

THE UNIVERSITY *of York*

Department of Health Sciences

Who cares?

A scoping study to explore key issues in care and nursing staff in UK care homes

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Project funded by and working in collaboration with

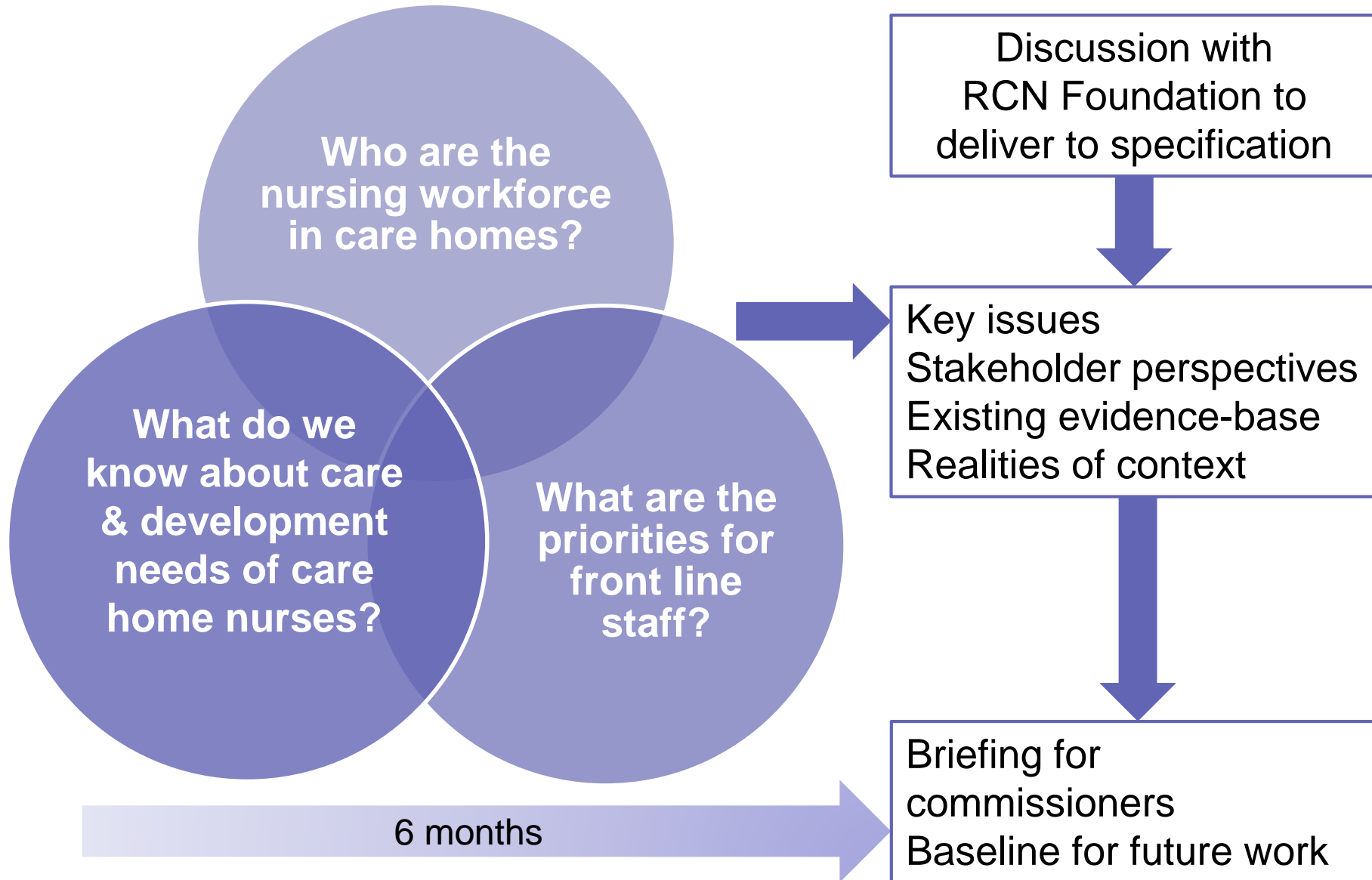


- **UK care homes** - more beds than NHS acute hospitals, majority independent sector
- **Health of residents** – no accessible routine data, ad hoc surveys suggest increasingly complex needs
- **Registered nursing workforce** – uncertain size, outside the NHS, no specific training requirements, no career pathway, limited or no information on: retention, turnover, continuing professional development, job satisfaction

- ❖ To map and identify key issues in relation to the care and professional development needs of nursing staff employed in care homes

Objectives

- Characteristics of the registered nursing workforce
- Preparation and development needs of staff
- Career opportunities (current or planned)
- Nursing innovations/ developments in care homes
- Priorities for future research and development



Who are the
nursing
workforce in
care homes?

- Mapping existing secondary data sources
- Survey of main care home provider organisations

How many qualified nurses should there be in the care home sector?

- 5089 independent care homes with nursing
- 253,751 beds, average 50 beds per home, 89.9% occupancy
- Recommended safe staffing levels = 79,931 WTE qualified nurses

Laing & Buisson, 2013, RCN Guidance 2010

National Minimum Dataset for Social Care (England)

- Estimated **41,700** nurses in CQC care homes
- NMDSC has data on 25,007 nurses in care homes
- Annual turnover 32%, 51% employed < 3 years

Other possible sources of data on workforce:

- Royal College of Nurses – 410,000 members
- Nursing & Midwifery Council – no data on workplace
- Care home providers – not in the public domain

Any suggestions?

What do we
know about
care &
development
needs of care
home nurses?

- Developing networks
 - Blogging
 - Tweeting
 - Targeted emails
 - Snowballing across networks
- Rapid literature reviews
- Delphi survey

nursingincarehomes.blogspot.co.uk

Supporting nursing in care homes

Follow our project and join the discussion: everyone involved in ensuring older people can access good nursing care in care homes is invited to share experiences, comment on our project work and join the debate

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Thursday, 31 July 2014

So, what are we up to at the moment?

A first stage for our work is to carry out a review of literature to understand the main issues in relation to nurse staffing characteristics in UK care homes and the care and professional development needs of nursing staff in care homes. We also want to explore innovations or developments (including any new roles for nursing staff) in this care setting. We have completed our search and have a range of papers covering dementia care, end of life care, resident safety, nursing contribution in care homes and staff development (as well as other important areas). We are currently extracting main headlines and learning points from this literature. We will be looking at the international as well as UK literature to see what we might find out about non-UK settings. Over coming weeks we will be sharing these headlines and we would really like to hear you views and comments. Watch this space...

Posted by Karen Spilsbury at 02:27 No comments:
Recommend this on Google
Labels: Background, Literature, Partnership, RCN Foundation

Wednesday, 16 July 2014

Why this project and why now?

As trustees of the RCN Foundation we were considering the next steps in funding projects that were innovative and previously unresearched. We are clear that that there are significant and growing number of nursing staff working in

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So, what are we up to at the moment?
Why this project and why now?

<http://nursingincarehomes.blogspot.co.uk/>



@nursincarehomes

- **Focus:** key issues in care and professional development needs of nurses working in care homes
- **Purpose:** Scoping study
- **Approach:** Rapid review – overall conclusions of rapid reviews do not generally vary greatly from systematic reviews (Cameron, 2007) but less depth
- **Inclusion:** Papers published 2006 onwards (English language)
- **Search strategies:** developed with information specialist

Database: Ovid MEDLINE(R) In-Process & Other Non-Indexed Citations and Ovid MEDLINE(R) <1946 to Present>

Searched Online: 12/06/2014

Search Strategy:

- 1 Long-Term Care/ (21704)
- 2 homes for the aged/ (11071)
- 3 exp nursing homes/ (31965)
- 4 1 or 2 or 3 (53836)
- 5 care home*.af. (1991)
- 6 4 or 5 (55040)
- 7 Staff Development/ (7359)
- 8 exp Education, Nursing/ (71039)
- 9 Clinical Competence/ (65193)
- 10 education, professional/ (1859)
- 11 7 or 8 or 9 or 10 (134433)
- 12 (competenc* or qualification*).ti.ab. (60125)
- 13 ((staff or professional) adj1 develop*).ti.ab. (6652)
- 14 ((lifelong or work*) adj1 learning).ti.ab. (1089)
- 15 12 or 13 or 14 (66711)
- 16 11 or 15 (186629)
- 17 6 and 16 (1649)
- 18 Registered Nurse*.af. (9758)
- 19 nursing home staff.af. (463)
- 20 18 or 19 (10204)
- 21 17 and 20 (133)
- 22 limit 21 to (english language and yr="2006-Current") (71)

Database	Results	After <u>deduplication</u>
MEDLINE and MEDLINE In-Process	71	66
CINAHL	470	461
BNI	116	76
ERIC	18	15
Total	675	618

618 abstracts screened



322 papers further scrutiny

UK

International

Rapid Review: Themes

End of life
care

Dementia
care

Resident
safety

Quality of
care

Care home
relationships

Activities of
daily living

Staff well-
being and
safety

LT condition
management

Wound care

Delirium

Depression

Hospital
admissions

Nurse
education/
training

Staff
development

Support for
care homes

Nursing roles

Supporting nursing in care homes

End of Life Care

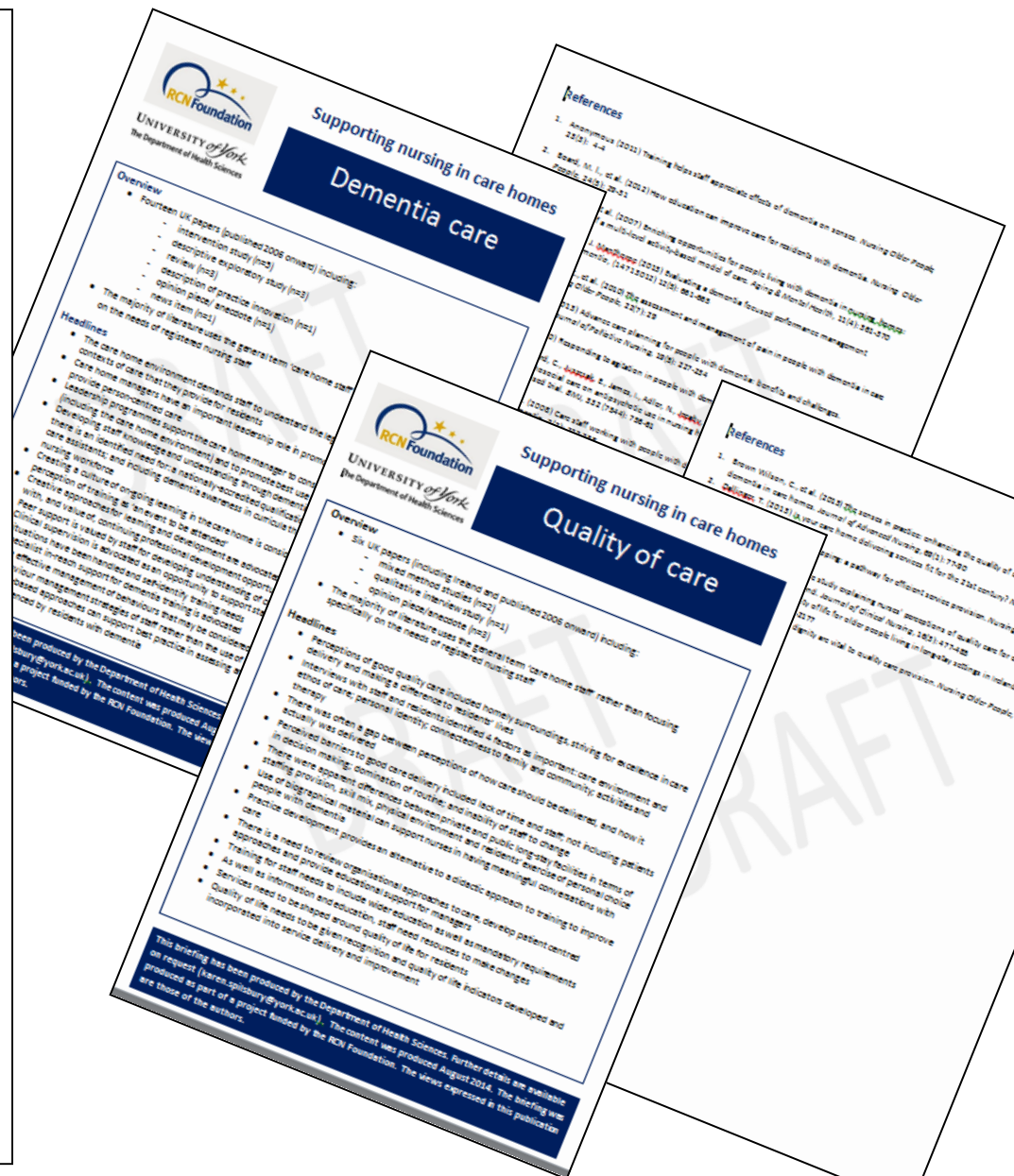
Overview


- Twenty five UK publications (2006 onward), comprising:
 - Descriptive or exploratory or evaluative studies (n=17)
 - Reviews (n=2)
 - Opinion pieces (n=2)
 - News items (n=3)
 - Conference abstract (n=1)
- The majority of literature uses the general term 'care home staff' rather than focusing specifically on the needs of registered nursing staff
- Much of the UK literature consists of small, descriptive studies and is therefore of relatively low methodological quality

Headlines

- A wide range of educational needs relating to palliative care are identified amongst care home staff. These encompass the theory and practice of pain and symptom management, communication skills and nutritional assessment.
- Staff are keen to improve their knowledge of palliative and end of life care, and educational interventions are welcomed.
- Educational interventions appear to improve staff knowledge and confidence in end of life care. Morale and motivation may also be enhanced by training.
- Staff knowledge, skills and confidence to engage in discussion and advance care planning with residents and families is a distinct area where training is perceived to be useful.
- Lack of time and resources (including staff cover) are barriers to attendance at training events.
- Teamwork, adequate staffing levels and management support are thought to be essential to improving end of life care.
- It is important for care home to consider the emotional wellbeing and support needs of their workforce.
- The Gold Standards Framework has provided a structured approach to end of life care in care homes that is welcomed by staff.
- Gold Standards Framework in Care Homes training has led to perceived increases in staff confidence and competence, enhanced communication and collaboration with the NHS and improved resident experiences (including fewer crisis admissions and hospital deaths).
- Most of the evaluation studies of the GSFCHs are small in scale and non-experimental design. Hence, there are few objective data available to evidence changes in staff skills or resident outcomes resulting from the GSFCHs.

This briefing has been produced by the Department of Health Sciences. Further details are available on request (karen.spilbury@york.ac.uk). The content was produced August 2014. The briefing was produced as part of a project funded by the RCN Foundation. The views expressed in this publication are those of the authors.





What are the
priorities for
front line staff?

- Delphi survey with providers & senior staff
- Interviews with stakeholders across four countries of the UK
 - Care home nurses
 - Community nurses
 - General practitioners
 - Other relevant care professionals

- Important scoping work for UK
- Identify key issues and gaps in the context of
 - Evidence
 - Realities of care delivery
- Our hunch – little is known
- Engage relevant communities
- Produce accessible outputs
- Inform future agenda (identifying priorities)

Thank you

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