



Ms Jemma James (UK)

Student nurse internship in care homes



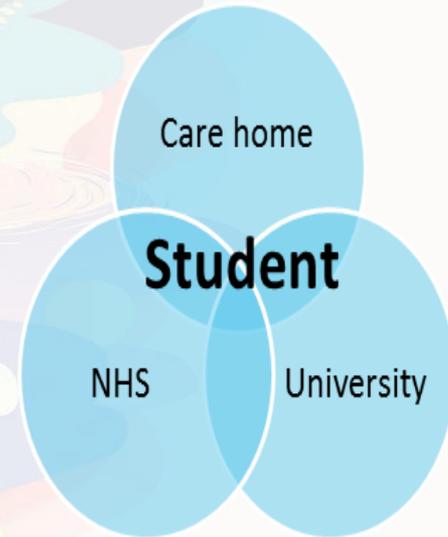


Student Nurse Internship in Care Homes

In partnership with: Northumbria University, Newcastle
Gateshead Vanguard, Prestwick Care, Barchester & North
Tyneside Clinical Commissioning Group

What is it?

- ❖ 3rd year internship programme which is application only
- ❖ Designed to attract high-performing students
- ❖ A collaboration between university, care home & NHS services

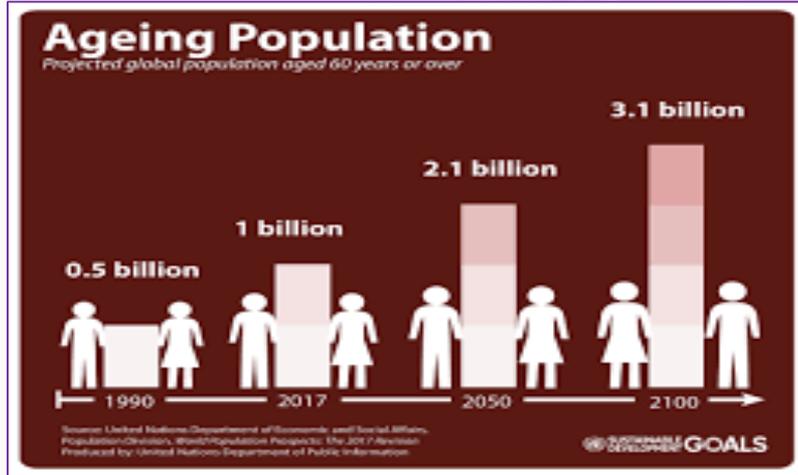


What are our goals?

- ❖ Raise the profile of care home nursing
- ❖ Promote integrated partnership working
- ❖ Challenge Ageism & continue improvements for Older People
- ❖ Embed care home placements within the nursing programme & promote their value as positive learning environments
- ❖ Ensure integrated health and social care nursing is future proofed

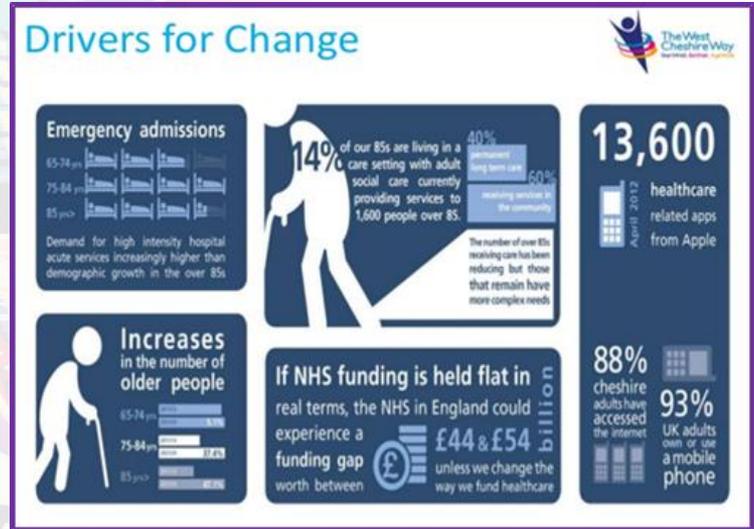


Where did it come from?



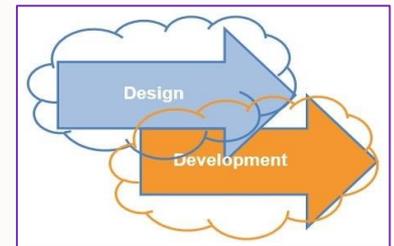
Where did it come from?

- ❖ Low visibility of care home nursing role
- ❖ Policy drivers
- ❖ Lack of placement opportunities
- ❖ New curriculum
- ❖ Focus shift to integrated health & social care – care home placements are an important aspect



How did we get there?

- ❖ Literature suggests senior students gain more from care home experience
- ❖ Have the aptitude to understand complex care & quality support systems
- ❖ Visits to USA, Germany, Sweden – senior year, well supported
- ❖ USA and Sweden – supports knowledge and understanding of dementia
- ❖ Student forum – reinforced these findings



How did we get there?

- ❖ Steering group – care home providers/managers, Care Home Vanguard, students, Older People Nurse Specialists, university staff
- ❖ Clear Aims - Provide a good experience that prepares students to work in Integrated Health & Social Care environment & Develop knowledge & skills regarding dementia care
- ❖ Preparation- meetings with care homes, educational audit, mentor updates, students apply, applications reviewed, placements allocated
- ❖ Ongoing support – named mentors for care home & NHS, university support

What were the challenges?

- ❖ Lack of mentors & staffing levels
- ❖ Focus on acute care – syllabus & placements
- ❖ Not well supported – academics & industry
- ❖ Lack of engagement – staff & students
- ❖ Financial constraints – staff time, resources
- ❖ ‘Been there, done that, it doesn’t work, too many problems’
- ❖ Care home nurses seen as ‘unskilled’ or ‘glorified health care assistants’
- ❖ Perceived risks – management placement crucial to qualification
- ❖ Lack of applicants – older people’s nursing traditionally unrepresented



How does it work?

1st Year:

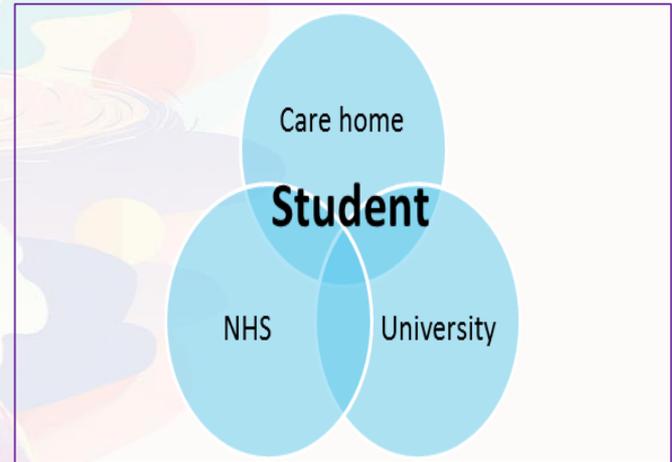
- ❖ Dementia Awareness: Dementia Friends Session
- ❖ Short spoke placement of between 2 and 4 weeks within a Care Home
- ❖ Part of an integrated community placement
- ❖ Matched with a resident living with a dementia
- ❖ Biography, life story, developing understanding of dementia, communication and behaviours – person centred care



How does it work?

3rd Year:

- ❖ 21 week management placement
- ❖ 50% time in care home, 50% with older person nurse specialists/advanced practitioners who work in the NHS
- ❖ Mapped against required competencies
- ❖ Motivation and commitment from all stakeholders – care homes; NHS staff; students; university staff
- ❖ **DUAL Assessors**



What has it achieved?

- ❖ Portfolio of learning opportunities (POLO)
- ❖ Research, action learning sets
- ❖ Quality monitoring
- ❖ Conference presentation
- ❖ NMC monitoring
- ❖ Developing competence for registration
- ❖ Offers of learning opportunities (frailty nurse, MDTs, GPs, Beamish, voluntary organisations, NT CCG clinical quality lead nurse, regional managers for CHs, Vanguard)



What has it achieved?

Reductions in
avoidable
hospital
admissions &
polypharmacy

Improved
end of
life care

Cost &
operating
efficiencies



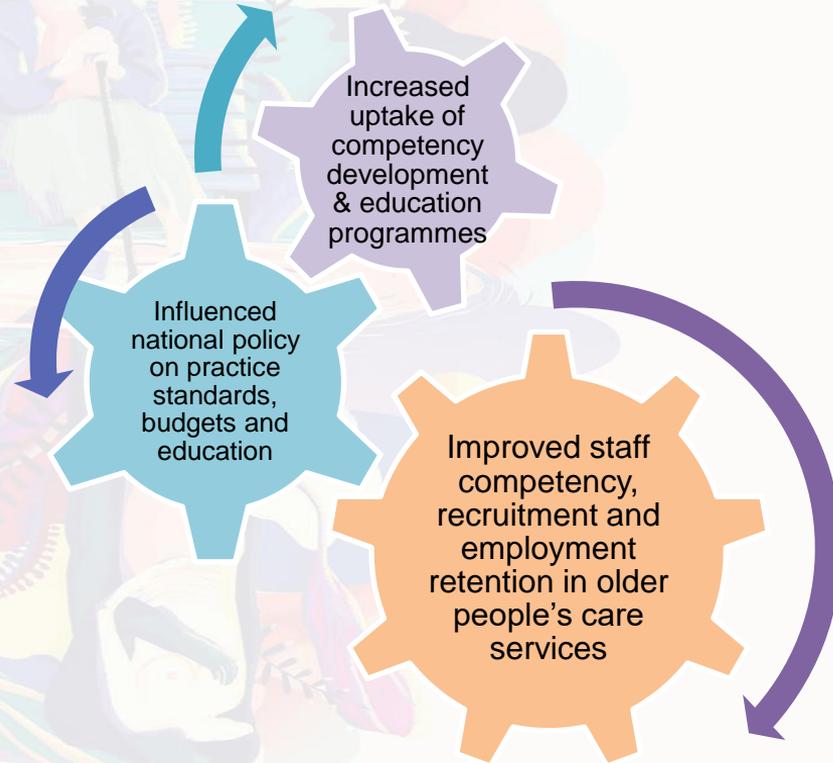
Improved Care Quality & Experience:

**Patients feel valued & have better
outcomes!**

What has it achieved?

The internship has “raised standards of care and increased the number of mentors available within the care home setting... will help with staff recruitment and retention into this area of nursing practice and will help breakdown the misconceptions of care home nursing”.

‘Coming back to the programme after some time out was the hardest thing I have done. The care home placement has been an excellent idea and I am so glad and forever grateful to have been part of it, it has made me into a better nurse than I ever thought I could be’.

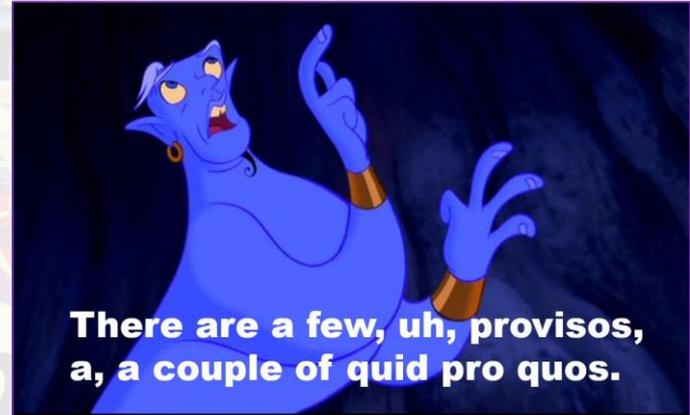


What has it achieved?

'We are taught about the importance of holistic and relationship centred care throughout every module at university. However often this is hard to achieve in practice. Within the nursing home, the concept of holistic care truly does underpin practice. The premise that this is the resident's home is central to all aspects of care, meaning the nurses need to really know their residents and their life history, to understand their holistic needs and not just their medical needs. The experience has totally changed my perception of what it means to be a nurse, working with older people and their families and working in a care home'.

Things to consider...

- ❖ Funding for placements
- ❖ Costs of travel for students
- ❖ Retention of care home staff
- ❖ Preceptorship
- ❖ Student motivation
- ❖ CPD provision
- ❖ Funding for placements
- ❖ Staffing levels
- ❖ Academic inclusion/support



Where do we go from here?

- ❖ Research evaluation – measurement of impact
- ❖ Practice educators
- ❖ Peer Led Coaching
- ❖ Potential Expansion
- ❖ Masterclasses
- ❖ Joint forum
- ❖ Share findings through publication, blog, conferences...

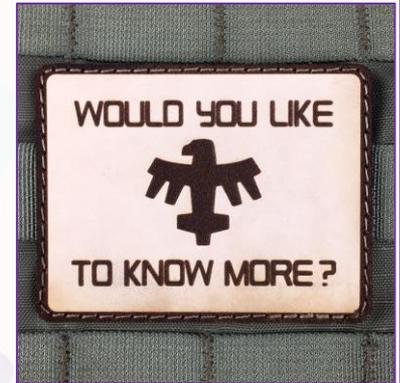


Any Questions?



Further Information

- ❖ My Twitter: @JimJam1306
- ❖ My Email: jjames1306@gmail.com
- ❖ FrailtyICare: <http://frailtyicare.org.uk/>
- ❖ Summary video of internship pilot: <https://vimeo.com/229857727>
- ❖ Dementia Friends/Champions: <https://www.dementiafriends.org.uk/>
- ❖ Care Home Vanguard: <https://www.england.nhs.uk/new-care-models/about/care-homes-sites/>



References

- ❖ British Geriatric Society (2011) *Quest for quality: British Geriatrics Society Joint Working Party inquiry into the quality of healthcare support for older people in care homes.*
- ❖ Department of Health (2015) *Delivering high quality compassionate care: Developing the right people with the right skills and the right values. A mandate from the Government to Health Education England April 2014-March 2015.*
- ❖ NHS England (2016) *Leading Change, Adding Value A framework for nursing, midwifery and care staff.*
- ❖ Thompson, J., Beverley, C., Tiplady, S., De-Gravelles, P., & Proud, C. (2016) 'Learning from our colleagues across the pond', *Nursing and Residential Care*, 18(10), pp. 549 -551.