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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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Co-authored with Dorothy McCaughan and Tony Butterworth

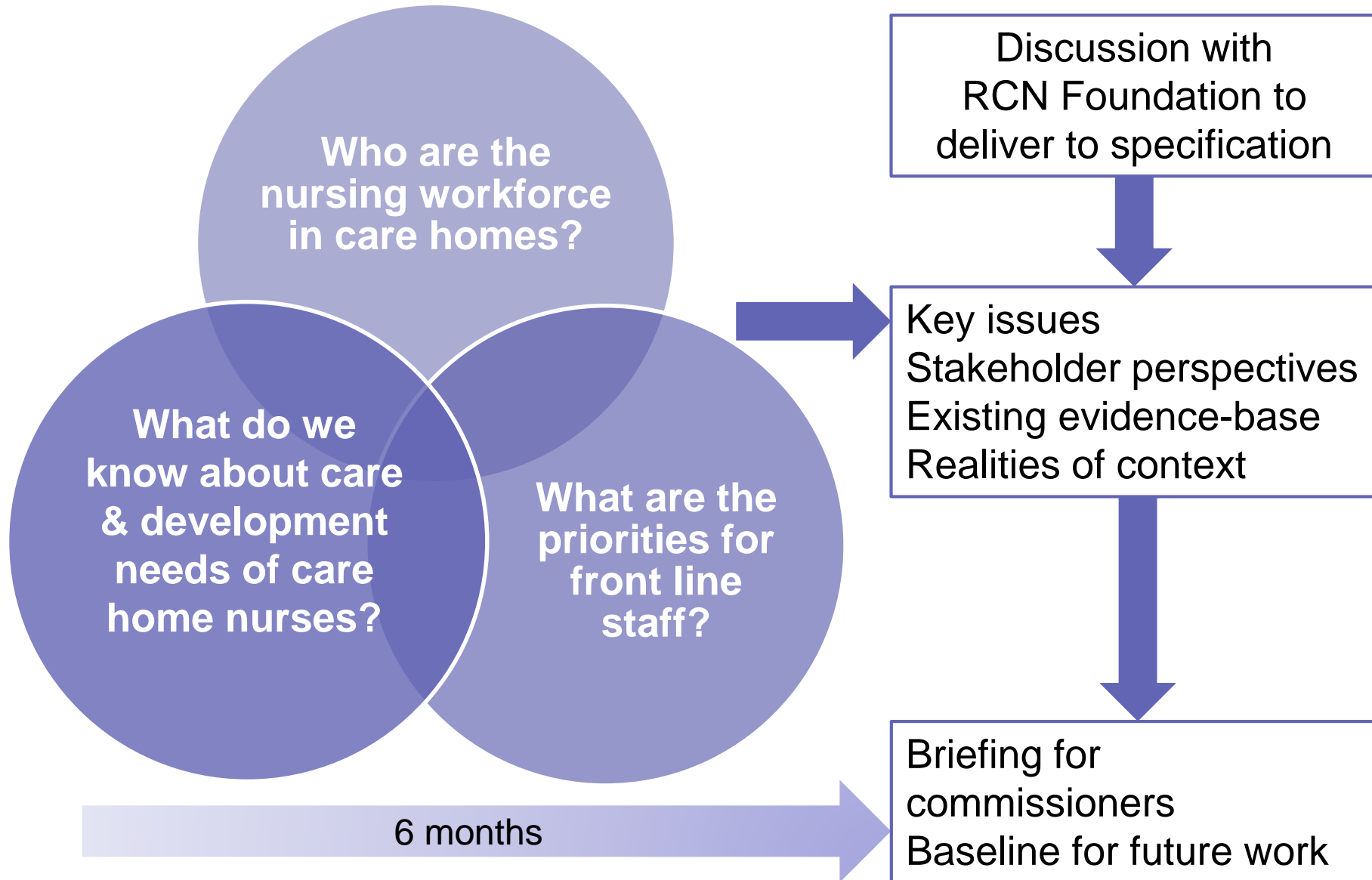Project funded by and working in collaboration with

- **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

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❖ 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

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Who are the nursing workforce in care homes?

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

What are the priorities for front line staff?

Discussion with RCN Foundation to deliver to specification

Key issues
Stakeholder perspectives
Existing evidence-base
Realities of context

6 months

Briefing for commissioners
Baseline for future work

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

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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

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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)
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Database	Results	After deduplication
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

RCN Foundation

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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.

Supporting nursing in care homes

Dementia care

Quality of care
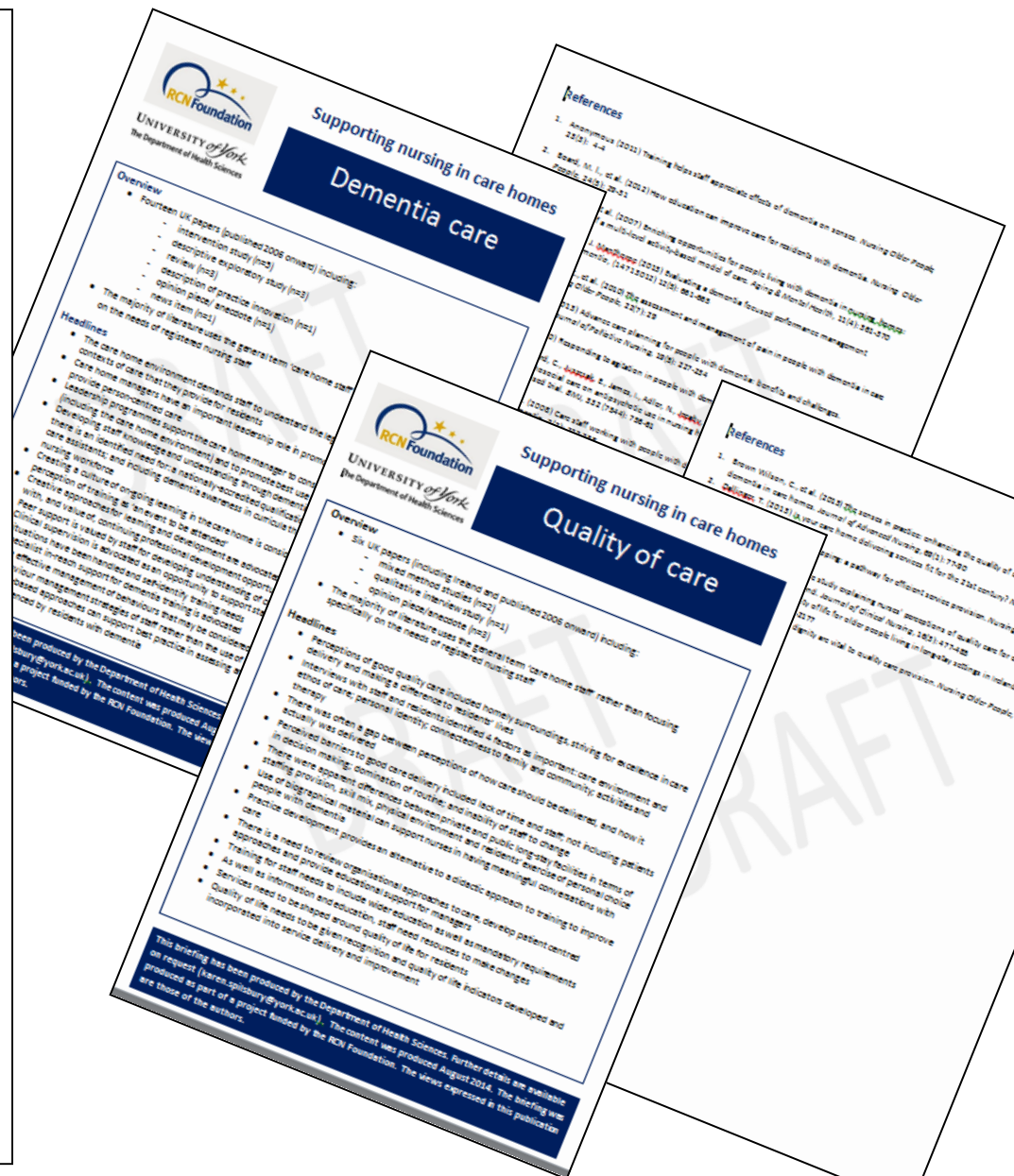
What are the priorities for front line staff?

- 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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