

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 workforce now 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 workforce.

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 requiring care from residents or nursing care. Bennett et al. (2015) NH Elected. The British Geriatrics Society. The current situation of the workforce in Care Home services is a very complex picture with the average age of residents increasing and the average length of stay increasing. The current situation is a result of the increasing demand for care and the increasing need for care.

It is reported by Care Knowledge that there are a significant number of Care Home beds that are not occupied. This is a significant issue for the Care Home sector. The current situation is a result of the increasing demand for care and the increasing need for care. The current situation is a result of the increasing demand for care and the increasing need for care.

Currently there are a significant number of registered nurses employed by adult social care services or Care Homes. The current situation is a result of the increasing demand for care and the increasing need for care. The current situation is a result of the increasing demand for care and the increasing need for 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 workforce to work in the Care Home sector to enable them to work safely and effectively. The current situation is a result of the increasing demand for care and the increasing need for care. The current situation is a result of the increasing demand for care and the increasing need for care.

The newly developed standards are a set of benchmarks which can be used to assess the workforce and how well it meets the needs of the Care Home sector. The current situation is a result of the increasing demand for care and the increasing need for care. The current situation is a result of the increasing demand for care and the increasing need for care.

- Do an Clinical Care
- Do an Leadership and Management
- Do an Facilitation of Learning
- Do an Evidence Based Research and Development

The role of Care Home Nurses

The role of registered nurses working in a care home is a very complex one. They are required to provide a high level of care and support to residents who may have a range of needs. The current situation is a result of the increasing demand for care and the increasing need for care. The current situation is a result of the increasing demand for care and the increasing need for care.

- Develop an excellent and compassionate nursing care
- Assess and plan individual 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 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 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.

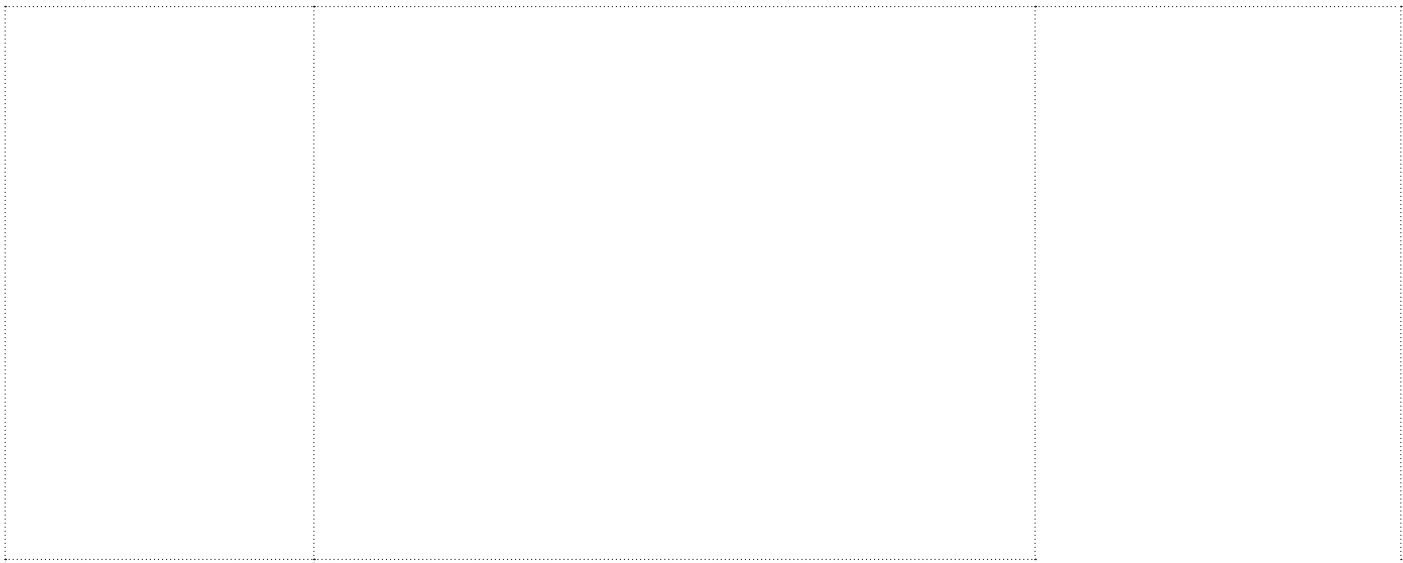
The Practice Portfolio

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

Do a n Ev dence esearc and Deve op ent

- Review your apps in now ed e and per or a literature review to expand your personal now ed e and understanding nabi n you to a e n or ed dcs ons re ard n care prov s on or residents in the Care Home
- Demonstrate critical and analytical skills and discern between different or so ev dence based research to provide the care of residents in the care o e
- Work with the re uat ons resources and protocols of the Care Home e and oca rust nc ud n t os re at ed to ed cat ons and dress n s. Demonstrate an enqur n nd to nvst ate a deeper understanding of the ed cat ons and dress n s
- Promote a culture of research with in the Care Home e ut sn data that w dnt y e yrs s prov e pract ce and demonstrate the pact t s as on residents in the Care Home
- Participate in the development and presentation of research groups with in the Care Home e 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 e to provide individual now ed e en anc e 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 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 'hard' job. The research was undertaken by NHSE and on a day to day basis that is not recognised as a 'hard' job.

Interviews were analysed and coded with the result that the majority of respondents considered the current standards for nursing practice and interpersonal skills to be an appropriate foundation for the current nursing profession and interpersonal skills.

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 existing 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 level of 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 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 home representatives and the CN Adv Sor 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

Assessment

For a Valid Assessment

Using a Valid Assessment

Collecting Evidence

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 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 it as your own?

Do you have the knowledge to understand and analyse it on a theoretical basis or 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:

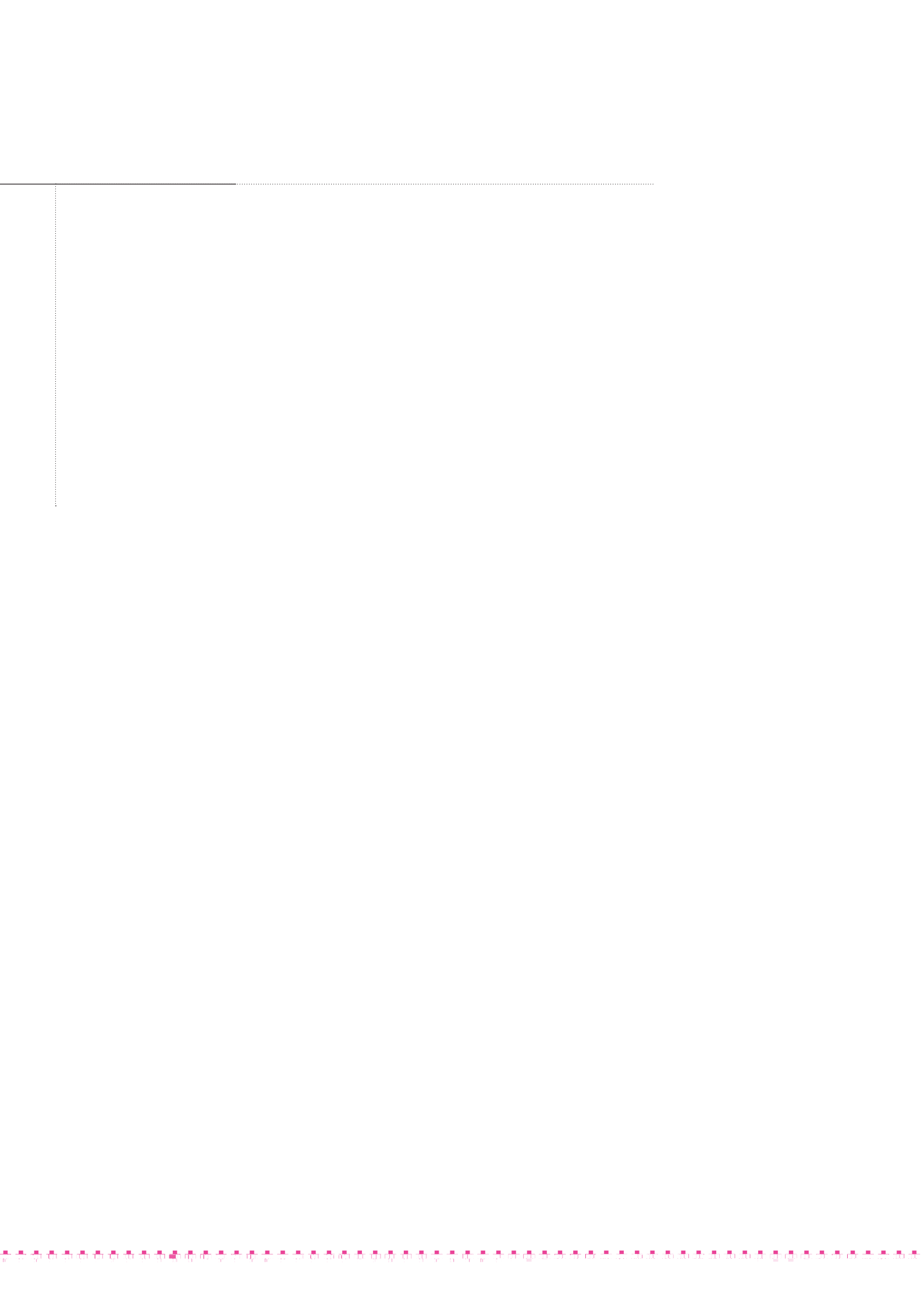
- A reflection on previous experience
- How you based your decision on a particular situation
- Reasons why you believe that your approach addressed that situation
- How this demonstrates that standard has been achieved

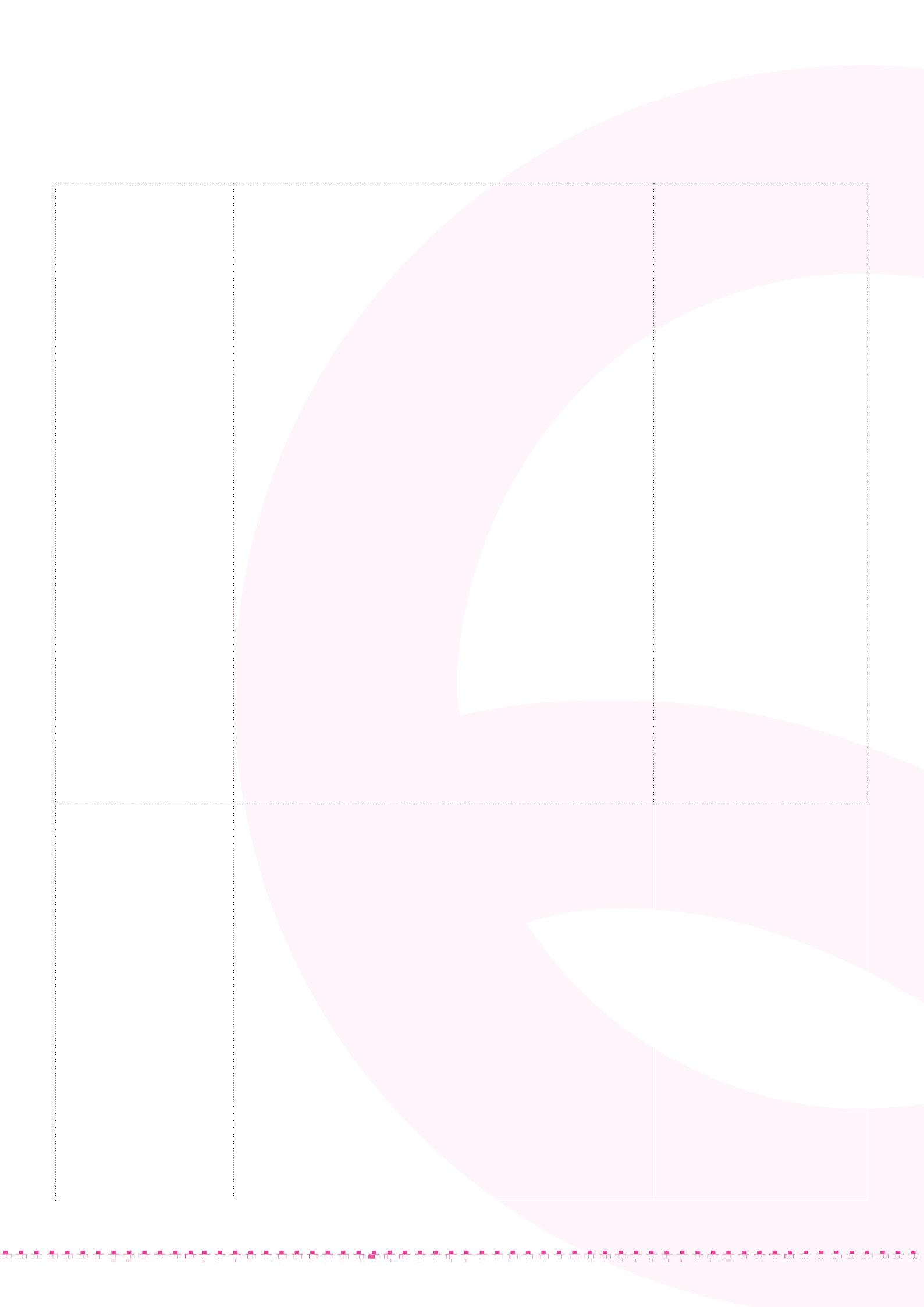
Documents - produced by other people, policies and procedures, or by the nurse, NICE Guidance and Guidelines

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

Practice standards







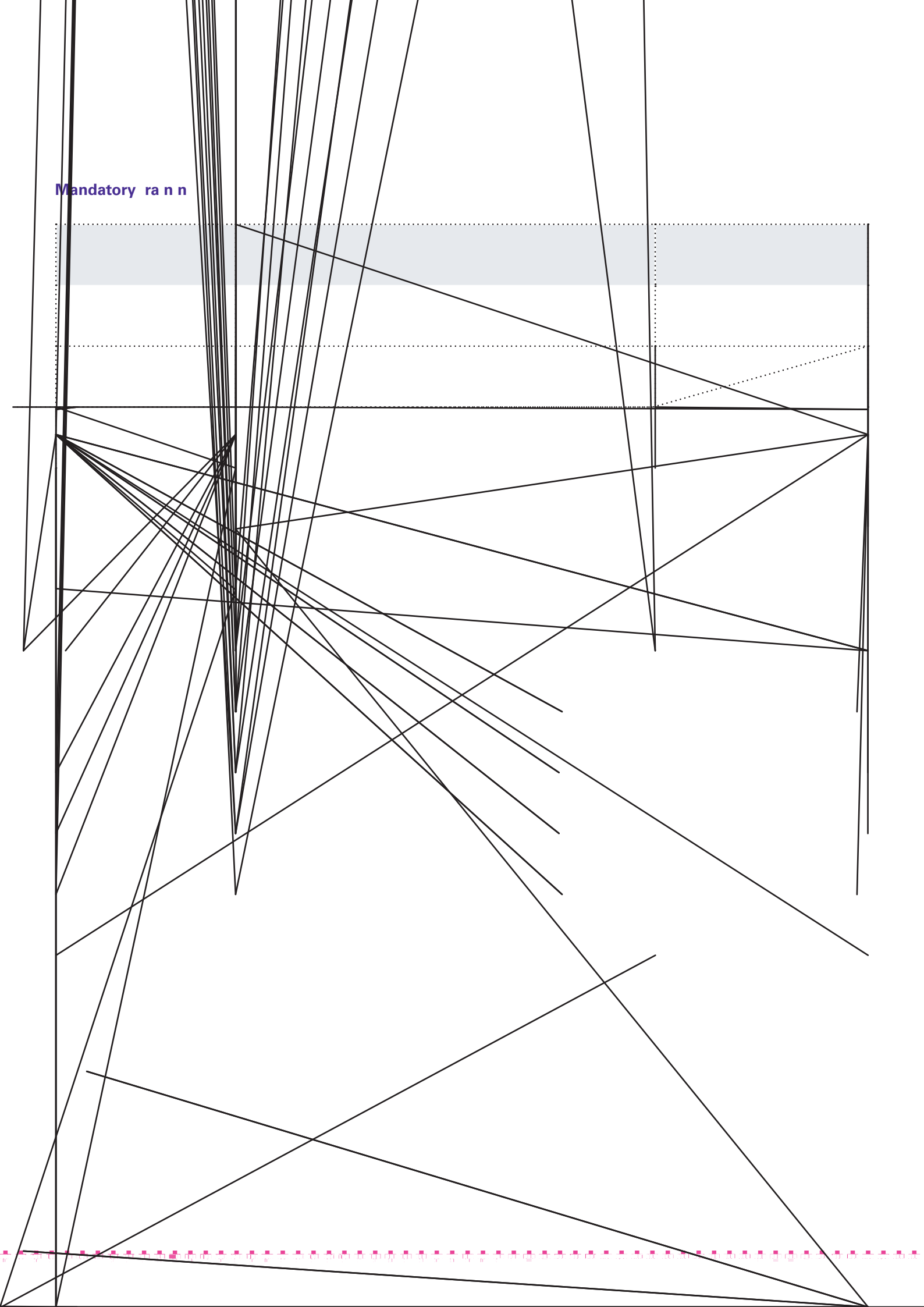
Do a n cont nued

- 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 in or at on 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 systems now and periodically to expand your personal knowledge and understanding 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 the relevant resources and protocols of the Care Home and occasionally undertake research and development. Demonstrate an enquiry mind to investigate a deeper understanding of the care and development.
- Promote a culture of research with the Care Home but not 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 Improvement with the Care Home to provide a dual now and then and resident care and to share and disseminate best practice.

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

Date	Time	Location

Minutes of the meeting held on [Date] at [Time] at [Location]. The meeting was attended by [List of Attendees]. The agenda items were discussed and the following decisions were made:

[Detailed handwritten notes follow, including a list of attendees and a list of agenda items with corresponding decisions.]

