

Standards of Education and Practice for Nurses New to Care Home Nursing

2021



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 practice 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.

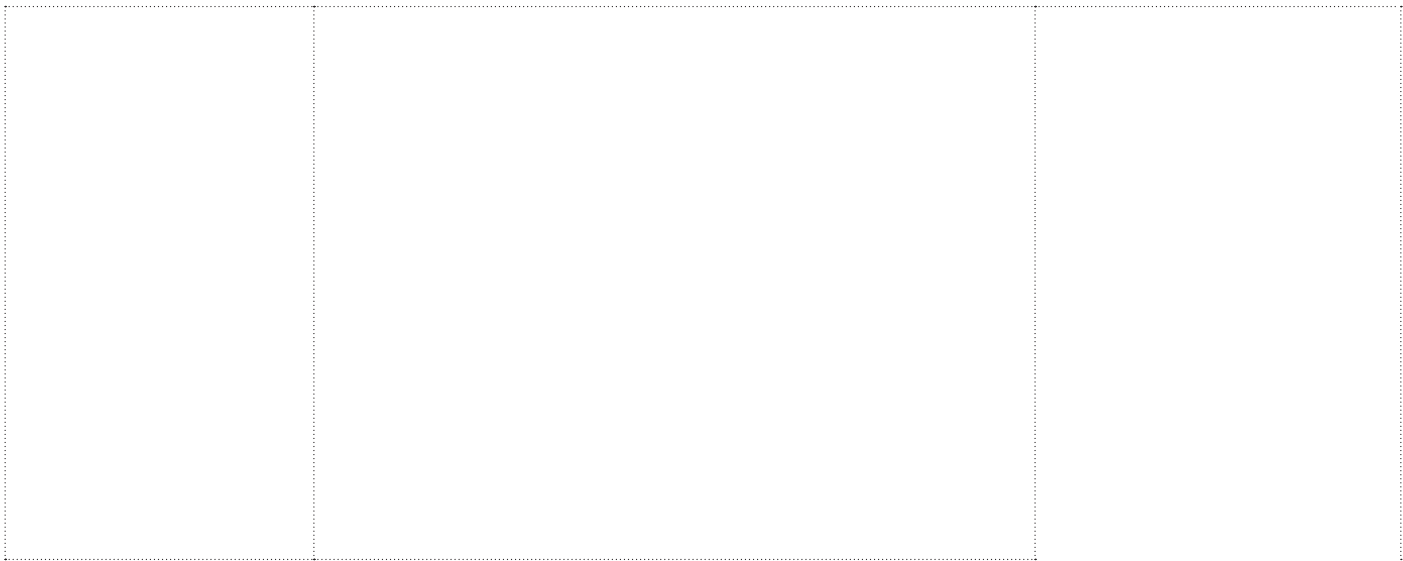
The Practice Portfolio

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 place researches value and a staff support and development strategies purpose to deliver quality of patient care
- Provide educational information to a staff 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 prior a literature review to expand your personal knowledge and understanding enable you to achieve or lead discussions regarding care provision or researches in the Care Home
- Demonstrate critical and analytical skills and discern between different or so evidence based research to provide care or researches in the care of
- Work with the 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 but sensitive to the busy environment provide practical and demonstrate the practical aspects on researches in the Care Home
- Participate in development and presentation of research groups with the Care Home with a view to develop 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 researches 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 'closed' service with the registered nursing workforce often overlooked and on a day to day basis not recognised as a 'front line' service. The research was conducted by NHSE and on a day to day basis in the NHSE care homes.

Interviews were analysed and coded with the result that the majority of respondents considered the current standards to be appropriate and the majority of respondents considered the current standards to be appropriate and the majority of respondents considered the current standards to be appropriate.

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 against the competency based standards was shared with the reference group. It was unanimously agreed 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 for registered nurses now to work in the care home sector. Most of the nurses may not have the 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 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 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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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 be a mentor/qualifications/qualified and available to attend to your support/learners 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 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:

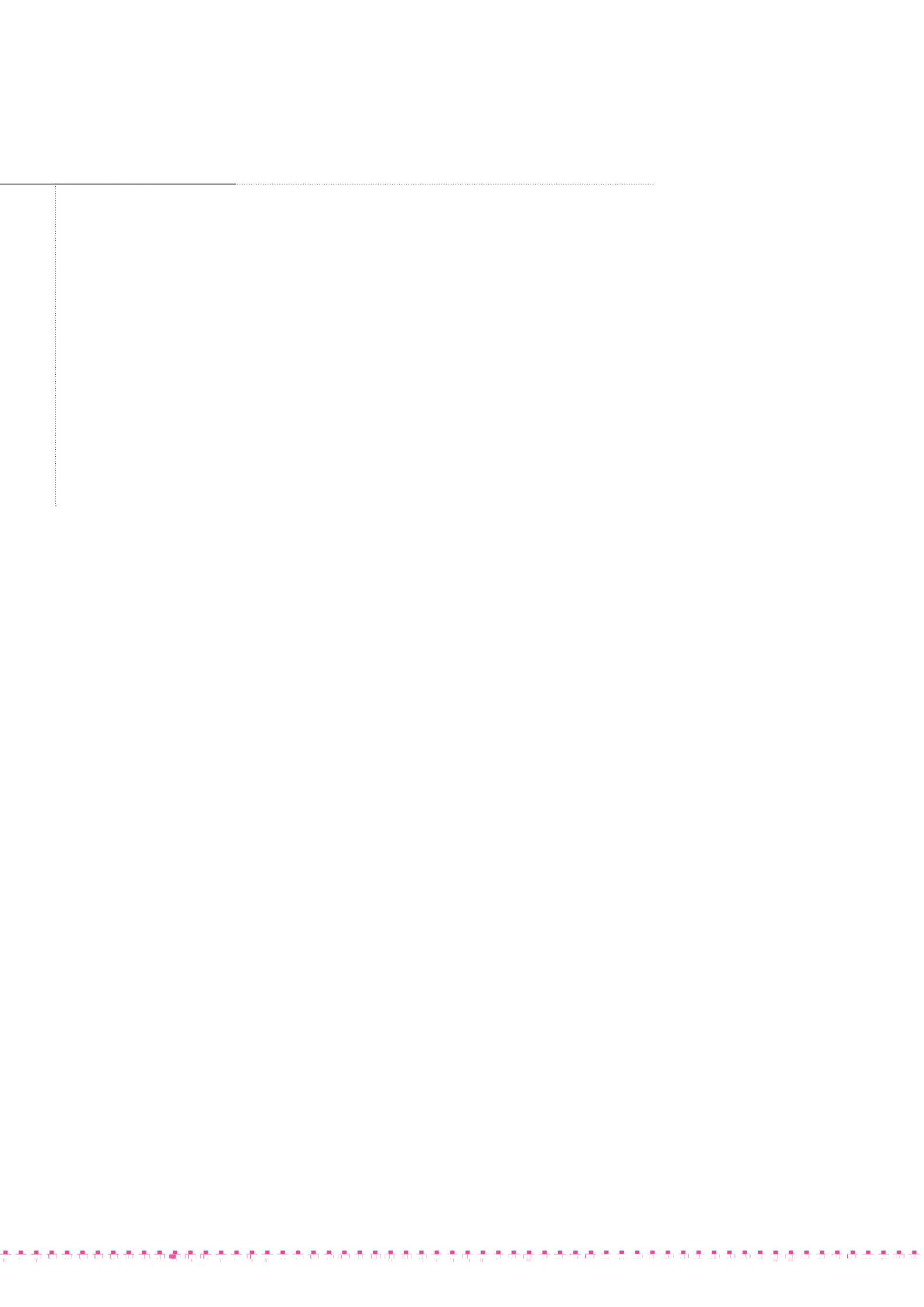
- A reflection on previous experience
- How you based your decision on a particular reason why you believe that this was an effective approach in addressing that identified need/situation
- How this demonstrates that standard has been achieved

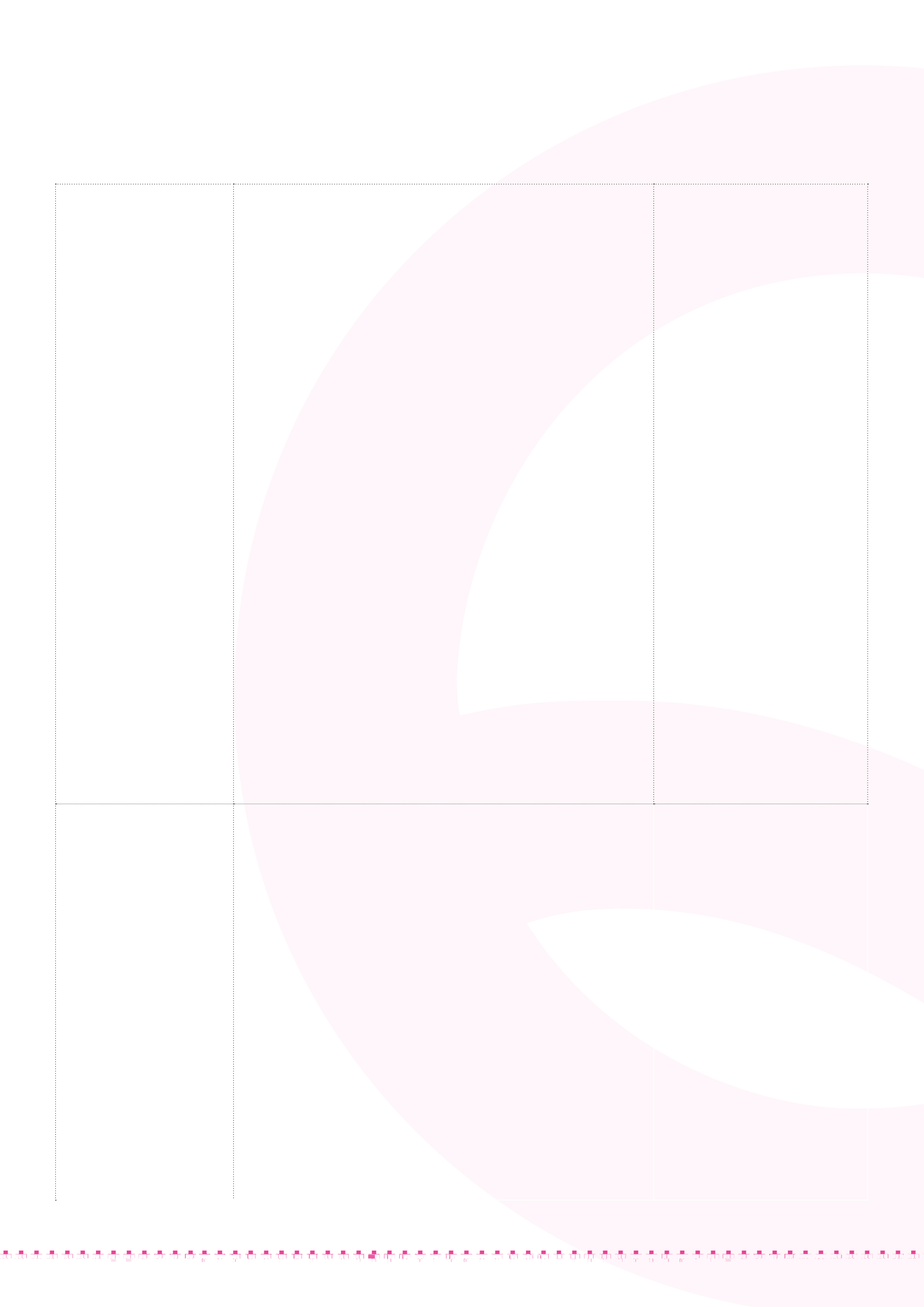
Documents - produced by other people, policies and procedures, or by the nurse, NICE Guidance and Guidelines

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

Practice standards







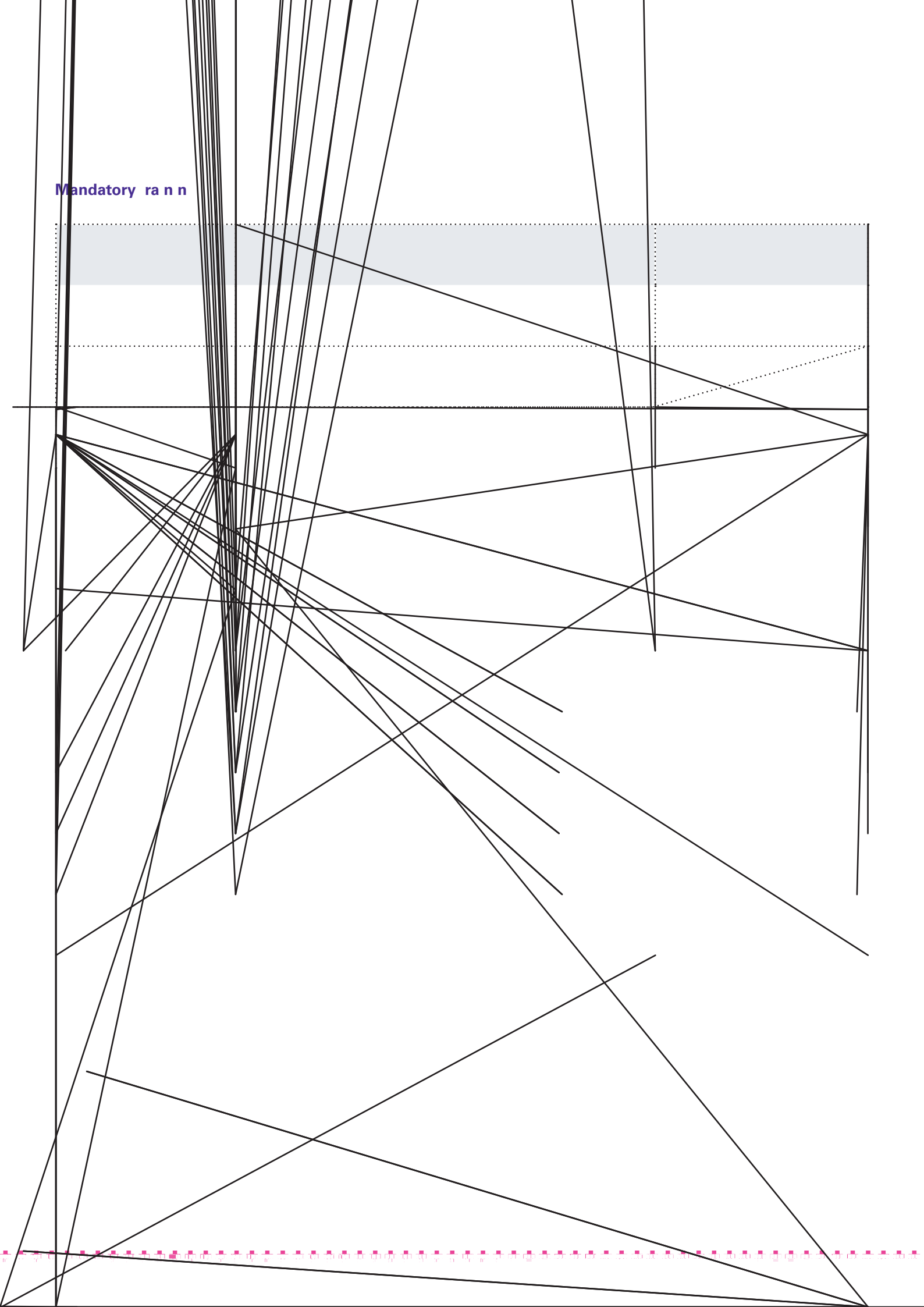
Do a n cont nued

- 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 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 the Care Home and occasionally outside the Home to educate and discuss. Demonstrate an enquiry and investigation approach to understand the needs of residents.
- 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' 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.

Mandatory r a n n



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

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