

Developing nursing placements in social care

SPEAKERS

Lucy Gillespie, Iram Painter, Claire Leenhouders, Cath Sandy, Lynne Westwood, Louise Keane, Pam Hodge

Claire Leenhouders 00:01

Developing nursing placements in social care settings what do providers need to know that's our topic for today. And we'll work through with our panellists what this topic is all about, and what do we need to know and also make you aware of some new guidance that has been published by ourselves at Skills for Care around this really important topic. There's a lot of abbreviations that may be used today. So here's a few of them. Because there's there's a language around placements that people need to be aware of. So HEI we mean higher education institutions PVI this will be something an expression often used by universities to describe the private, voluntary and independent sector or PIT is a new one private independent third sector, the SSSA standards, you will have heard this refers to the Nursing and Midwifery Council standards for students supervision, and assessment, practice assessor, practice supervisor, academic assessor, those are the abbreviations, and the epad may be something that we describe as well. So first thing I want to ask everybody that's attending in the chat, I just need a number. So don't feel like you have to write all of that out. Just tell us where you work. And whether you're here today for one of these reasons. One, your potential or current placement provider interested in hosting students or you're already hosting students. Or number two, you're an HEI so a higher educational institution, or there's the HEI is interested in increasing placement capacity at your HEI or you work

Iram Painter 02:37

Hi, yes, I'm Iram. I'm the registered manager for Belvedere airport nursing home in Wolverhampton. And I've been here I think, seven or eight years now. We've been hosting students for the last, I believe, three or four years. Pre COVID. That was pre COVID, wasn't it? Yeah. So it was pre COVID We started. So yeah, I'm a non nurse,

Nursing advisory chair. I'm one of the 42 councils that were set up by Deborah sturdy the Chief Nurse who some of you might know and also I have the great pleasure of hosting students within the area that I work in but also supporting nursing homes both are eager to get students to.

Claire Leenhouders 04:49

Thanks, Louise. So interesting group of panellists here. Firstly, let me tell you a little bit about what we know about nursing. So in the last in the most recent State of adult social care sector and workforce in England report that Skills for Care produces. We know there's 33,000 nurses working in social care. And in the independent sector. The other thing we know, we've got a bit of a breakdown there of the different places that they're working. So we know that some are in care homes with nursing, or care homes or all different settings. But we also know that there's a high vacancy rate for nurses in this sector, around 11.3%. And we know that there's a high turnover rate. So one of the things that we're looking at, is improving those aspects. And that can't really be achieved without looking at developing placements in the sector itself. So we need to increase placement capacity is something we hear a lot from HEI is all over the place. So I want to ask that are two representatives from HEI. So that's, we'll go to Lynn first, then Pam, from an HEI perspective, why are social care placements so important?

Lynne Westwood 06:10

Well, thank you, Claire. And thank you, everybody. Social Care is a part of healthcare for us. And it's an important part of healthcare, especially from a learning disabilities perspective, but also for other fields as well. We move into an environment where traditional health care in hospitals is becoming less and less, and working with people in their own homes, in community settings. And in nursing homes, supported living, you name it across the board, it is becoming the future. And it's important that we have a

led service. So seeing nurse roles in a different way, thinking about absolutely working with people in their own homes or near to home as they can be. And the different dynamics that that puts on the relationship with the kind of residents and service users as well, I think is really important. We allocate students from all years. So here's one, two and three of the course because we understand that it's really important for the students to have a greater understanding and health and social care system exactly as you're saying about actually, how does it work with people are being transferred to care home possibly from an acute trust, or vice versa? Or where are people feeling more comfortable to have their support, and also an opportunity to maybe work with families in a way that they don't otherwise? So really thinking about that broader, multidisciplinary team, but also the kind of informal support structure that's so vital for people at all stages of their lives?

Claire Leenhouders 08:42

Oh, sorry, don't be.

Pam Hodge 08:47

Sorry. One more thing that our students say to us regularly is that they actually see holistic care in action. And we talk about it a lot at university. But actually, this is the place where they actually see that being developed, and that's absolutely fantastic for their learning opportunities. I will pick my

Claire Leenhouders 09:03

No, you don't need to be quiet. I think what's what what some of our providers that we've had contact with have said is that they sometimes feel that they're forgotten in the placement circuit, and that they're seen as a last resort for a placement and, and I suppose that's something you're saying, No, that's not the case. We need to actually it's hugely important to have placements in social care. Yeah. Both of you at the same time. Yeah, definitely. Because it gives that all round experience of what nursing involves is, is all about but also not just for nurses for nursing associates as well. It's really important. If

Lynne Westwood 09:42

that clarity across the board is also the place that you're going to get true person centred care, which is everything that the NHS and everybody else talks about. But it's very hard in some of the larger establishments to produce that. But in Social Care you can.

Claire Leenhouders 10:02

Thanks, Bo. And then we'll come on to our providers. So starting with cat, what made you decide to host students and you sort of hinted at that when you introduced yourself Where Where did you start on this journey? So

Cath Sandy 10:16

well, the journey started 20 years ago. Yeah, when I moved from Nottingham as a newly qualified staff nurse and started at a little small home, looking after people with chronic mental illness, and we had students there. When I left there, 10 years later, I went to a couple of other providers before I settled seven years at Parkside and I think the the care was what I could see in the team at Parkside. I thought people need to learn from this. We need to be able to replicate this in other places. I think having students at Parkside, it really challenges the stereotypes around health and social care. And what Ken was saying about holistic care and real person centred care, you know, the first thing that I do if I go out and assessment is find out, you know, does this person like tea or coffee? Do they have sugar in it? Because it really is the basics. And I think that's something that every single nurse should know. And she'll be built into day to day practices. It's just those tiny little things that mean that we can give people really good nursing care. And I think it's really important that all students know that.

Claire Leenhouders 11:27

Someone's just asking in the chat is is Parkside Exemplar, it is your right. They also work with an Exemplar Yes, that's right. It's part of Exemplar Group.

Cath Sandy 11:38

Hi, colleague. Yeah, so it's great for recruitment and retention as well. I mean, that goes without saying, you know, and that's from a, you know, a home manager point of view we haven't had, we haven't had a nurse leave in a very long time. We've got, you know, a really good stable team. And I think part of that is because we have students say it keeps our nurses practice really fresh. And obviously, they're asking questions, so it's asking the nurses Well, why do I do that on a daily basis? What is the reason for that? So So yeah, that's that's why we have students at Parkside. Where

Claire Leenhouders 19:08

Louise Keane 22:59

All right. So within my team, I'm very lucky that I have nurses from most of the disciplines within the team. Yeah. The practice that assessor and the practice supervisor are both nurses. So that's quite, that's quite great for students when they're coming. But out in the care homes, I'm seeing more that, that we might have a registered manager doing this, who's quite connected. So I'd say that, you know, make sure you just read all the paperwork, speak to you University, ask those questions. And make sure my other thing would be in, make sure you've got your nurses on board with you. So you're all going on the journey together. Because sometimes we have great ideas as managers, but our staff aren't quite ready to step up and say buses we're going on. So that would be my advice.

Claire Leenhouders 23:53

nurses looking after why we're not doing this. So I see it as is that it's a win win, we win, because we have the more within our Adult Social Care and the hotbed of learning. And potentially they want to come back and work for us, which is brilliant, but also for our residents, when they're in hospital, it can make a massive difference.

26:18

I really want to share that. In putting together the guidance, I went to a nursing home and interviewed some of the residents that have students, and they they just had nothing but positive things to say about the students that they had. With them on placement. They said they're always smiling, always enthusiastic, and they they remember those people. And that's really positive. So it's your right, we have to stay focused on the people that we're giving care and support to because I think it means a lot to them as well. Cath, is that what you find? Is that feedback that you have from from residents? Yeah, absolutely,

Cath Sandy 27:01

absolutely. So because our students are with us for quite a while our residents can really get to know them. And like I said before, it's brilliant when it comes to things like person centred care, and they're gonna take that forward in their practice. But the residents, the residents here, they, it's very much a family. So the residents really like to see the same people that you know, have those people get to know them. So they do they do. They absolutely love it. I think, you know, when it could it's, as I was saying before, when it's coming to things like holistic hair and person centred care. You know, that's, that's everybody's gonna benefit from that.

Claire Leenhouders 27:43

And what about yourself? What, what, what is the, I know, you've mentioned the nurses finding it really beneficial to having students there, too.

Iram Painter 27:53

Yeah, so we actually recruited one of the student nurses from Wolverhampton and she's been with us probably for about six months or so now. Yeah, she's been with us for six months now. And we just kept in touch. Obviously, she was doing other placements, not just care homes, you know, she was going round she did learning disabilities, I think she did. Brain acquired injury unit as well, she's obviously worked in, in hospitals. But I'd always kept that link with her, there was just something about her through, you know, a lot of the other student nurses as well, but it was just sometimes just clicked with people. And the residents as well. You know, there was a great relationship there as well. And yeah, just kept in touch. Made sure she was alright. And, and offered her the position if you wanted it. And then yeah, she just came back when she was ready and said, I'd really like to take you up on that offer. Obviously, that that saves us a lot of money recruiting from agencies. So you know, cost saving their relationships already

built, he already knows the routine of how we operate. You know, who's coming in eyes wide open instead of having to invest in training and induction and, you know, mentoring and all that kind of all that is done. So that's that was a big thing. That was a big bonus.

Claire Leenhouders 29:16

That's fantastic. And I think that was her first ever placement, wasn't it? And you just correct. You held on to her and you thought Yeah, I want her at the end of this. Yeah.

Iram Painter 29:25

100%. And

Claire Leenhouders 29:26

for you, Pam, from a university perspective, the benefits for hosting students to hearing that from students or what's your experience?

Pam Hodge 29:36

Absolutely. The students really love the placements in the care homes. I think one of my colleagues was talking about that kind of nature of being part of a family. And the students really benefit from that kind of very nurturing environment for themselves and their learning as well as kind of the activities that they're actually learning. I think one of possibly the other benefits for kind of care homes is possibly about building those relationships with your local university. And thank you actually that kind of other training opportunities as well, what are the CPD? How can we support? It might be about kind of thinking about benefits for you and your staff as much as the learning for the students. So just wanted to add that in.

Claire Leenhouders 30:12

And Lynn, I suppose you're going to echo what what Pam said, but do you have anything to add about the benefits for students or for the university or just overall,

Lynne Westwood 30:20

I just, I echo everything that everybody. I hot footed myself here today, having been in the office and then visited a local nursing home this morning. And the manager was one

time, you don't always have the opportunity for the student to be remembered quite as much as they do in social care. So I think it's a win win for the students. But as a result of that, ultimately, you can build your own workforce for the future. By having students, you can mould them, you can work with them, you can work with the University, and then hopefully they'll stay at the end of their course and come back and work with you. I came around and a few others have said. So I think that would be a great opportunity as well. And

31:55

that's fantastic. It's really great to hear that learn about the difference it makes. And I know that for some of the smaller fields of practice, like mental health and learning disability, the placement circuit, it's becoming smaller and smaller because there's so much demand for courses. And they didn't have as many placements to begin with. So really, social care placements are a lifeline for keeping those fields of practice functioning in a way, I suppose the other thing to bear in mind is we also have domiciliary care. And I know that we've Skills for Care have been in contact with more and more people who are interested in having nurses in the community. So there's lots and lots of different options available. What we want to make you aware of, and I know my colleague is going to add this into the chat is our new guidance. So this has recently been published. And so many of the people who may be attending today or on the panel

Yeah, I just I just wanted to say that it's really important that your students have a sense of belonging when they come Yeah. Um, you know, so things like making sure you know, there's a locker if there's a locker or somewhere to hanger coat, they may seem very simple things, but they're really important what we do, and ours is that we don't have lockers or places to hang our coats, but I do a welcome pack. So they get some information sent to them before they arrive. And then that's printed out in hardcopy as well for them to have. And I give them lots of links as well. So we give them a welcome pack, which has got a notebook and some pens and highlighters and things like that, everything they need to just start off. So just say that we also do a survey, which is quite good. So we do survey after the first week, and halfway through and then at the end of their placement. And that's it enables us as our placement to make sure that we are meeting the needs, because sometimes people don't want to tell you, and then we're able to change what we're doing. A couple of ideas for those that are thinking of

38:31

I mean, there's there's loads of questions coming in. And I'm conscious, we're coming to