Care for older people : can registered nurses make the difference?

Prof. Dr. Jan Hamers
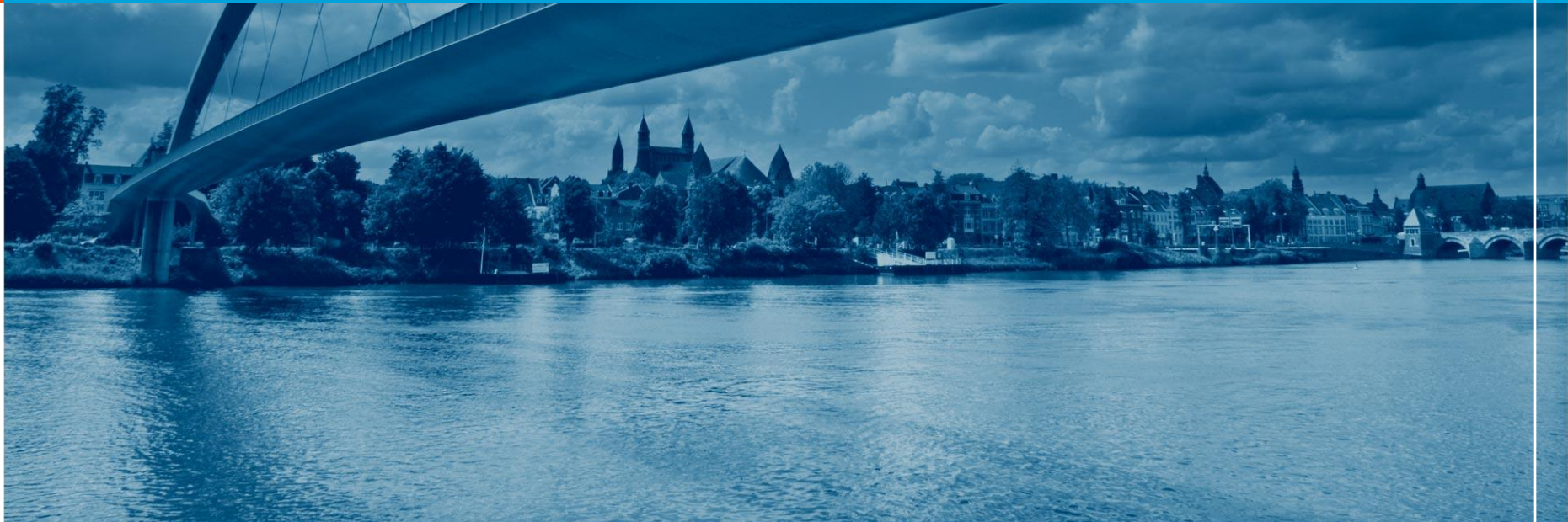
YES!

Caring for Older People: How Can We Do the Right Things Right?

4-7 October 2016   De Doelen Rotterdam, the Netherlands
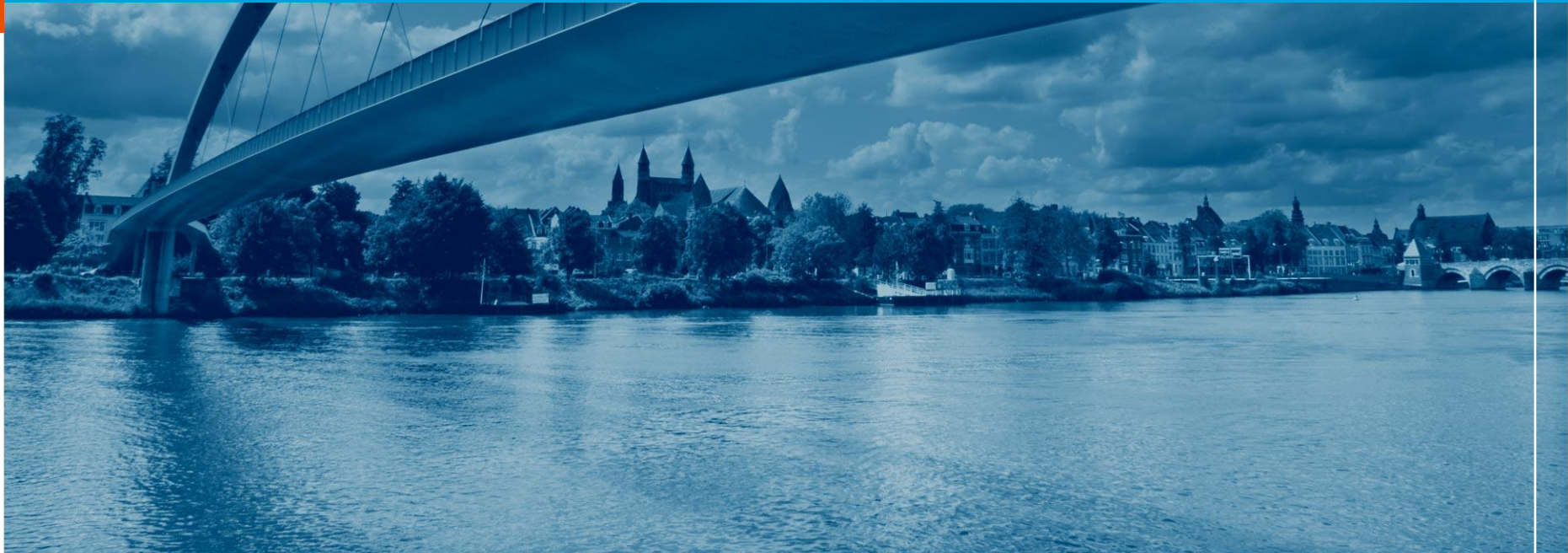
Thank you for your attention

What have I learned in Rotterdam?

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Language

≳ Proudness and dignity

≳ Proudness or Pride?

  – Pride and dignity

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Language

We should speak the same language

- Polypharmacy

- Function focused care

- Physical activity

- Physical restraints

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What have I learned?

≥ Importance of good problem analyses and clinical reasoning

≥ It is about small things that count
  – Essentials in nursing care / basic care

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What have I learned?

≥ Need for scientific research

≥ Importance to use evidence
  – A lot of knowledge is available; we 'only' have to use it
  – Implementation is still a major challenge

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What have I learned?

≥ Nursing leadership is badly needed

≥ Nurses can make the difference in quality of care
- Nursing homes?
  - Quality framework in the Netherlands

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Main question

≥ Is there scientific evidence for an association between staffing and quality of care in nursing homes?

Scientific evidence

- Papers published *peer reviewed* scientific journals
- Published abstracts of recent completed Dutch studies
  - Comparibility is limited
    - Nursing assistants, Nursing aides, Registered nurses

Staffing in direct care

- Fte ratio
- Educational level

Methods

- Literature review
  - Pubmed, cinahl, google scholar
  - Reference tracking

- 183 scientific papers
  - Including 5 (of 13) reviews
  - Last 20 years (until 2-2016)

Measures

- ⩾ Staffing
  - Number of staff in direct care related to number of residents; in hours or Fte

- ⩾ Quality of care
  - Outcome indicators

- ⩾ Quality of life
  - Self-reported QoL

Results general

⋛ Most studies in USA

⋛ Data from large data bases
  – Ill. Oscar data; data entry 1x per 15 months
  – Not designed for research purposes

⋛ Almost all studies are cross-sectional
  – Associations, no causality

⋛ 1 review longitudinal studies
  – Longitudinal design: repeated measures, causaility

Results staffing

- No evidence

  for association between number of staff and quality of care, quality of life and satisfaction

Result educational level

≥ No clear evidence

for association more nursing aids, nursing assistants or registered nurses and quality of care and quality of life

Nurses on the Move (2015)

≳ No association staffing levels and quality of care
   – Study including 55 NH wards

≳ Value Bachelor RN could not be examined
   – Study including 282 NH wards

Higher staffing levels not associated with better quality of care

- In contrast with general opinions

- Increasing complexity, changing demands and introduction of technology

- Different competencies and skill-mix

- Bachelor and master educated nursing staff should be added to the teams

What I've learned

⋛ A lot!

⋛ Many challenges ahead of us

⋛ Inspired by the many contributions

⋛ Care for older persons is 'alive and kicking an sexy'

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Let's go back to work,

and let us make the difference!

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Thank you for your attention