

Framework to
Enable
Competency
Assessment
Across Health
and Social Care
in Lothian

Lothian Care Home Community
of Practice
March 2023

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Question

Please state one word that springs to mind when you think about competency assessment across Health & Social Care organisations

Background

Urban myths

Limiting person centred care

Inconsistent approaches

No standardised approach

No clear legal position

Caution

Poll

How easy is it to competency assess across different organisations?
i.e. NHS staff assessing competence in a private Care Home?



Priorities

Safety

Governance

Liability

Indemnity & insurance

What did we do?

Lothian Care Academy

Workstream 1 – Legal and Regulatory Group

Key stakeholders

Scope current provision

No clear legal position

Draft document & wide consultation

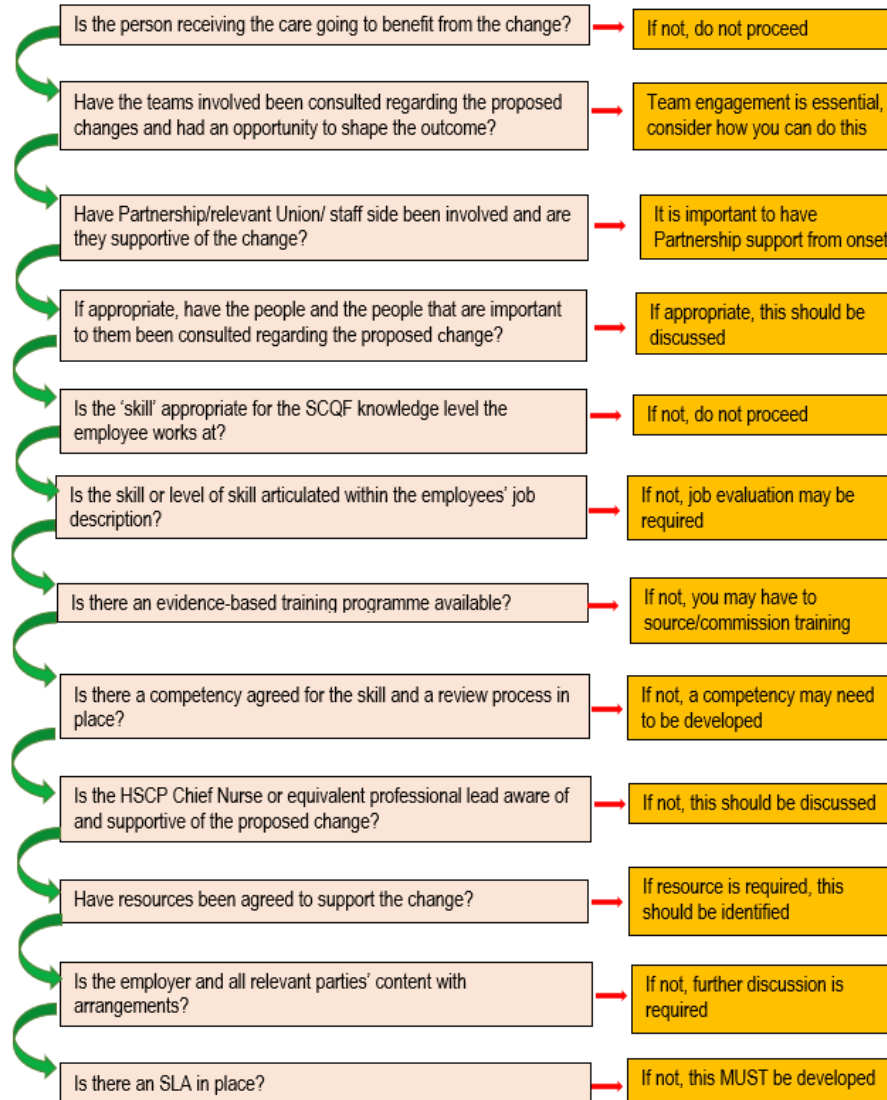
Framework to Enable Competency Assessment Across Health and Social Care in Lothian



12 points to consider

1	Is the person receiving the care going to benefit from the change?
2	Have the teams involved been consulted regarding the proposed changes and had an opportunity to shape the outcome?
3	If appropriate, have the people and the people that are important to them been consulted regarding the proposed change?
4	Have Partnership/relevant Union/staff side been involved and are they supportive of the change?
5	Is the 'skill' appropriate for the SCQF knowledge level the employee works at?
6	Is the skill or level of skill articulated within the employees' job description?
7	Is there an evidence-based training programme available?
8	Is there a competency agreed for the skill and a review process in place?
9	Is the HSCP Chief Nurse or equivalent professional lead aware of the proposed change and supportive?
10	Have resources been agreed to support the change?
11	Are all parties content with arrangements?
12	Is there an SLA in place?

Appendix 1 Competency Assessment Flowchart



Scenarios

Local Authority (LA) Care Home with LA employed care staff and NHS employed Registered Nurses (RN) (Vital signs)

Care staff have undertaken NHS training in Restore 2, ([RESTORE2™ official info here](#)) including vital signs and deteriorating resident.

Can the NHS RN assess the competence of the LA worker in undertaking vital signs, recording and escalating using Restore 2?

Yes, if an SLA is in place

LA day centre with LA employed care staff (Airway management)

The day centre has agreed to care for a client with complex needs who also has a Nasopharyngeal airway (NPA) in situ ([more information here](#)). The LA staff require to be trained and competency assessed to manage the NPA. Potential issues are it may become blocked and require suction or it may be dislodged and require replacement. Potentially training can be provided by the NHS Clinical Education Team, NHS Home Ventilation Team or HSCP Educator. Competency assessment is also normally required. As it is hard to have experience of caring for an NPA staff may have to go to work in another environment to get experience of caring for an NPA and have their competency assessed. This is likely to be in an NHS ward.

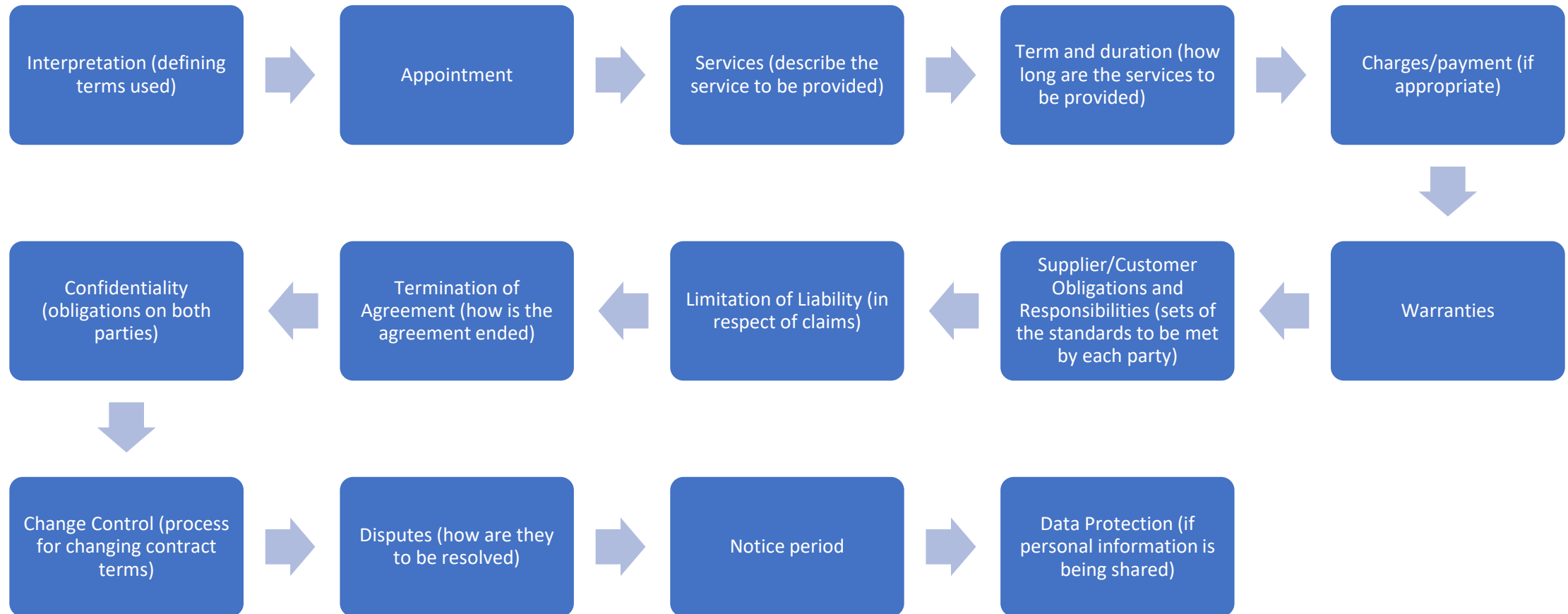
Can assessment of LA staff competence be undertaken in the NHS ward by NHS RNs?

Can the competency assessment be undertaken by the NHS specialist teams?

Can classroom simulation be used as a suitable alternative?

Yes, if an SLA is in place

Service Level Agreement (SLA) Contents



Next steps



Approval through Strategic Collaborative Care Home Group & Nursing, Midwifery & Allied Health Professional Senior Management Team



Not mandatory but strongly encouraged as best practice



Once approved shared with all stakeholders



Held and filed on the Lothian Care Home Internet pages

Poll

How confident would you feel telling someone what is required for Competency Assessment across different organisations in Health & Social Care?

