

Disability-inclusive Nursing Practice Handbook in Germany

Geography and scale:	Primarily the German state of North Rhine-Westphalia	Involved actors	<ul style="list-style-type: none"> • Competence Centres Self-determine Life (KSL) [Kompetenzzentren Selbstbestimmt Leben] • Ministry of Employment, Health and Social Welfare [Ministerium für Arbeit, Gesundheit und Soziales des Landes Nordrhein-Westfalen], • Bochum Centre for Disability Studies (BODYS), Protestant University of Applied Sciences Rheinland-Westfalen-Lippe
Type of Disability	All types		

Best practice description
<p>As part of the campaign of North Rhine-Westphalia (NRW) to implement the UNCRPD's stipulations for equal access to healthcare for persons with disability (PwD), the "Competence Centres Self-determine Life (KSL)" in NRW developed a nursing practice handbook entitled "KSL-Concrete #4 Nursing Diversity" [KSL-Konkret #4 Vielfalt Pflegen]. This handbook was written to enhance nursing training with a compact reference guide on effective communication and interaction with PwD in routine practice, on recognizing the needs of PwD and acting accordingly. It aims to lend the nurse confidence in treating patients with disability by building skills and sensitizing the nurse to potential situations (case examples) in clinical routine. This is essential, since the nurse is often the first point of contact in the healthcare facilities and a person of trust. The KSL and their work are financed by the European Commission Social Fund and KSL Ministry of Employment, Health and Social Welfare.</p>

Origin/impetus for best practice
<p>To implement the idea that sustained improvement of life of PwD is a societal responsibility, NRW developed an action plan in 2012 "A society for all – NRW inclusive". As part of this action plan, six competence centres (KSL) were created to ensure the self-determination of PwD and inclusive healthcare in NRW. These KSLs run diverse projects to meet these objectives, especially in the area of knowledge transfer and training. One of these projects was the development of this nursing practice handbook.</p>

Impact / results of implementing best practice	Critical success factors for best practice
<p>The handbook has only been around since November 2020, but it will sensitize nurses and the public to inclusive health care issues.</p>	<ul style="list-style-type: none"> • Government leadership. • Training methodology.

Impact statement	Lessons learned
<p>"The knowledge acquired through this practical manual will give you confidence in communicating and in interacting with PwD. [By understanding what PwD need], you will save precious time and can focus on providing care. PwD will benefit, and so will you." - Claudia Middendorf, NRW parliamentarian responsible for PwD.</p>	<ul style="list-style-type: none"> • Need to reinforce handbooks with training and other supports for people with disabilities. • Essential to target nurses with training, given they are usually the first point of contact in care.

Sources	KSL-Concrete #4 Nursing Diversity (German)	Further links & information	<ul style="list-style-type: none"> • Inclusive health official website in German language • Video: Trailer of practice handbook in German language
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