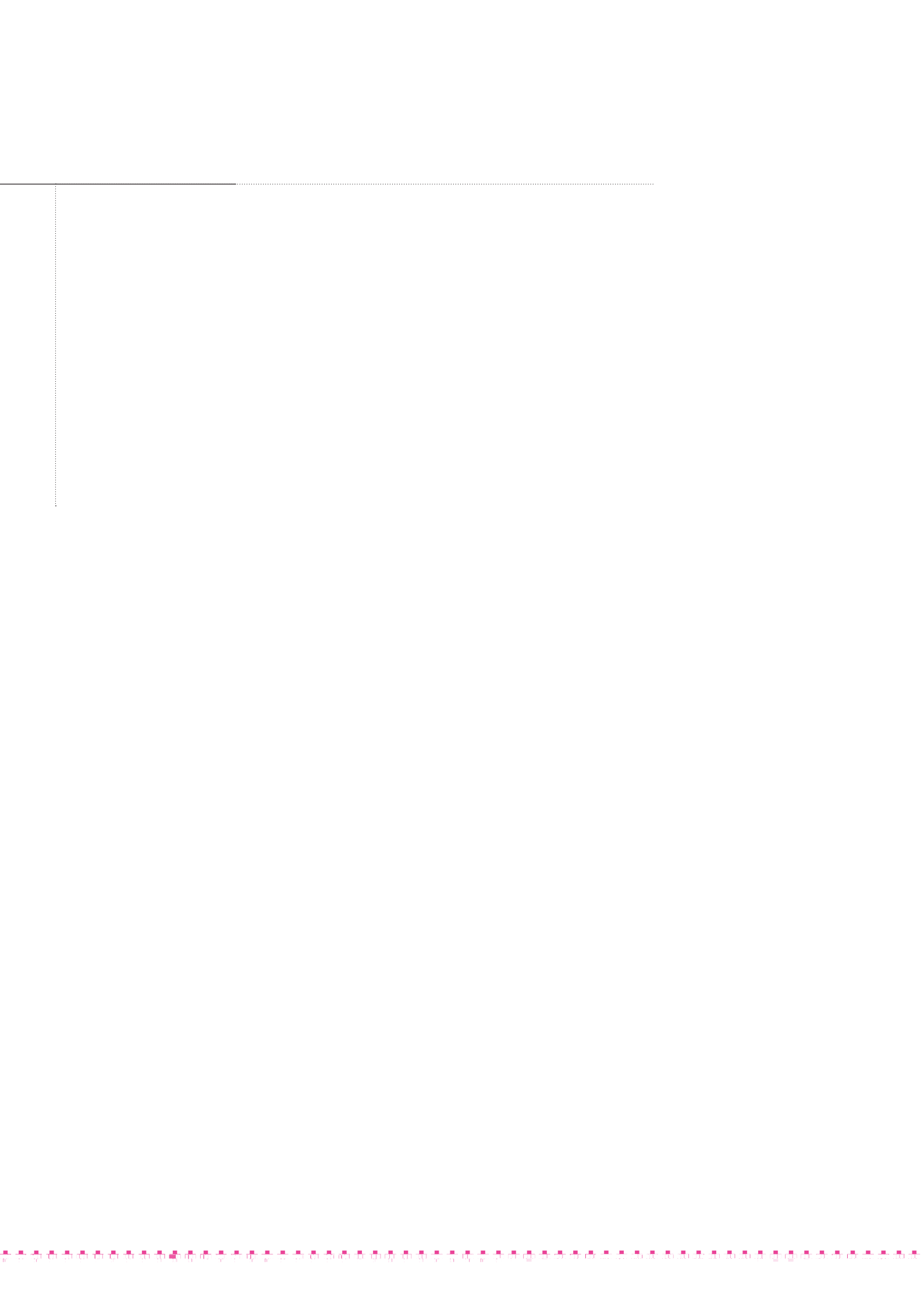
- A reflection on previous experience
- How you based your decision on a particular situation
- Reasons why you believe that your approach addressed that situation
- How this demonstrates that standard has been achieved

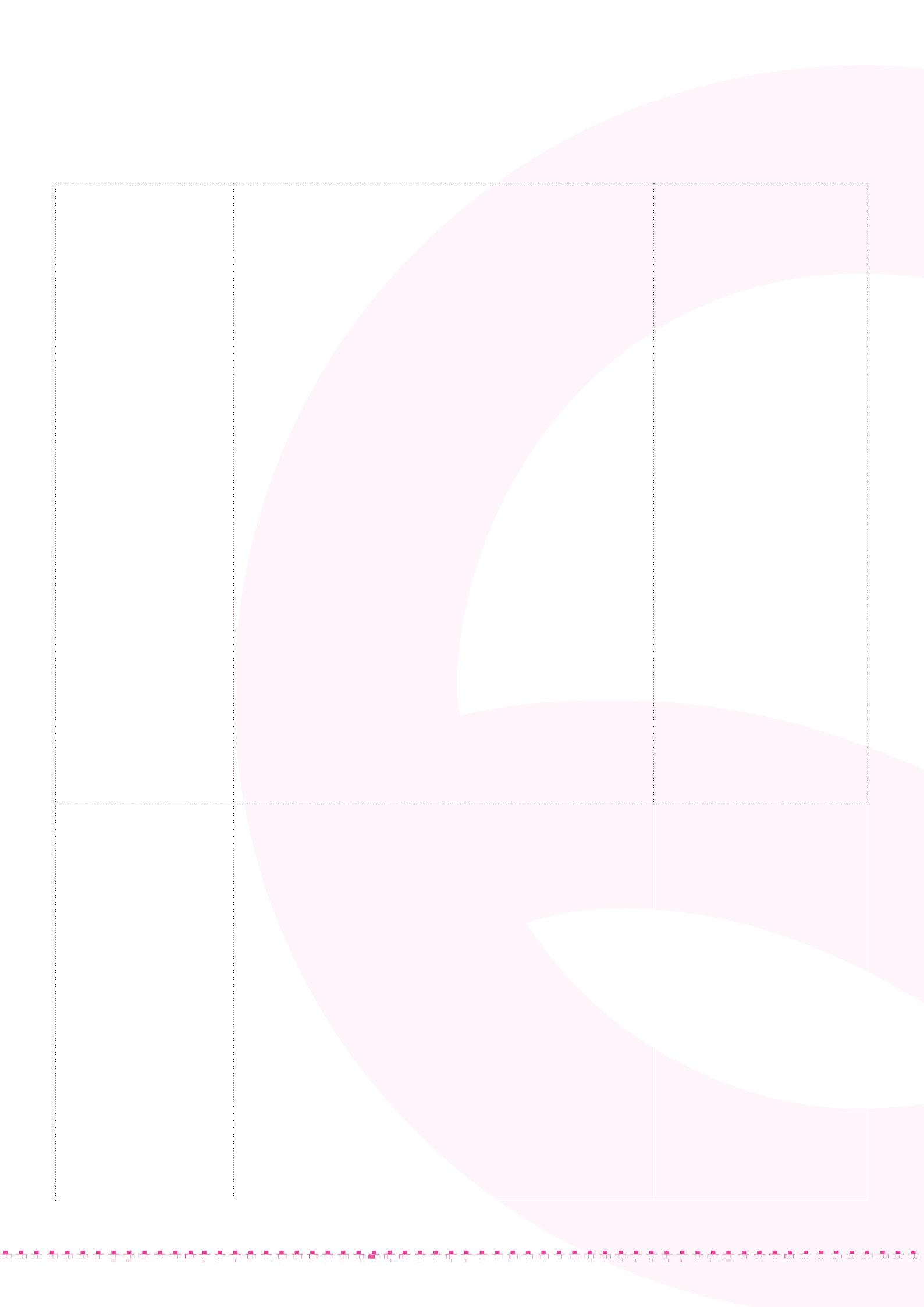
Documents - produced by other people, policies and procedures, or by the nurse, NICE Guidance and Guidelines

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 work place residents value and a staff support and development as a purpose to deliver quality of care
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Do a n Evidence Research and Development

- Review your apps in now ed e and per or a literature review to expand your personal now ed e and understanding enable you to a e in or ed decisions regarding care provision or residents in the Care Home
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Learning Contract Proformas

Contact Details

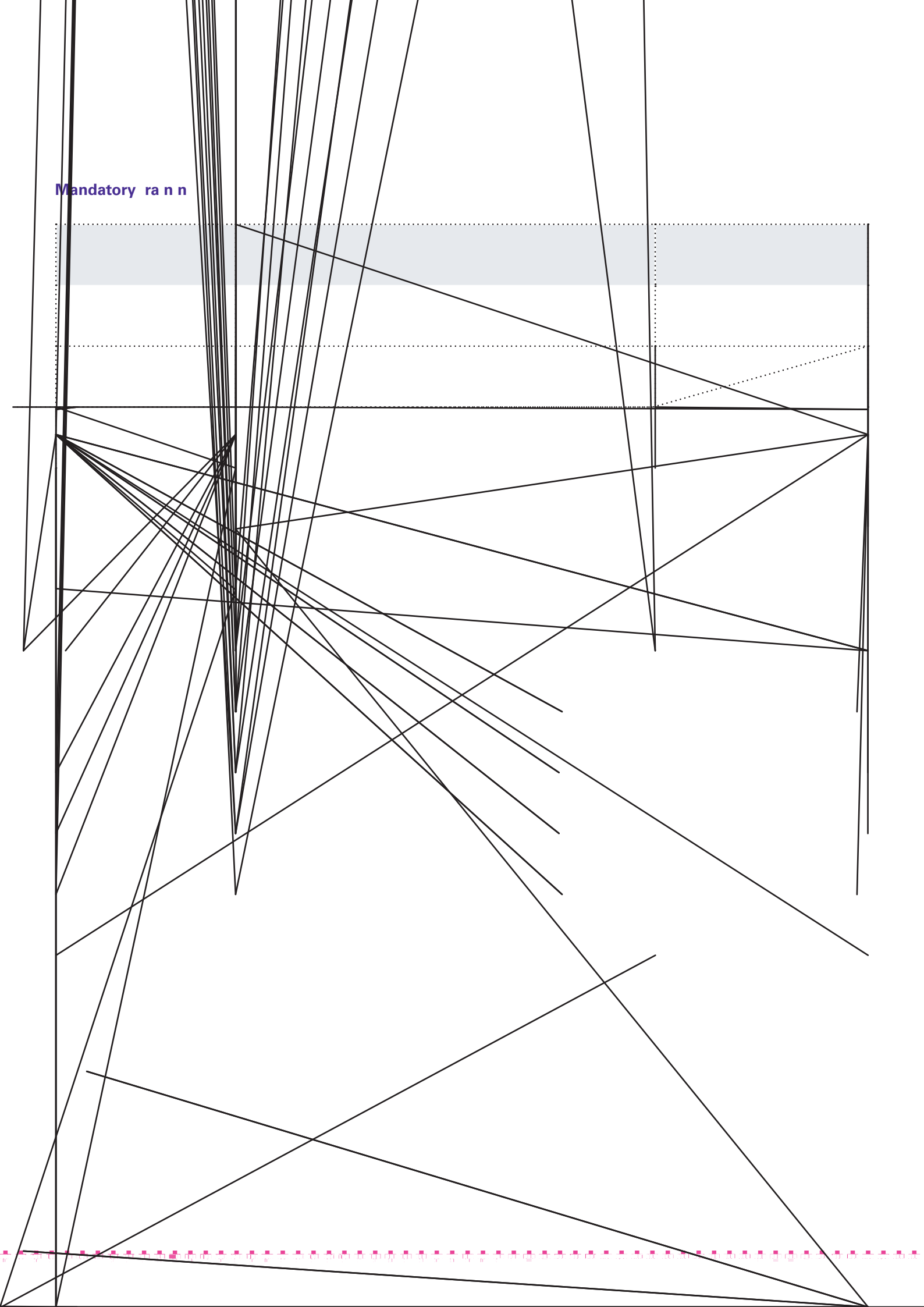
The form consists of a large rectangular area defined by a dotted border. It is divided into sections by horizontal lines, with several sections shaded in light gray to indicate where information should be entered.

The layout is as follows:

- A light gray shaded header bar at the top.
- A blank white section.
- A horizontal dotted line.
- A second blank white section.
- A horizontal dotted line.
- A light gray shaded header bar.
- A blank white section.
- A horizontal dotted line.
- A third blank white section.
- A horizontal dotted line.
- A light gray shaded header bar.
- A blank white section.
- A horizontal dotted line.
- A final blank white section at the bottom.



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 Signature

Date



Professional Record of Meetings

Handwritten notes and lines covering the main body of the page, including a large diagonal line and various scribbles.



