

# 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 set by the focus and attention being given to the Care Home sector is a greater than that as ever before. The demonstration of a policy to continue to be based on the 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. (2010) NH Elected British Geriatrics Society. The current situation is that of an increasing number of Care Home services available to the patient with the average care of the resident available to them on the conditions of a dependency and rating.

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 services to be equipped with the services to care for the growing population. Currently a cost of £1000 per person a day and above of which the care on average over the years are given in the UK and the significant part of that by the nursing care of the patient. The cost of the care of the patient is £1000 per person a day and above of which the care on average over the years are given in the UK and the significant part of that by the nursing care of the patient. The cost of the care of the patient is £1000 per person a day and above of which the care on average over the years are given in the UK and the significant part of that by the nursing care of the patient.

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 supported with the requirements of the registered nursing staff to be used now and the patient's care and the patient's care.

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' requirements for nursing care and it was acknowledged that the registered Nurse would need to experience the services required through observation of theory and practice to support the essential attributes of the 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 now need to be implemented by the registered Nurse who demonstrate to be seen as competent with the work 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 within a care home is a complex one which requires an in-depth knowledge of the conditions associated with the patient's complex needs and the requirements of the nurse to support the patient's needs. The role of the registered nurse is to provide care and support to the patient in a person and relationships approach to the care of the patient. The role of the registered nurse is to provide care and support to the patient in a person and relationships approach to the care of the patient. The role of the registered nurse is to provide care and support to the patient in a person and relationships approach to the care of the patient.

- Deliver excellent patient care
- Assess and plan patient care
- Monitor and evaluate care
- Coordinate care and work with a multidisciplinary team
- Work in collaboration 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 outlines 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 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.

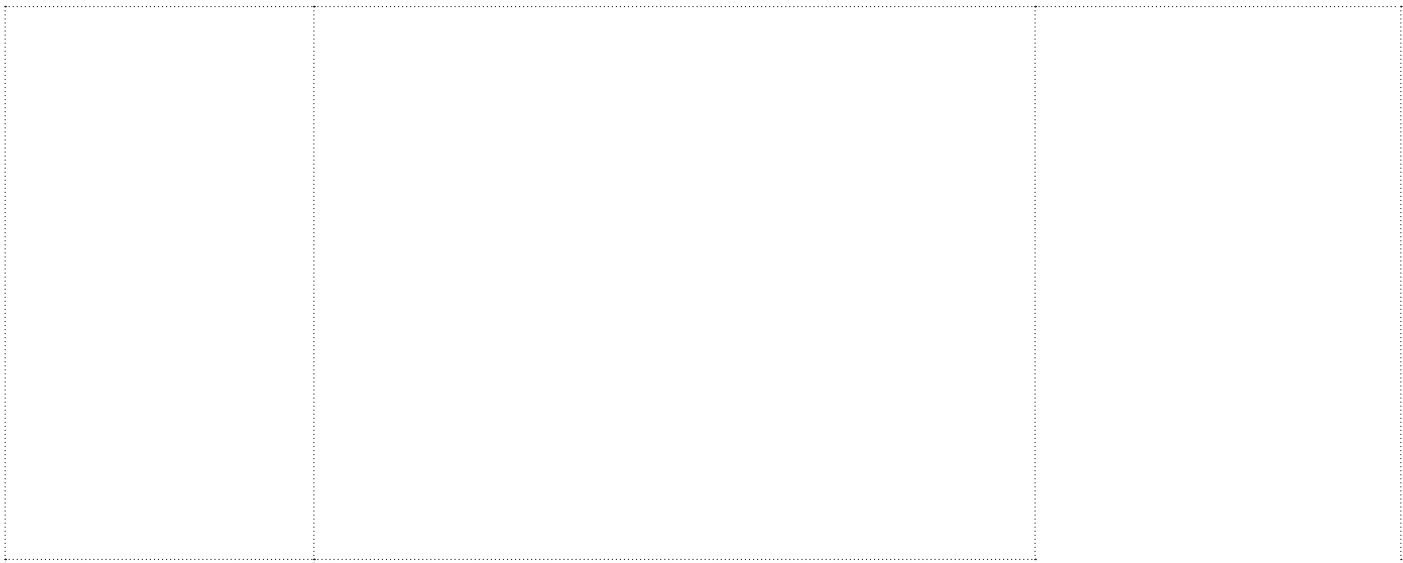
### The Practice Portfolio

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 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 nabi n t e to support the care you are provided with in the Care Home

**Do a n Evidence e search 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 e nabi n you to a e n or ed dcs ons re ard n care prov s on or res dents n t e Care Home
- Demonstrate crtica and analytical s s n dscrn n btween d e rent or so ev dnce based research to provide e care o res dents n t e care o
- or with n t e re uat ons resources and protocols of the Care Home e and oca rust ncud n t os e rat ed to ed cat ons and dress n s. Demonstrate an e nqur n nd to nvst ate a de eper understanding of the ed cat ons and dress n s
- promote a culture of research with n t e Care Home e ut sn data t at w dnt y e yrs s provide practice and demonstrate the practice s as on res dents n t e Care Home
- participate n t e develop e nt and p e e ntat on o res earc roups with n t e Care Home e with a v ew to develop processes or systems at ca y prov n s e rv ces and care with n t e Care Home
- promote Continun ro e ssona Develop e nt with n t e Care Home e to provide nd v dua now ed e e n anc e res dent care and to s are and d sse nate 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 'closed' service with the registered nursing workforce often overworked, underappreciated and on a day to day basis of 'tactical' work. The research was undertaken by NHSE and on a day to day basis of 'tactical' work.

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 work 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





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### How to use this Portfolio

Guidance for Registered Nurses

Guidance for Assessor/Supervisor

#### Assessment Process

Assessment

For a Valid Assessment

Using a Valid Assessment

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Practical Standards

### 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. 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/learning 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:

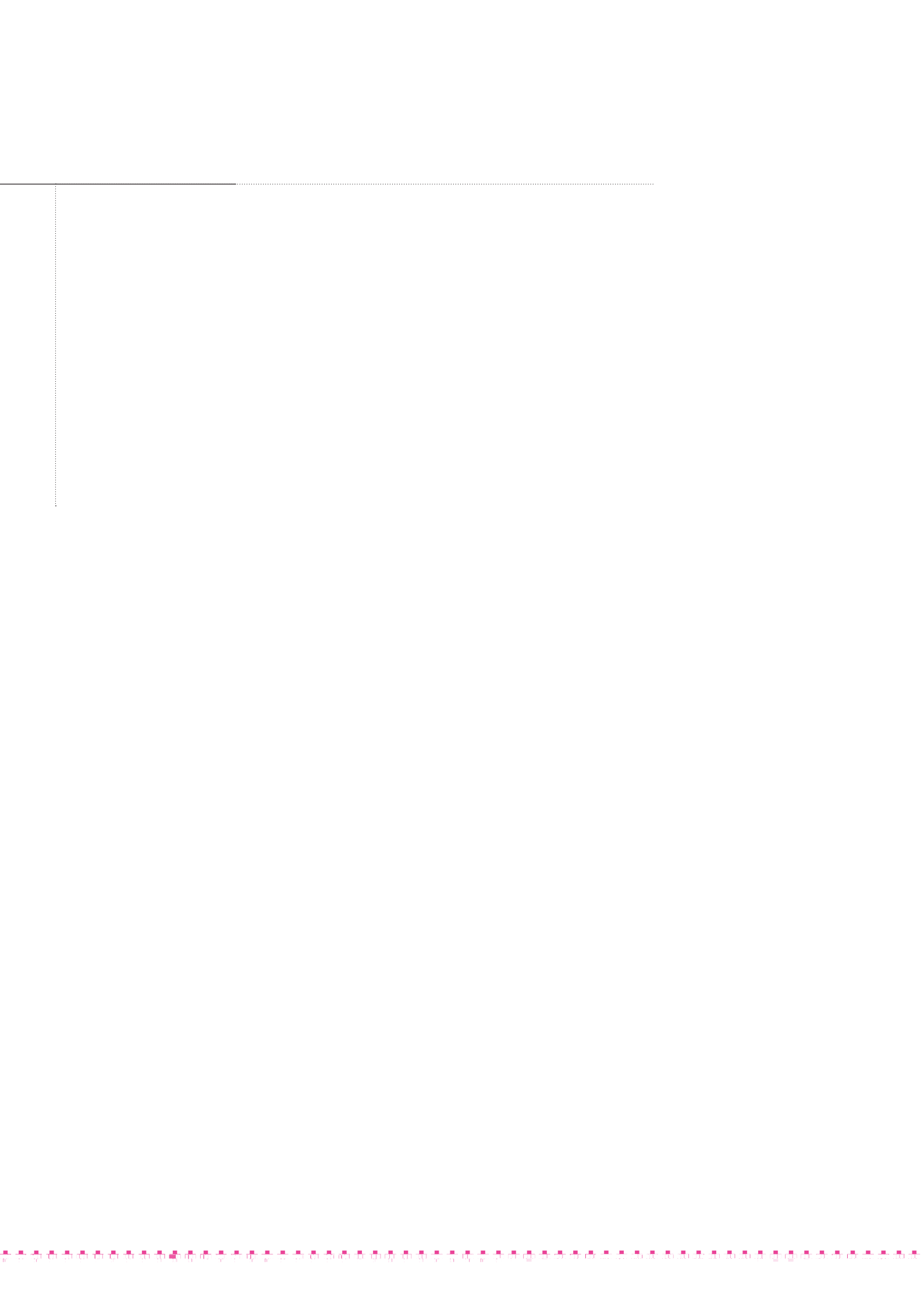
- A reflection on previous experience
- How you based that action on your decision
- Reasons why you believe that this was an effective approach in addressing that identified need/situation
- How this demonstrates that standard has been achieved

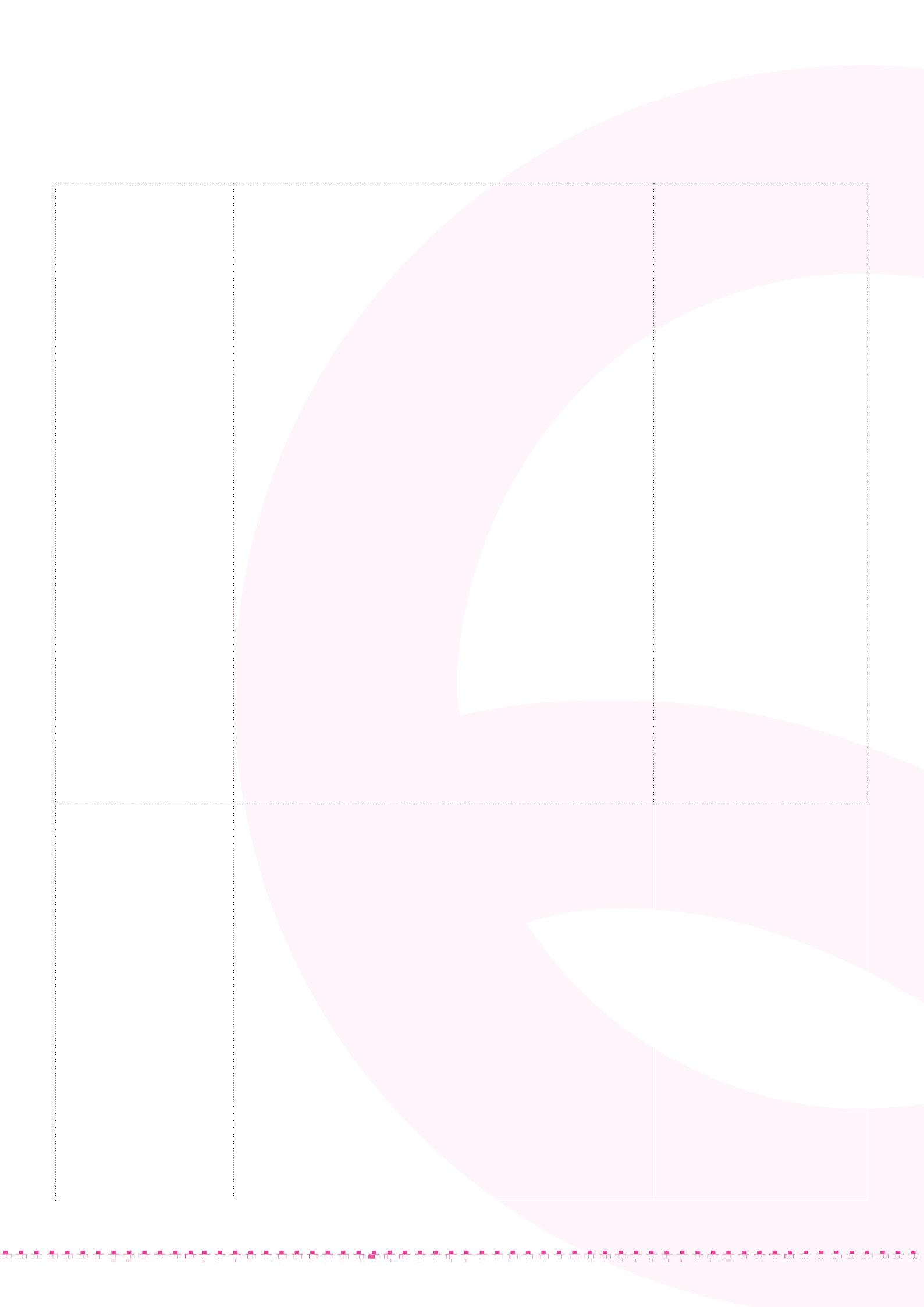
**Documents** - produced by other people, policies and procedures, or by the nurse, NICE Guidance and Covid updates

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

## Practice standards







## Do a n cont nued

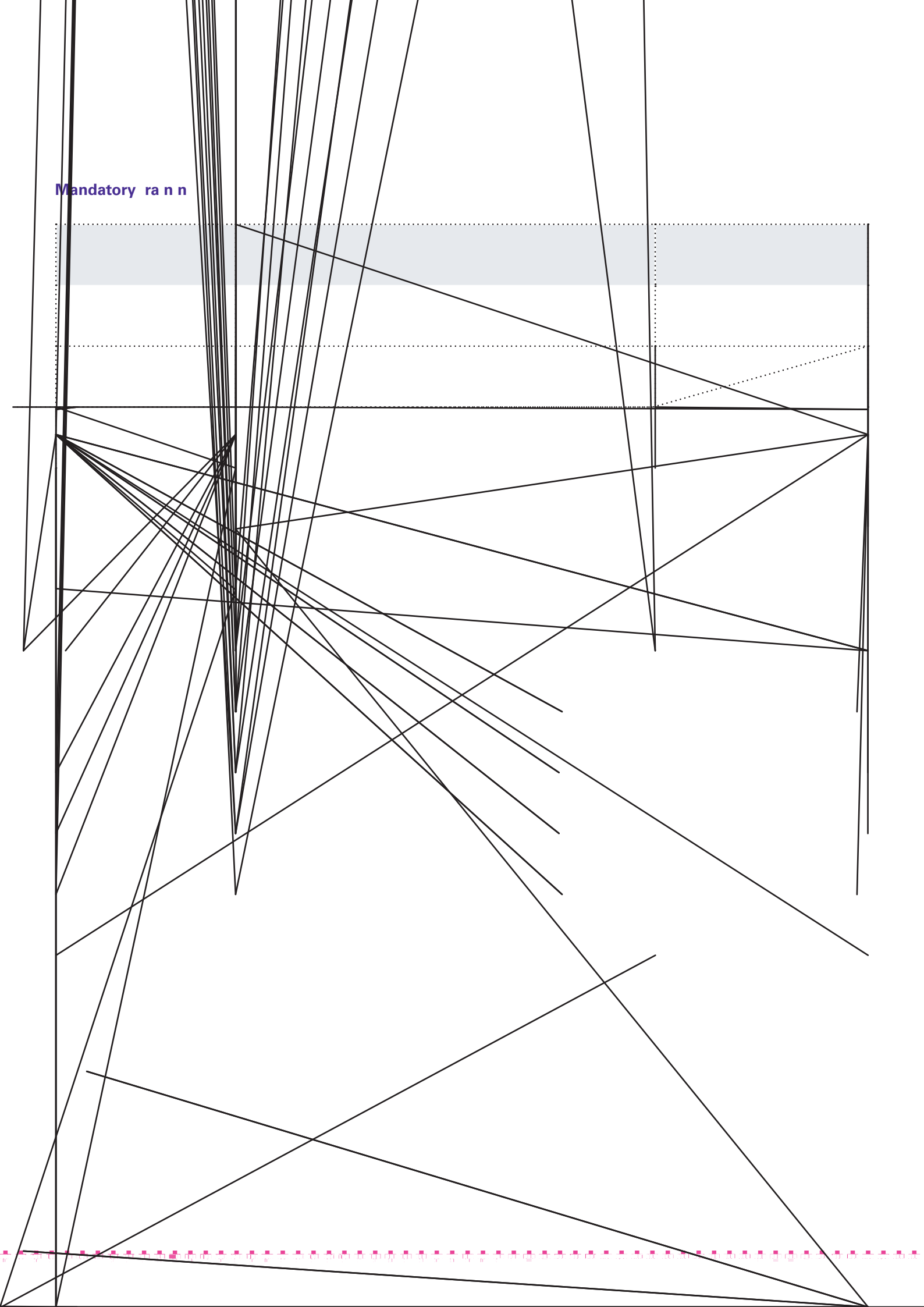
- Demonstrate non-ud e nta and value based care to promote a culture of openness and recognition of the duty of candour in work. Facilitate residents' value and a staff support and development strategy to deliver a quality of care.
- Provide education in oration to a es enable them to support the care you are providing with the Care Home.

## Do a n Evidence Research and Development

- Review your plans now and prior to a literature review to expand your personal knowledge and understanding enable you to achieve or address needs 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 care of residents in the care of.
- Work with the relevant resources and protocols of the Care Home and incorporate them into the 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. Use data that is directly yours 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 and resident care and to share and disseminate best practice.



Mandatory ra n n











**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



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