

# 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 based 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 due to the constraints of a population to community based, integrated, patient and social care across a community care. 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. (2010) NH Elected British Geriatrics Society. The current situation is that of an increasing number of Care Home services available to patients with a variety of care needs of residents available to meet their conditions, functional dependency and frailty.

It is reported by Care Knowledge that there are a great many Care Home beds than hospital beds which demonstrate the need for Care Home staff to be equipped with the skills to care for the growing population. Currently a vast amount of people aged 65 and above who are over 75 years are living in the UK and this amount is expected to increase by one million people by 2020. This will be a significant increase and over 1 million will be over 85 years old. The number of people aged 85 and over is expected to double by 2020 and triple by 2040. The number of people aged 85 and over is expected to double by 2020 and triple by 2040.

Currently there are a number of registered nurses employed by adult social care services or Care Homes. NMC and the care required by residents is becoming more complex and the number of social care services required for registered nursing staff is increasing. This is due to the increasing number of people aged 65 and above who are over 75 years and the increasing number of people aged 85 and over.

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 essential attributes of a registered Nurse as a capability and competence to carry out the services to deliver consistent and professional quality care.

These 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 competent with staff working in the Care Home setting. These benchmarks are provided 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 challenging one. It requires an in-depth knowledge of the conditions associated with a number of complex health problems and frailty. The nurse is required to maintain a person and relationships, provide a person-centred approach to their care, recognize that the care of the staff and persons of the care home is a priority. Care home nurses deal with the need to practice autonomously but also assess and analyze the needs of the residents with any physical and social care provisions and ensure a sound working knowledge of the relevant Acts and the status of the care home policy. In addition, they are required to develop the services in line with the relevant regulations with residents, staff and significant others. The Care Home Nurse's responsibility is to

- Deliver excellent patient care
- Assess, plan, implement and evaluate patient care
- Coordinate care and work with a multidisciplinary team
- Monitor and evaluate the quality of care
- Contribute to the development of the care home and work with the 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 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.

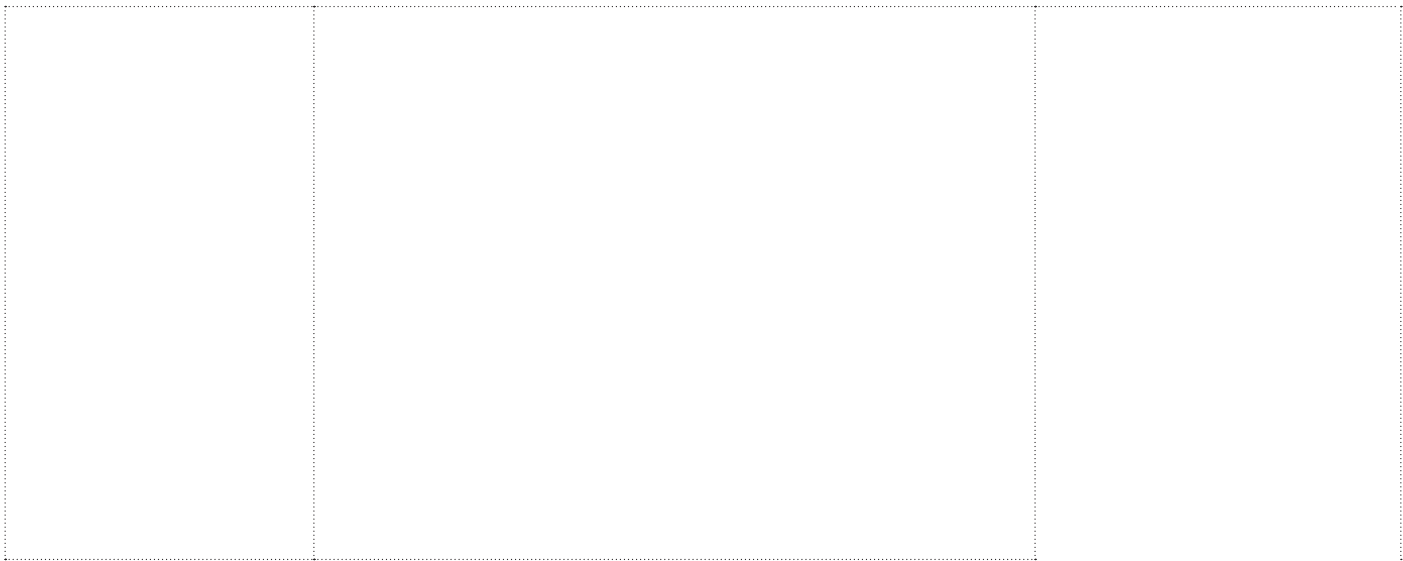
### The Practice Portfolio

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 is 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. Facilitate residents' value and a staff support and development strategy to deliver a quality of care.
- Provide education in oration to a resident to support the care you are providing with the Care Home.

**Do a n Evidence Research and Development**

- Conduct your appraisal now and peer review a literature review to expand your personal knowledge and understanding. Enable you to achieve or discuss research or residents in the Care Home.
- Demonstrate critical and analytical skills and discernment between different or so evidence-based research to provide care or residents in the Care Home.
- Work with the relevant resources and protocols of the Care Home and occasionally undertake related education and training. Demonstrate an enquiry and investigate a deeper understanding of the education and training.
- Promote a culture of research with the Care Home. Use data that doesn't yet exist to 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 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 NHSE, 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 continues to be regarded as a 'Cinderella' service with the registered nursing workforce often overlooked and on a day to day basis that is not recognised as a 'proper' job. By NHSE and on a day to day basis that is not recognised as a 'proper' job.

Interviews were analysed and coded with the resultant data analysed by the research survey findings. The findings are presented in the following sections. The findings are presented in the following sections.

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. There was unanimous agreement 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 or registered nurses now to work in the care home sector. The role of the nurses may vary with a wealth of experience and expertise. The areas of expertise may be recently qualified and also may 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 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 Sor or 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

Assessment

For at-vent Assessment

For at-vent Assessment

Competence Evidence

Practical standards

### 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. This could 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 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 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 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 the whole or part of a standard but not normally more than one

Written evidence should include:

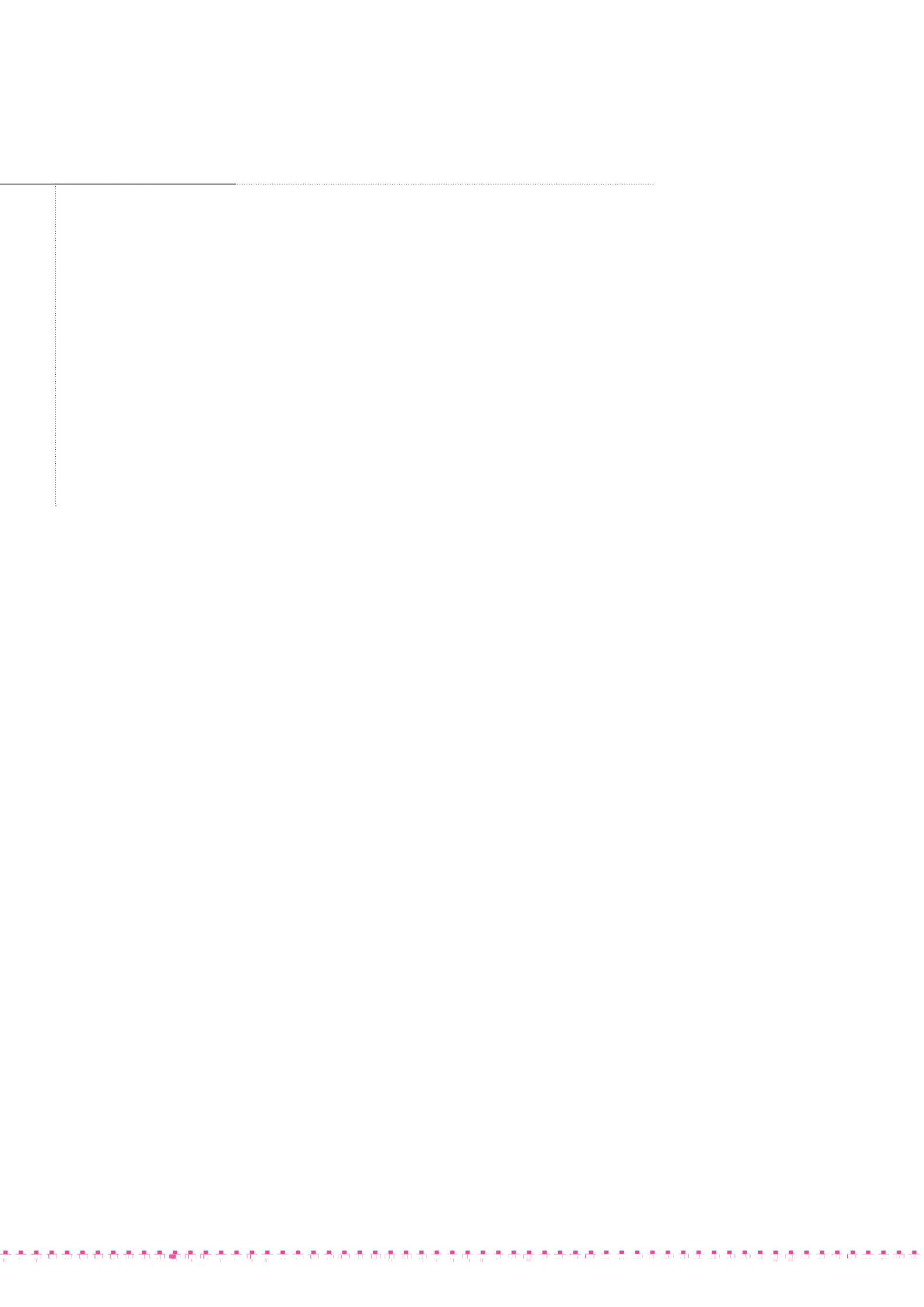
- A reflection on previous experience
- How you based your decision on a particular situation
- Reasons why you believe that this was an effective approach in addressing that situation
- How this demonstrates that standard has been achieved

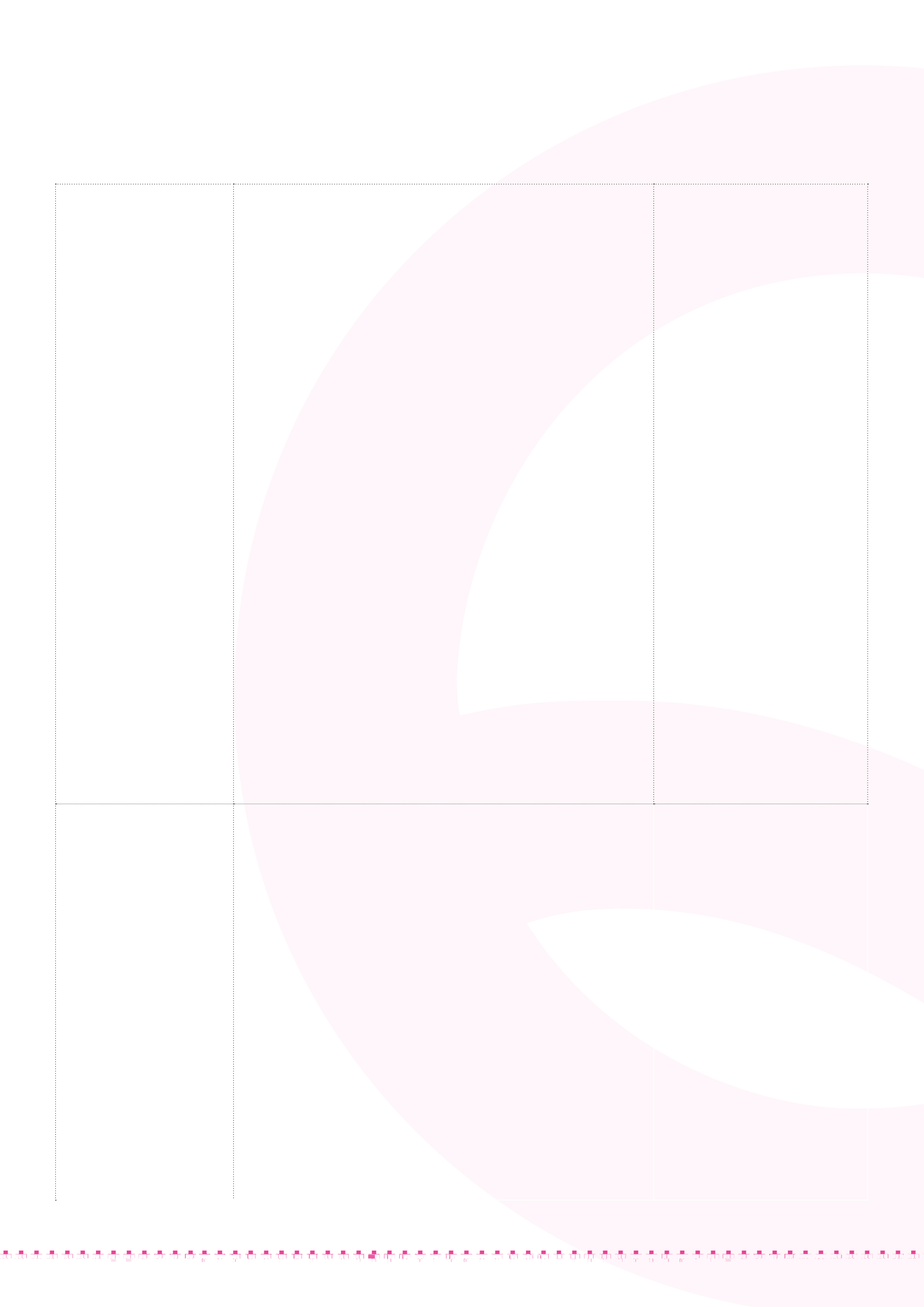
**Documents** - produced by other people, policies and procedures, or by the nurse, NICE Guidance and Guidelines

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

## Practice standards







## Do a n cont nued

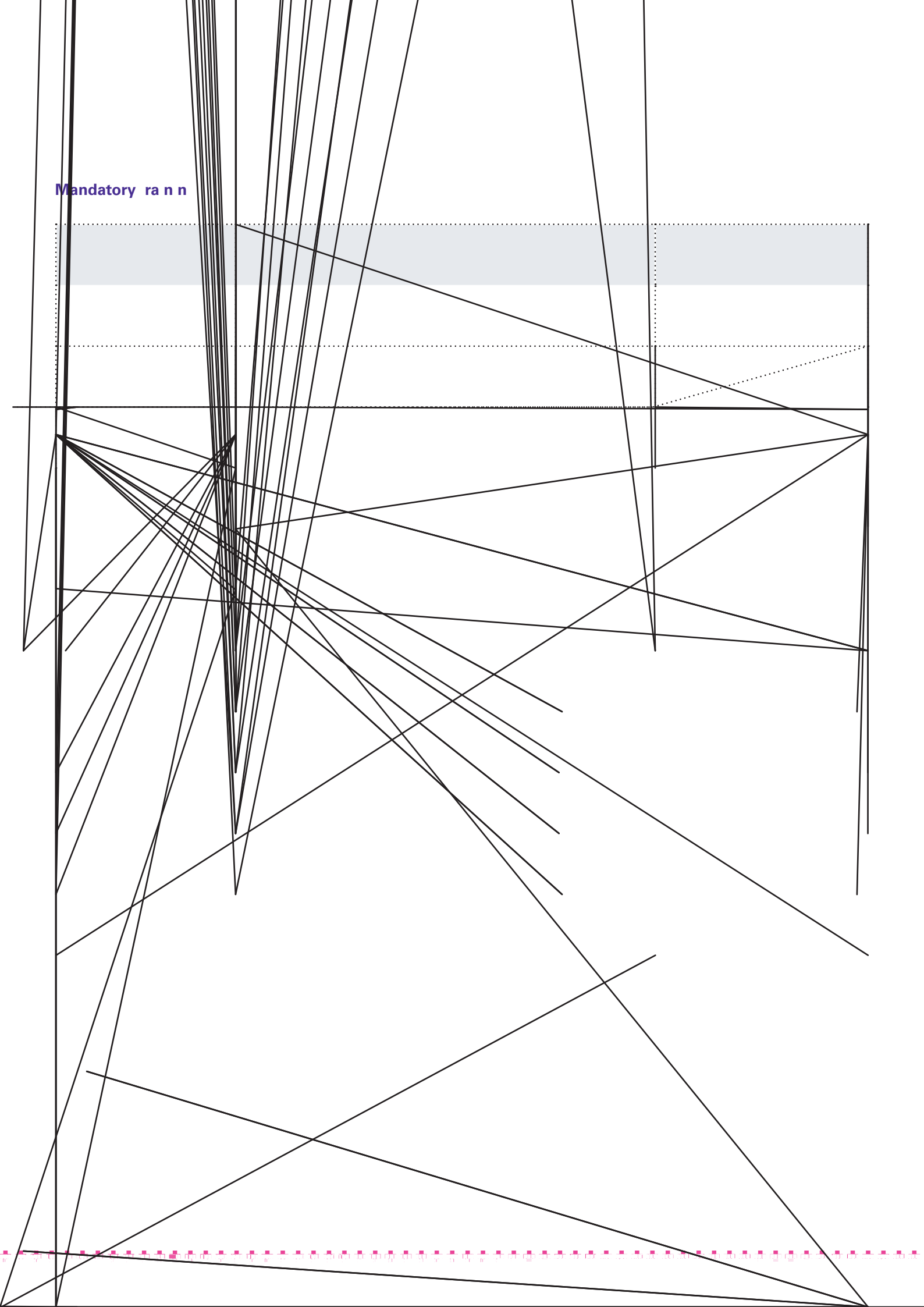
- Demonstrate non-ud e nta and value based care to promote a culture of openness and recognition of the duty of candour in working practices and a staff support and development strategy aimed at providing a quality of care.
- Provide education and training to staff to enable them to support the care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

## Do a n Ev dence esearc and Deve op ent

- Review your plans now and prior to a literature review to expand your personal knowledge and understanding to 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 relevant resources and protocols to the Care Home and incorporate them into related education and training. Demonstrate an enquiry led to investigate a deeper understanding of the education and training.
- Promote a culture of research with the Care Home but using 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 Professional Development with the Care Home to provide individual knowledge and enhance 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 Supervision Observations of Achievement**

**Standards Achieved**

**Assessor Supervisors' Nature**

**Date**



Professional Record of Meetings



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