

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

2021



Understanding not only the system in which they are working 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 a registered nurse the assessor will instigate a discussion with the nurses and the nurse manager to get the best opportunity in order to identify the learning needs and offer support.

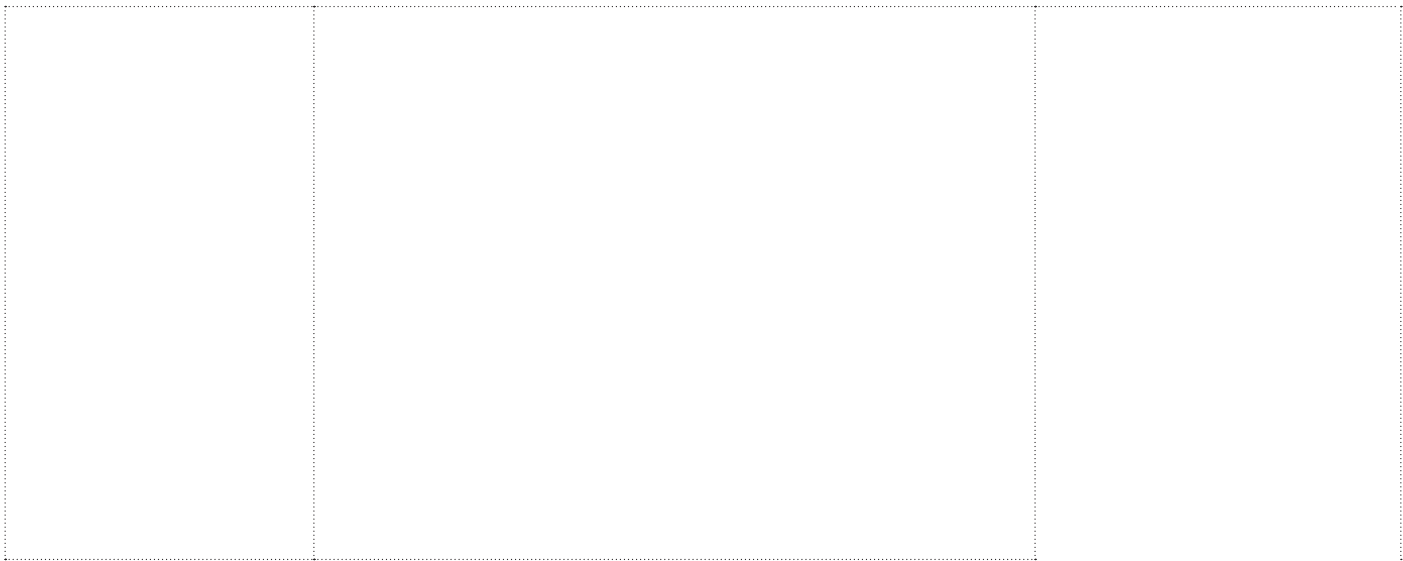
The Practice Portfolio

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. Facilitate residents' value and a staff support and development strategy to deliver quality patient care.
- Provide education in oration to a resident 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 residents' needs with the Care Home.
- Demonstrate critical and analytical skills and discern between different or so evidence-based research to provide care or residents' needs with the Care Home.
- Work with relevant resources and protocols of the Care Home and occasionally undertake related education and discussion. Demonstrate an enquiry and investigate a deeper understanding of the education and discussion.
- 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 residents' needs with 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 resident 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 '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 care of the NI.

Interviews were analysed and coded with the resultant data analysed by the research survey. The findings of the study are presented in the following sections. The study was a qualitative study with a phenomenological approach to data collection and interpretation.

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 that requires particular skills at a time when the psychosocial factors of an away from home life are being addressed.

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 be with a wealth of experience and expertise in the various areas of care may be recently qualified and have so far managed 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 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



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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 if you 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 or equivalent and have attended the yearly support for 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 for 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 activity or to an overall standard but not normally more than one.

Written evidence should include:

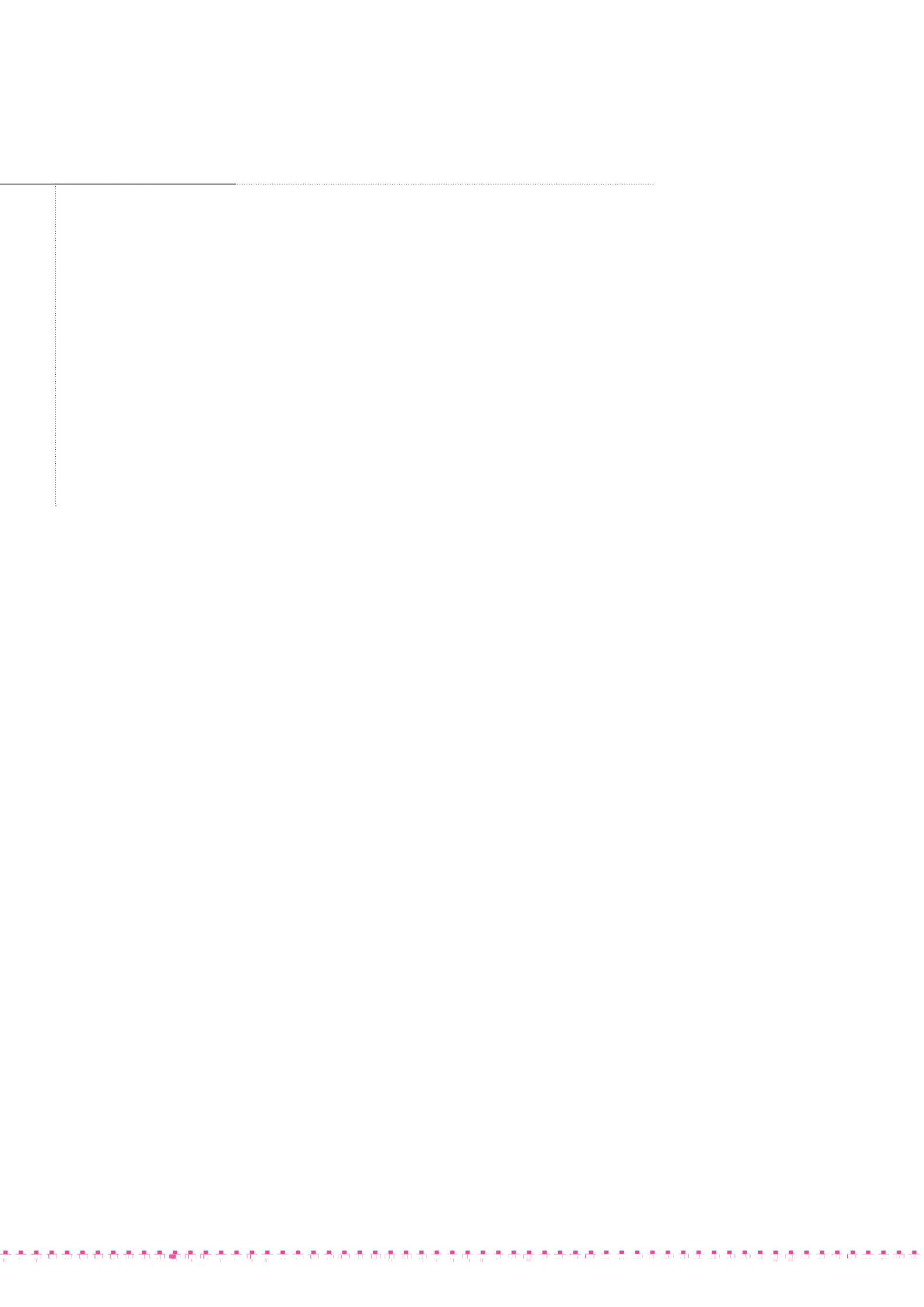
- A reflection on previous experience
- How you based that action on your decision
- Reasons why you believe that this was an effective approach in addressing that identified need/situation
- How this demonstrates that standard has been achieved

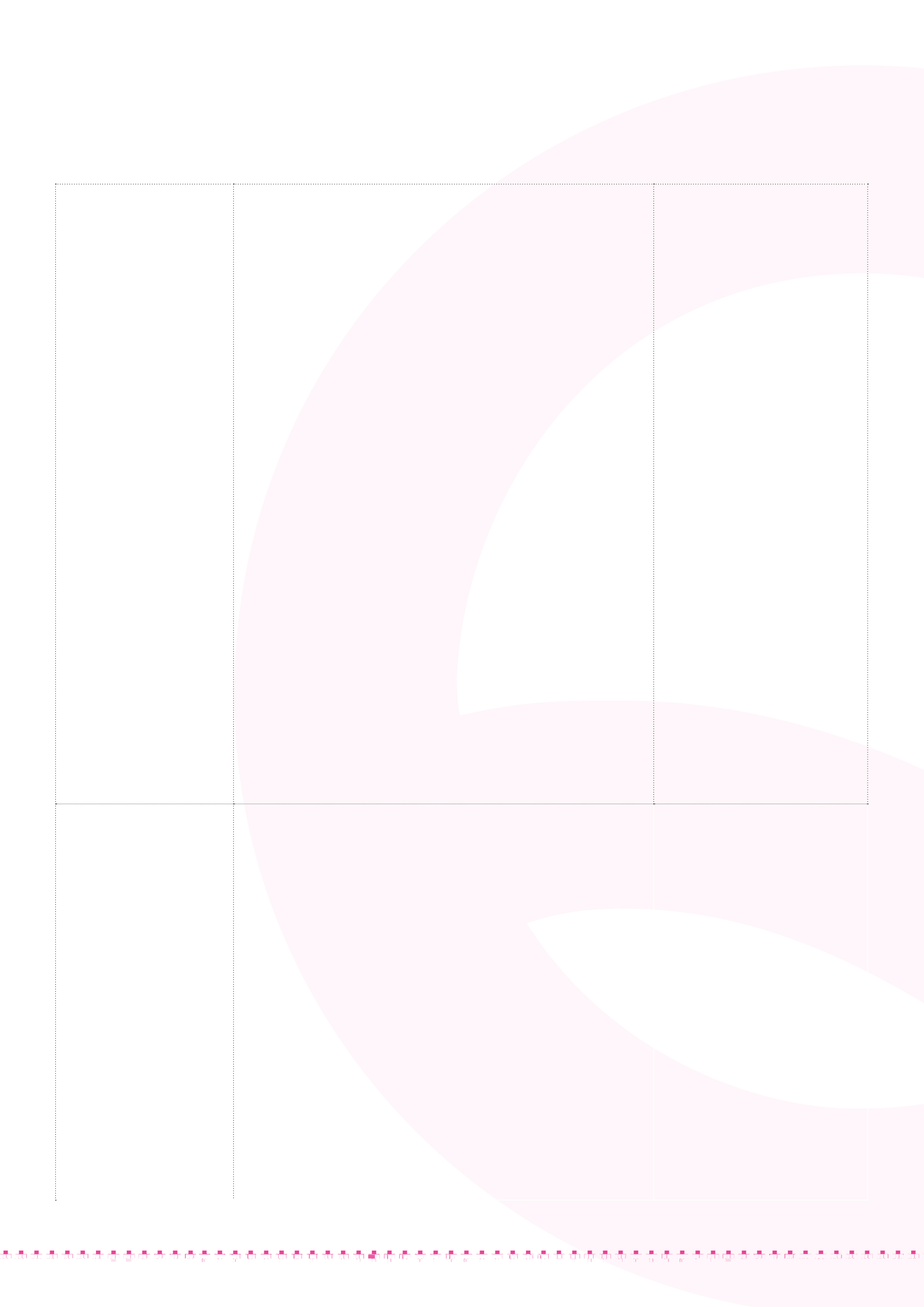
Documents - produced by other people, policies and procedures, or by the nurse, NICE Guidance and Guidelines

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

Practice standards







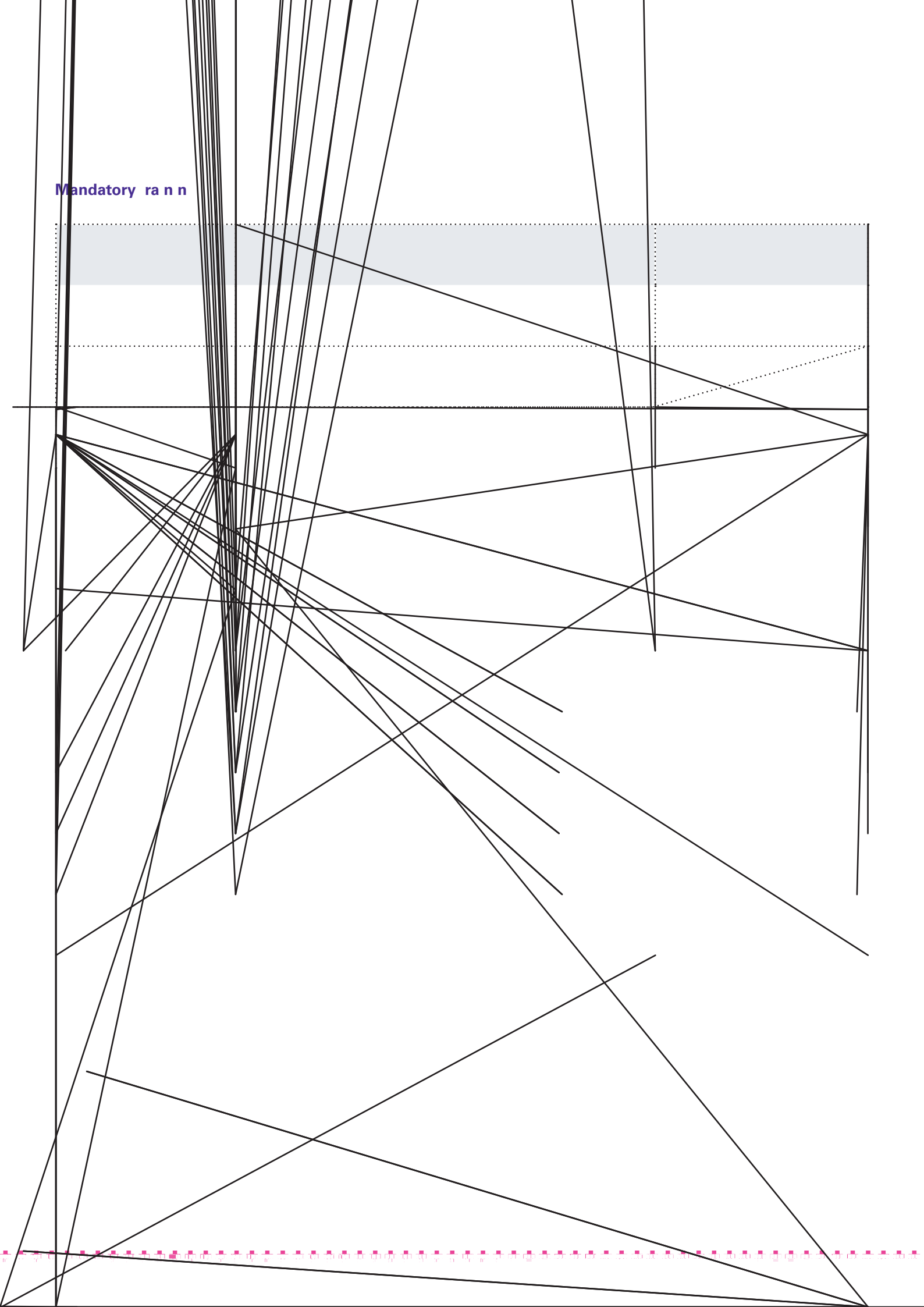
Do a n cont nued

- 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 Ev dence esearc and Deve op ent

- Review your plans now and prior to a literature review to expand your personal knowledge and understanding to inform or lead decisions 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 care or residents in the care home.
- Work with relevant resources and protocols of the Care Home and occasionally undertake research related to education and dressings. Demonstrate an enquiry led to investigate a deeper understanding of the education and dressings.
- Promote a culture of research within the Care Home but using data that within 5 years provide practice and demonstrate the practice as on residents in the Care Home.
- Participate in development and presentation of research groups within the Care Home with a view to developing processes or systems that may provide services and care within the Care Home.
- Promote Continuous Professional Development within the Care Home to provide individual knowledge and enhance 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 Name

Date



Professional Record of Meetings

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