

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 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. The constraints of a population to community based, integrated, patient and social care across a community care are very high. 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) NH Elected, the British Geriatrics Society. The current situation of the care home services is a very complex one, particularly with the average care of the resident. The current situation is a very complex one, particularly with the average care of the resident.

It is reported by Care K that there are a great many care home beds that are empty. The current situation is a very complex one, particularly with the average care of the resident. The current situation is a very complex one, particularly with the average care of the resident.

Currently there are a great many care home beds that are empty. The current situation is a very complex one, particularly with the average care of the resident. The current situation is a very complex one, particularly with the average care of the resident.

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 current situation is a very complex one, particularly with the average care of the resident. The current situation is a very complex one, particularly with the average care of the resident.

The newly developed standards are a set of benchmarks which can be used to assess the standards and now need to be implemented. The current situation is a very complex one, particularly with the average care of the resident. The current situation is a very complex one, particularly with the average care of the resident.

- 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 the registered nurse working in a care home is a very complex one. The current situation is a very complex one, particularly with the average care of the resident. The current situation is a very complex one, particularly with the average care of the resident.

- Develop an excellent compassionate nursing care
- Assess the patient's physical and mental care
- Monitor the patient's care
- Coordinate care and work with a multidisciplinary team
- Monitor the patient's 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 in 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 a registered nurse 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.

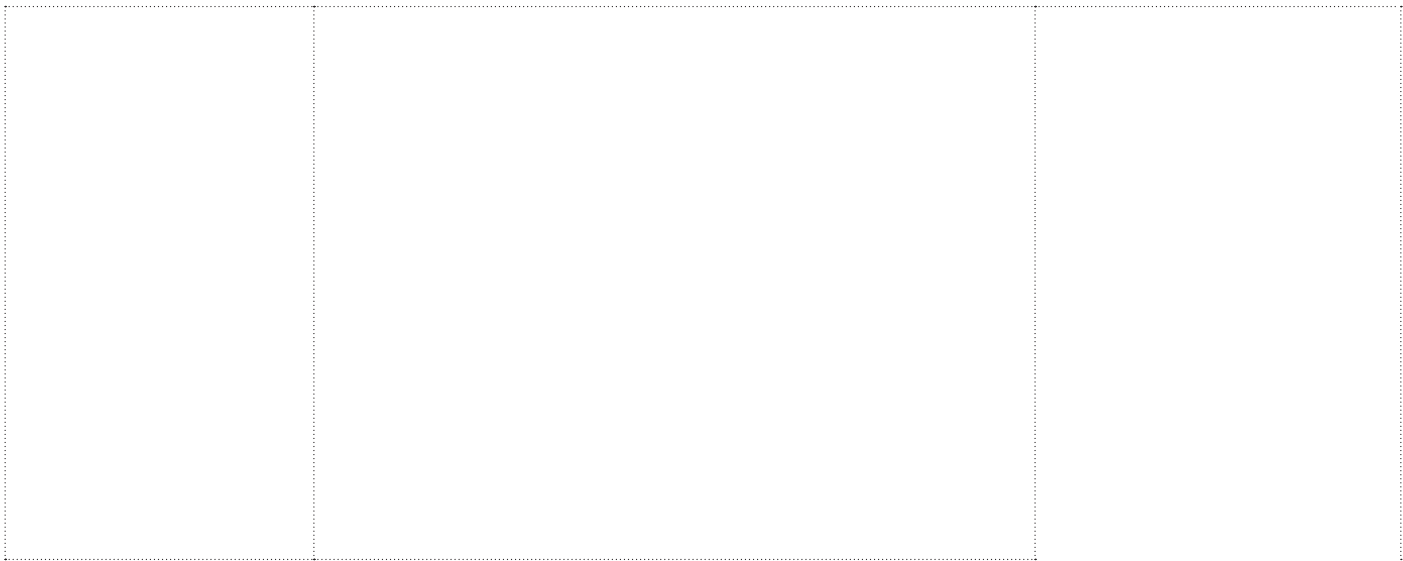
The Practice Portfolio

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-enta and value based care to promote a culture of openness and recognition of the duty of candour in work place. Research is valued and a staff support and development strategy is developed to deliver high quality patient care.
- Provide educational information to staff to enable them to support the care you are providing with the Care Home.

Do a n Evidence Research and Development

- Discuss your plans now and for a future review to expand your personal knowledge and understanding. Enable you to achieve or discuss relevant care provision or research in the Care Home.
- Demonstrate critical and analytical skills and discern between different or so evidence based research to provide care or research in the care home.
- Work with relevant resources and protocols of the Care Home and occasionally undertake related education and training. Demonstrate an enquiry mind to 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 research 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 period of 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 conducted by NHSE and on a day to day basis of NHSE based research.

Interviews were analysed and coded with the resultant data analysed by the research survey. The findings of the research are presented in the following sections. The research was conducted in a qualitative manner and the data were analysed in a thematic manner.

A purposive sample of participants was identified in October 2014 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. The group was unanimous in their view that a portfolio would be an excellent means of recording the registered nurses' professional development in a way that is specific to their work in a care home. It requires particular skills at recording the psychosocial factors of the individual.

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 research was carried out by a recently qualified and average nurse. 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 the 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 Ho Nurs. Additional questions and comments were received and have been included where appropriate.

Appendix 2.

Development of standards



Appendix 3.

NI Project Advisory Group



Contents

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For a Valid Assessment

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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/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/requirements and have attended 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 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:

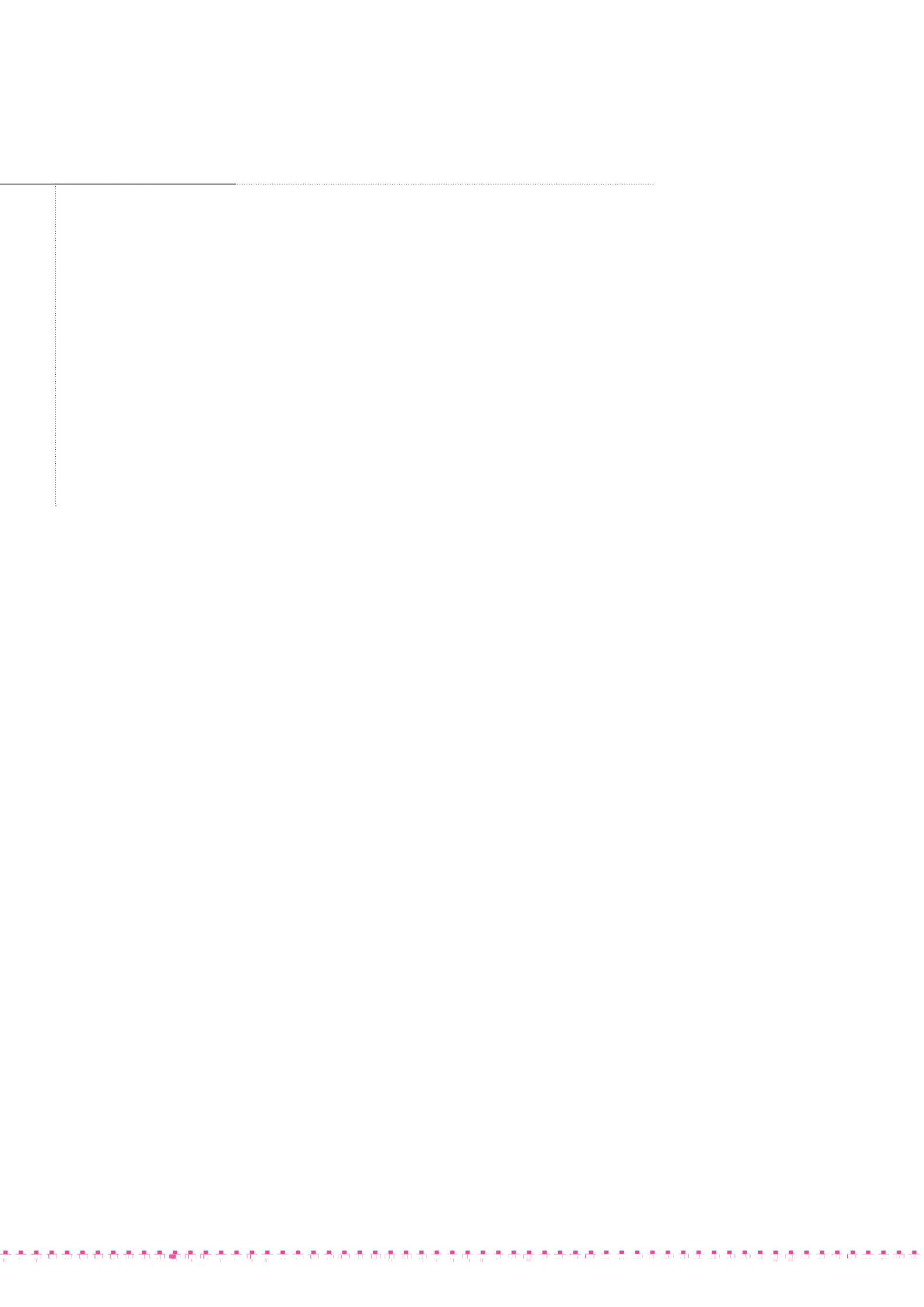
- A reflection on previous experience
- How you based your decision on a particular situation
- Reasons why you believe that this was an effective approach in addressing that situation
- How this demonstrates that standard has been achieved

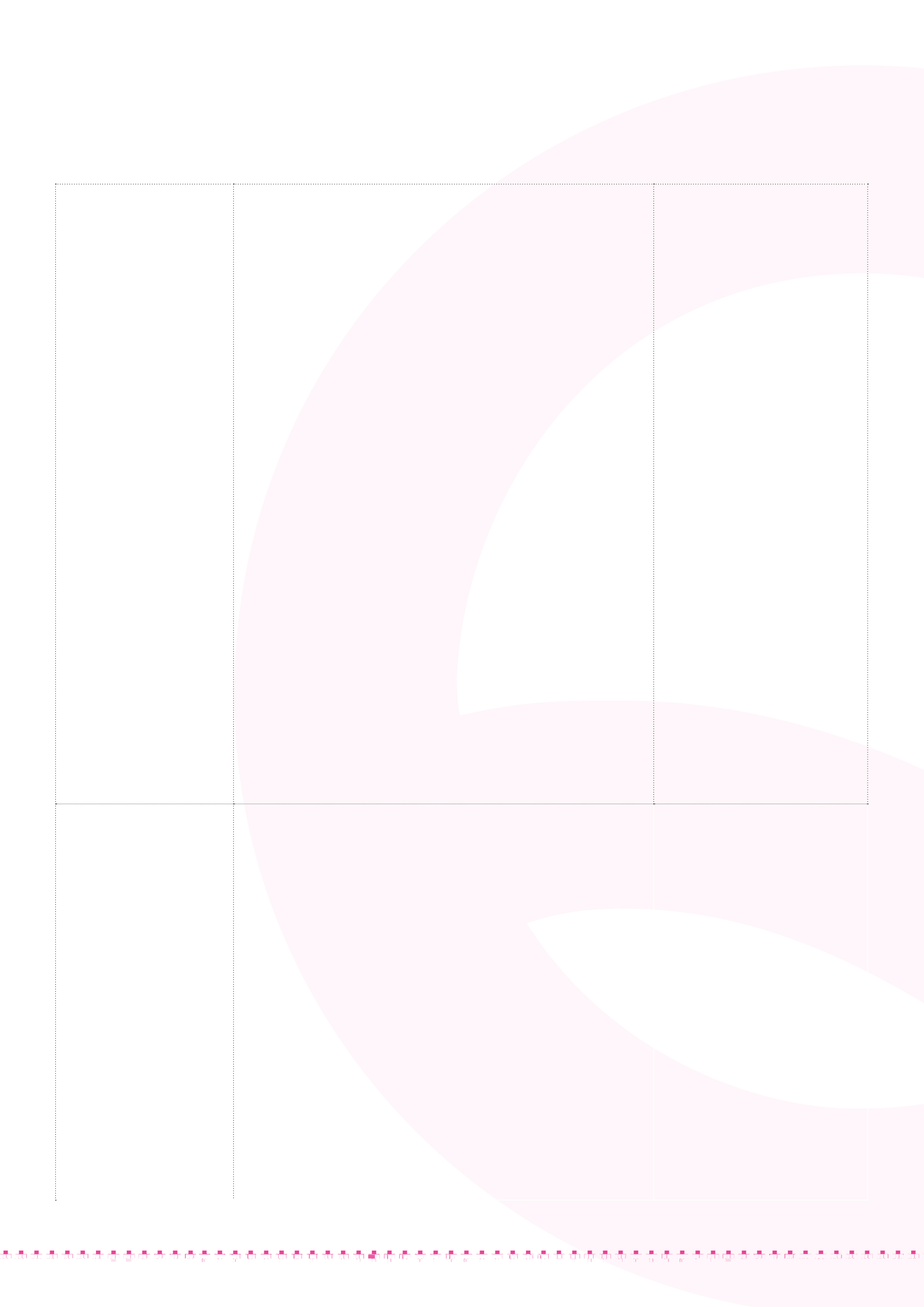
Documents - produced by other people, policies and procedures, or by the nurse, NICE Guidance and Guidelines

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 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 Evidence based research and Development

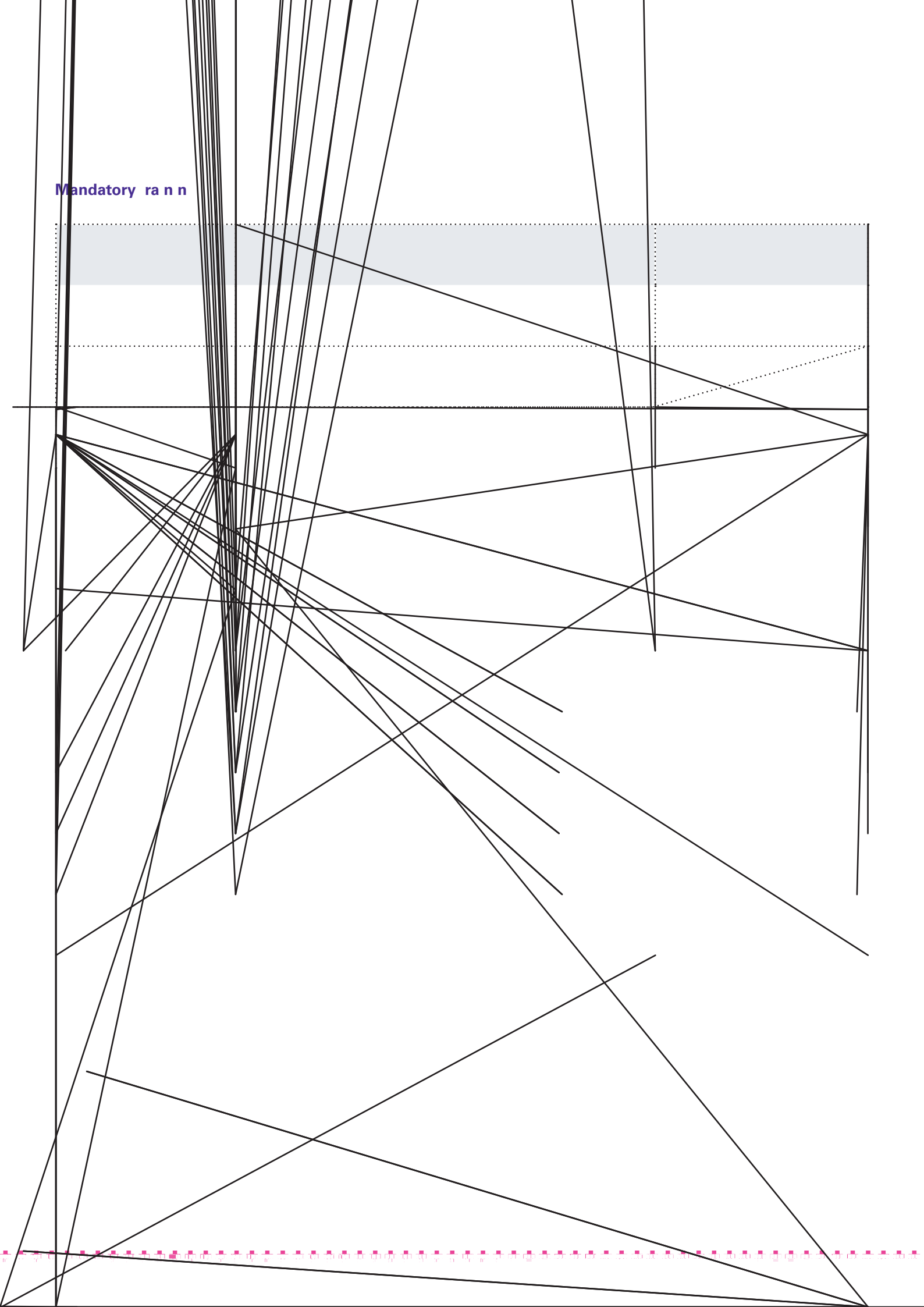
- Review your systems now and periodically to expand your personal knowledge and understanding to inform or lead decisions regarding care provision or residents' needs.
- Demonstrate critical and analytical skills in discerning between different or so evidence based research to provide the best care for residents.
- Work with relevant resources and protocols to ensure the Care Home and local community are engaged in education and training. Demonstrate an enquiry led to investigate a deeper understanding of education and training.
- Promote a culture of research with the Care Home using data that doesn't yet exist to provide practice and demonstrate the impact of research on residents' needs.
- 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 skills and to share and disseminate best practice.

Learning Contract Proformas

Contact Details



Mandatory ra n n



Example of Achievement of standard



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

Date	Time	Location

Minutes of the meeting held on [Date] at [Time] in [Location]. The meeting was attended by [List of Attendees]. The agenda items discussed were [List of Agenda Items]. The following minutes were taken:

[Detailed handwritten notes of the meeting proceedings, including discussion points, decisions made, and action items.]

