

# 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 the Care Home sector of older residents who require nursing care to be provided by them.

The development of these standards should be as the focus and attention be given to the Care Home sector rather than to the other sectors. The standards should be based on the national standards and social care across the country. Care does vary in the NH Elected. 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) in the British Geriatrics Society survey stated that the increase in the Care Home sector is a consequence of the increasing number of people over the age of 65 living in the community. The increase in the number of people over the age of 65 living in the community is due to the increase in life expectancy and the increase in the number of people over the age of 65 living in the community.

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 65 and above who are over 65 years are living in the UK and this is an indication that by the end of the next 10 years will be a lot of people over 65 and over 75 years old. The number of people over 65 years old is expected to increase from 10 million in 2010 to 15 million in 2020 and this is due to the increase in life expectancy and the increase in the number of people over 65 years old.

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 number of care services is increasing. The registered nursing staff are now being asked to do more and more patient care in their own homes.

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 agreed that the registered Nurse would need to experience the skills required through observation of theory and practice to support the standards. The registered Nurse as the capability and competence to carry out the skills to deliver consistent and professional quality care.

The newly developed standards are a set of benchmarks which can be used to assess the skills and knowledge of the registered Nurse who demonstrate to be seen as competent whilst 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 very demanding one and requires an in-depth knowledge of the conditions associated with the individual's complex needs and the ability of the nurse to respond to the needs of the individual. The role of the nurse is to provide a person and relationships approach to the care of the individual. 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 policy. In addition there is a requirement to develop the skills in building on the relationships with the residents, relatives and significant others. The Care Home Nurse's responsibility is to

- Deliver excellent care to nursing care
- Assess and plan the patient's care
- Monitor and evaluate the care
- Coordinate care and work with a multidisciplinary team
- Monitor and evaluate the care with the General Practitioner and other external stakeholders

Understanding not only how systems in which we work and can't 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 practice updates. The assessor will be governed by the NMC Code of practice 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.

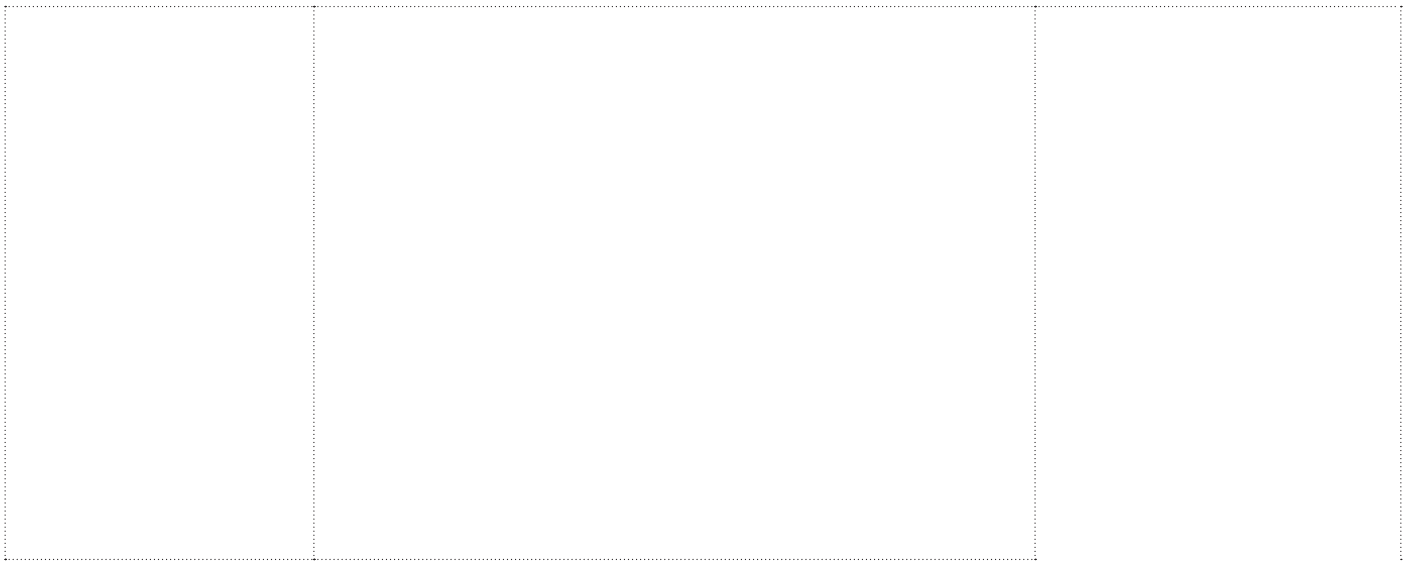
### The Practice Portfolio

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 nta 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 sta support and develop a s ared purpose to deliver — quality e ective care
- Provide education in or ation to a es enab n t e to support the care you are provided with in the Care Home e

**Do a n Evidence esearch and Development**

- ecomse your apsn now ed e and per or a t rature rev ew to expand your personal now ed e and understanding enab n you to a e n or ed dcs ons re ard n care provision or residents in the Care Home e
- Demonstrate critical and analytical skills in discerning between different or so ev dnce based research to provide the care of residents in the care o e
- Work with the re uatons resources and protocols of the Care Home e and oca rust ncud n t os re ated to ed cat ons and dress n s. Demonstrate an enqurn nd to nvst ate a deeper understanding of the ed cat ons and dress n s
- Promote a culture of research within the Care Home e using data that w dnt y e yrs s provide practice and demonstrate the practice as on residents in the Care Home e
- Participate in the develop ent and p e entation of research groups within the Care Home e with a view to develop processes or systems that may provide services and care within the Care Home e
- Promote Continuous Professional Development within the Care Home e to provide individual now ed e in anc e residents care and to s are and disse nate best practice





## Recommendations

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







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.

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 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 at recognition of the professional's own away from the workplace.

It was proposed that the existing education and practice standards have been developed for registered nurses now to work in the care sector of the NHS. They will have a wealth of experience and expertise in the areas of care they are currently qualified and have successfully earned. In both situations there is an expectation that the existing registered nurses will identify their own professional needs and proceed to develop specific skills in order to meet the conditions and develop 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 of the representatives and the CN Adv Sor or Care Ho Nurses. 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

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Practical Standards

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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 or professional provider 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:

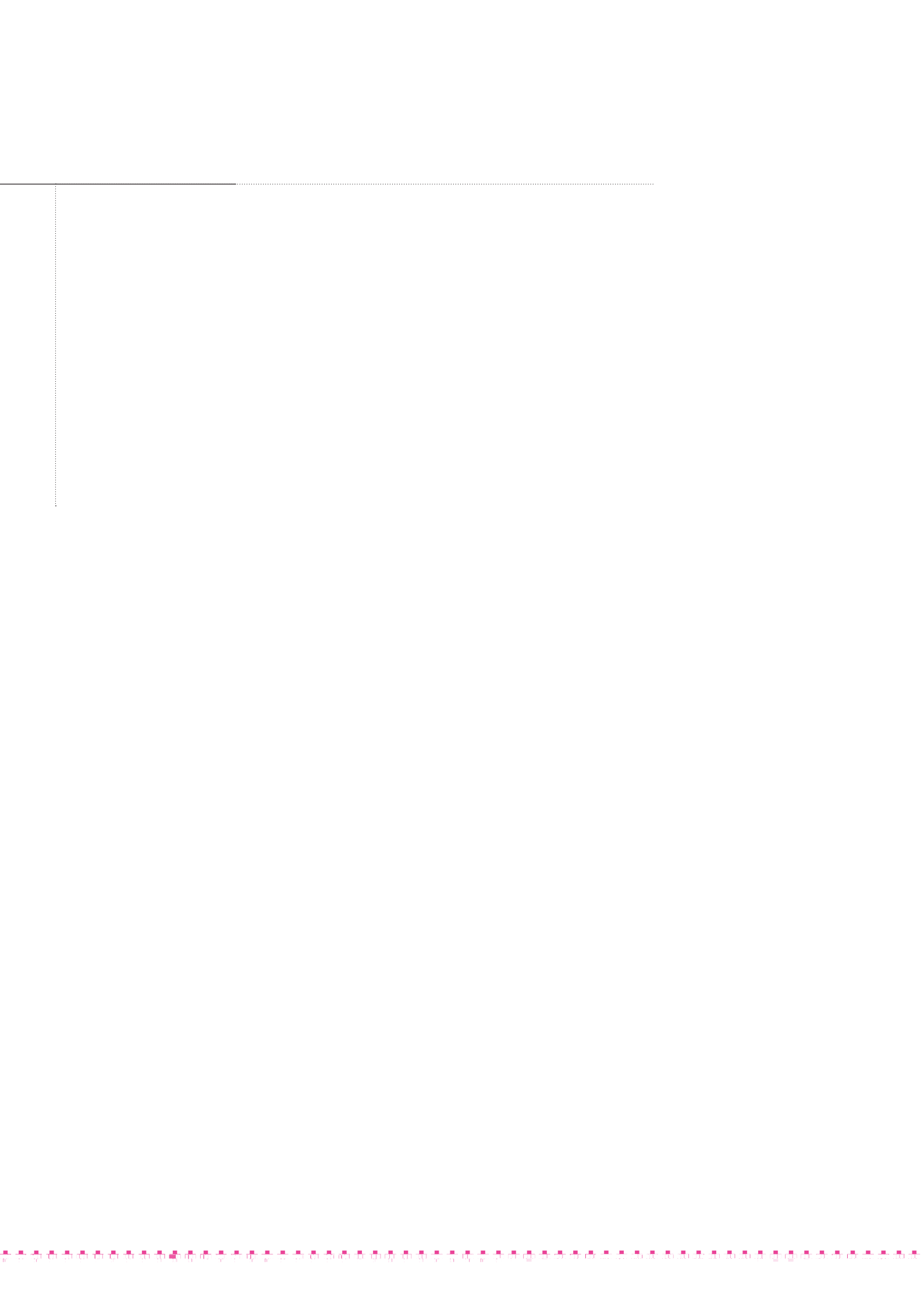
- A reflection on previous experience
- How you based your decision on a particular situation
- Reasons why you believe that this was an effective approach in addressing that situation
- How this demonstrates that standard has been achieved

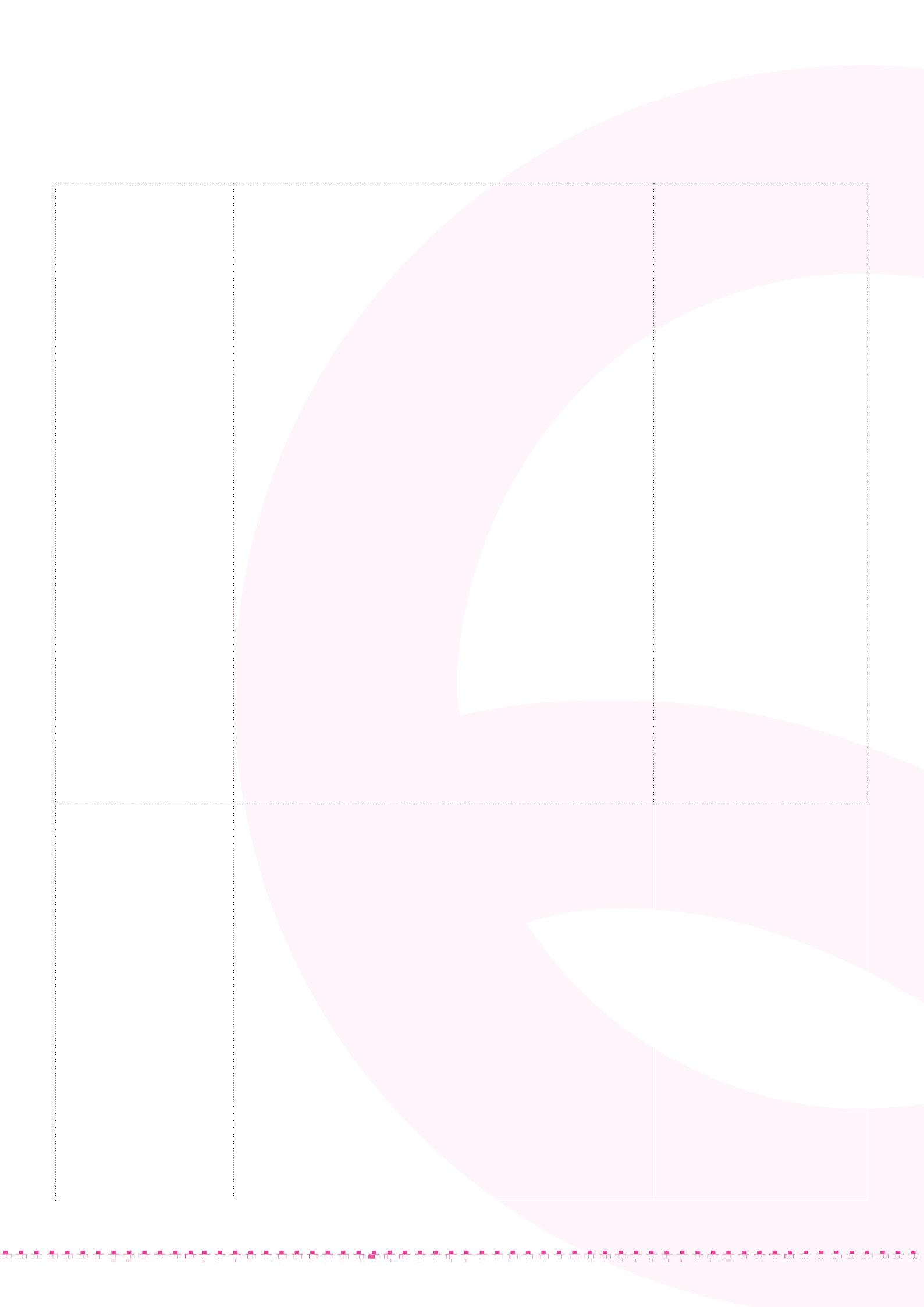
**Documents** - produced by other people, policies and procedures, or by the nurse, NICE Guidance and Guidelines

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

## Practice standards







## Do a n cont nued

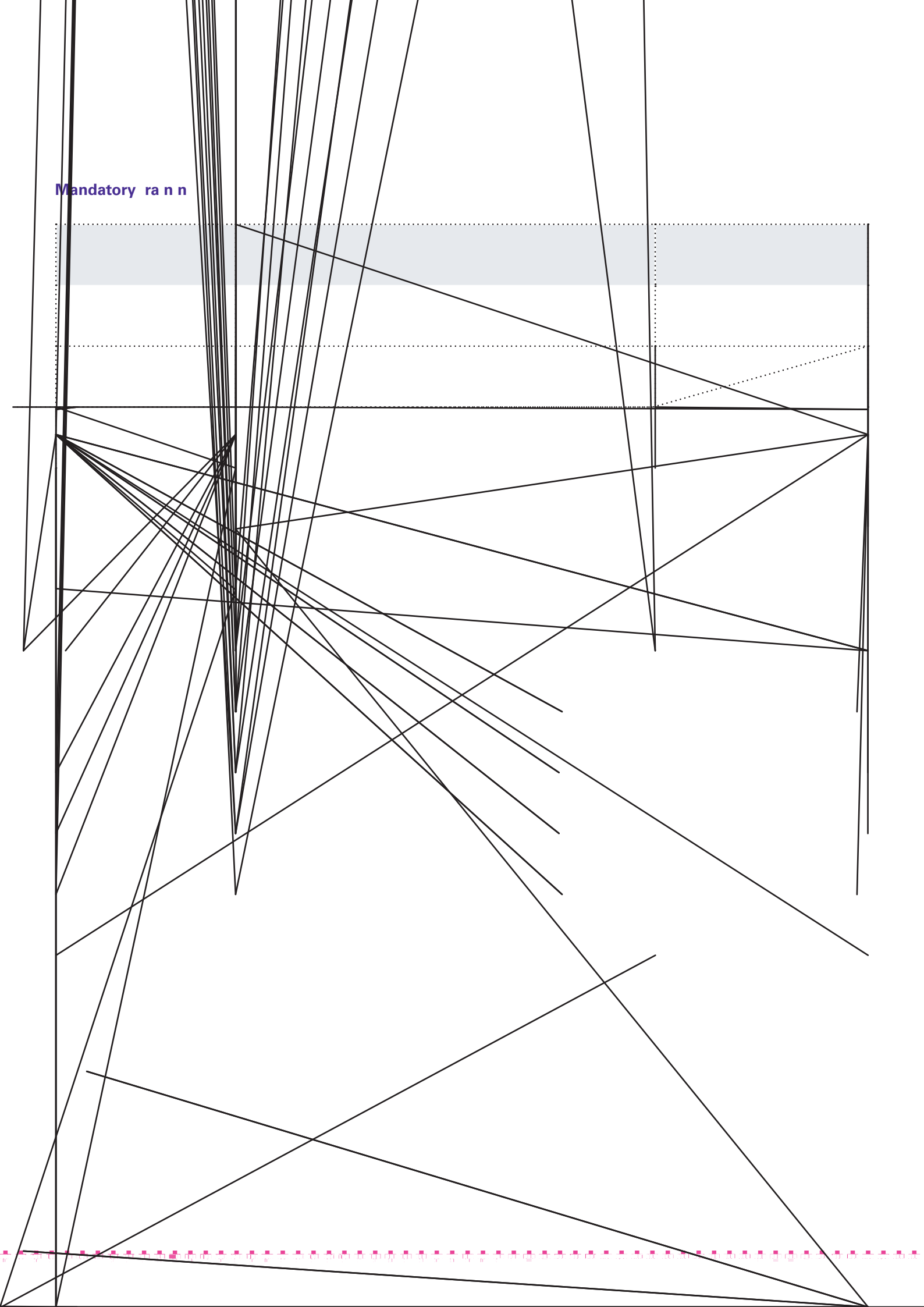
- Demonstrate non-ud e nta and value based care to promote a culture of openness and recognition of the duty of candour in working practices and a staff support and development strategy to deliver high quality patient care.
- Provide educational information to all staff to support the care you are providing with the Care Home.

## Do a n Evidence based research and Development

- Review your plans now and prior to a literature review to expand your personal knowledge and understanding enable you to achieve or exceed standards regarding 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 relevant resources and protocols to the Care Home and occasionally undertake research related to education and dressings. Demonstrate an enquiry mind to investigate a deeper understanding of the education and dressings.
- Promote a culture of research with the Care Home but using data that within 5 years 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 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 resident care and to share and disseminate best practice.



Mandatory r a n n











**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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