

eLearning mapped to RQIA

Residential Care Home Training Requirements

CareTutor provides a growing range of eLearning designed to support safe, effective and well-governed practice across adult social care. This guide shows how relevant CareTutor courses map against key training expectations within the RQIA Residential Care Homes Training Guidance for Northern Ireland.

It is designed to help providers quickly identify where CareTutor can support staff knowledge and development, alongside the practical, organisational and governance arrangements that remain the responsibility of each registered service.

The mapping includes areas such as Adult Safeguarding in Northern Ireland, Fire Safety, Infection Prevention and Control, First Aid, Food Hygiene, Health and Safety, Moving and Assisting, Medicines Management, Positive Behaviour Support, Supervision and Appraisal, and wider workforce development.

Important: This is a training-content mapping, not RQIA approval, accreditation, legal advice or a guarantee of regulatory compliance. Registered providers remain responsible for meeting the regulations, minimum standards and guidance that apply to their service.

How to use this mapping

CareTutor can support the learning element. RQIA inspection also looks for evidence that providers translate learning into local systems, competent practice and documented assurance.

1. eLearning knowledge	2. Local implementation	3. Evidence & assurance
Courses support staff understanding of key risks, expected practice and role boundaries.	Providers remain responsible for procedures, drills, assessments, equipment and role-specific arrangements.	RQIA may review records, competence, policies, audits, incidents and whether practice matches local arrangements.

RQIA training requirements at a glance

RQIA training subject	Current requirement / frequency
Fire safety	Twice yearly training; yearly drill; nominated fire wardens.
IPC	Regular updates.
Adult safeguarding	On induction; every 3 years thereafter; role-appropriate.
Orientation & induction	Initial induction within 2 days; full induction within 3 months.
Supervision & appraisal	At least two recorded supervisions and an annual appraisal.
Complaints	Relevant staff; training appropriate to role.

First aid	All persons employed; no fixed interval in the training table.
Residents' behaviour	All staff regular training/updates; every 3 years.
Safe & healthy working	All staff: fire, CO, IPC, moving/handling, first aid, incidents, food, COSHH, equipment, environment/access.
Medicines management	Listed as a required training subject; no frequency stated in the table.
Registered managers	Ongoing training appropriate to maintain the skills needed to manage the home.

Review basis: RQIA Residential Care Homes Training Guidance and RQIA Provider Guidance – Adult Residential Care Homes 2025/26, checked against the RQIA website on 23 September 2026, plus CareTutor's current catalogue and course evidence available in September 2026.

RQIA to CareTutor mapping

The final column is intentionally explicit about what remains with the registered provider. Status labels distinguish direct/strong coverage from supporting coverage and requirements that remain provider-led or locally specific.

RQIA area & expectation	CareTutor course(s)	How the eLearning supports the requirement	What the care organisation must still undertake / evidence
Adult Safeguarding RQIA: on induction, every 3 years thereafter, with training appropriate to the person's role.	CareTutor course(s) Adult Safeguarding in Northern Ireland	DIRECT NI-SPECIFIC MATCH - Purpose-built for Northern Ireland and already live. - Covers local safeguarding terminology including "adult at risk of harm" and "adult in need of protection". - Covers recognising abuse, exploitation and neglect; responding to concerns/disclosures; reporting and recording; and local escalation routes.	PROVIDER RESPONSIBILITY - Assign on induction and maintain the 3-year cycle, with additional role-specific depth where required. - Keep safeguarding policies aligned to Northern Ireland regional procedures. - Identify and appropriately train the Adult Safeguarding Champion (ASC) and retain the ASC annual position report. - Maintain referral/escalation records and make Regulation 30 notifications where required.
Fire Safety RQIA: fire-safety training twice per year, a fire drill yearly, and fire wardens for nominated staff.	CareTutor course(s) - Fire Safety 1 – Hazards and Prevention - Fire Safety 2 – Drills and Evacuation - Fire Safety 3 – Risk Assessment	STRONG PORTFOLIO MATCH - The mapped Fire 1–3 portfolio covers hazards/prevention, alarms, extinguisher principles, emergency plans, evacuation, individual evacuation needs, fire doors, risk assessment, recording and review. - The mapped content uses UK-wide principles and avoids applying England/Wales-only legal assumptions to Northern Ireland.	PROVIDER RESPONSIBILITY - Schedule and evidence twice-yearly fire-safety training. - Undertake and record the yearly fire drill(s). - Nominate fire wardens and provide role-specific instruction/competence support. - Maintain an up-to-date fire risk assessment by an appropriate/accredited assessor and action recommendations. - Maintain alarms, firefighting equipment, escape routes, emergency plans and person-specific evacuation arrangements.
Infection Prevention & Control RQIA: regular IPC updates; provider guidance also expects regional IPC policies, PHA-aligned outbreak management, PPE, hand-hygiene facilities, decontamination and monitoring.	CareTutor course(s) Infection Prevention and Control in the Care Home	STRONG TARGET MATCH - The course covers hand hygiene, PPE, spills, sharps, cleaning/decontamination, laundry, specimens, waste, catheter-care boundaries and outbreak management. - The course approach supports local procedures, infection-specific risk assessment	PROVIDER RESPONSIBILITY - Keep policies/procedures aligned to Northern Ireland regional IPC guidance and current PHA arrangements. - Maintain outbreak/contingency plans and reporting routes. - Provide PPE, hand-hygiene facilities and decontamination systems.

RQIA area & expectation	CareTutor course(s)	How the eLearning supports the requirement	What the care organisation must still undertake / evidence
		and role/risk-led updating rather than blanket rules.	• Audit/observe practice, assess role-specific competence and address deficits. • Keep local IPC refresher arrangements aligned with Northern Ireland guidance and service risks.
First Aid RQIA: first-aid training for all persons employed; the training table does not set a fixed refresher interval.	CareTutor course(s) • Emergency First Aid for Care Workers	STRONG KNOWLEDGE MATCH • Covers primary survey, emergency calls, CPR/AED, choking, severe bleeding, shock, heart attack, seizures, burns, anaphylaxis and other common emergencies. • The updated national-applicability wording explicitly recognises Northern Ireland/HSENI and bases workplace provision on the employer's first-aid needs assessment.	PROVIDER RESPONSIBILITY • Complete and review a first-aid needs assessment using the Northern Ireland/HSENI framework. • Provide adequate equipment, facilities and people. • Ensure sufficient trained first aiders/appointed persons are available. • Provide practical/certificated competence where required; knowledge-only eLearning does not replace a practical qualification. • Maintain local emergency procedures, supplies and records.

RQIA to CareTutor mapping

RQIA area & expectation	CareTutor course(s)	How the eLearning supports the requirement	What the care organisation must still undertake / evidence
Moving & Handling RQIA includes moving and handling within Safe and Healthy Working Practices for all staff; provider guidance also expects suitable, maintained equipment and LOLER records.	CareTutor course(s) • Moving and Assisting: Theory • Moving and Assisting: Practical • Moving and Assisting: Assessments	STRONG PORTFOLIO MATCH • The three-course portfolio covers legal/risk principles, safe moving principles, mobility and manual-handling risk assessment, person-centred assistance and common moving equipment. • Practical examples include bed mobility, hoisting, falls/emergency handling, toileting and bathing support.	PROVIDER RESPONSIBILITY • Undertake hands-on workplace competence assessment; eLearning demonstration alone is not sufficient. • Maintain person-specific moving/handling assessments and care plans. • Provide appropriate equipment and local instruction on the exact equipment in use. • Inspect/service lifting equipment and retain LOLER/maintenance records. • Refresh training when risks, equipment, techniques or staff competence indicate a need.
Food Hygiene RQIA includes food hygiene within Safe and Healthy Working Practices for all staff.	CareTutor course(s) • Food Safety and Hygiene in the Care Home	STRONG CONTENT MATCH • Covers personal hygiene, staff health, food handling/preparation, cooking, storage and temperature control, cleaning/disinfection, refuse/pest control and HACCP-based food-safety management. • Content supports role-appropriate training and current allergen/cross-contact practice.	PROVIDER RESPONSIBILITY • Operate and maintain the home's food-safety management/HACCP procedures. • Maintain allergen, temperature, cleaning and other food-safety records. • Provide role-specific supervision/practical instruction for staff who prepare, handle or serve food. • Maintain local policies and meet environmental health requirements relevant to the service.
Health & Safety / Safe & Healthy Working Practices RQIA Standard 28.3 includes fire, carbon monoxide, IPC, moving/handling, first aid, accidents/incidents, food hygiene, COSHH,	CareTutor course(s) • Care Home Health and Safety • COSHH Awareness in Health and Social Care • Legionella Awareness	BROAD UK-FRIENDLY SUPPORT • The standalone COSHH and Legionella courses add focused UK-wide learning alongside Care Home Health and Safety. • Together the portfolio covers risk awareness, COSHH, equipment/environmental hazards, incident prevention, water safety, electrical safety, fire, IPC, first aid, food hygiene and moving/handling.	PROVIDER RESPONSIBILITY • Maintain local H&S policy, risk assessments and safe systems of work. • Complete COSHH assessments and ensure safe chemical storage. • Record/investigate/report incidents and make statutory/RQIA notifications where required.

RQIA area & expectation	CareTutor course(s)	How the eLearning supports the requirement	What the care organisation must still undertake / evidence
equipment/machinery, safe systems and safe access/egress.	• Risk Assessment for Health & Safety in the Care Home • plus the specialist Fire, IPC, First Aid, Food and Moving & Assisting courses	• Explicit carbon-monoxide learning was not evidenced strongly enough to claim full coverage.	• Maintain/inspect/service equipment, premises, electrical systems, access/egress and water systems. • Retain local carbon-monoxide controls/training until explicit CareTutor coverage is confirmed.
Responding to Residents' Behaviour RQIA: all staff should receive regular training and updates, with the training table specifying every 3 years.	CareTutor course(s) • Positive Behaviour Support (PBS) Awareness • Managing Distressed Behaviour	STRONG CONTENT MATCH • PBS Awareness is a current UK-friendly, person-centred course covering behaviour as communication, triggers, proactive/reactive support, rights and least-restrictive approaches. • Managing Distressed Behaviour adds recognition, prevention, risk awareness, communication and safer responses to distress.	PROVIDER RESPONSIBILITY • Maintain the 3-year training cycle and provide additional updates when needs or risks change. • Develop and review person-specific behaviour/PBS plans with relevant professionals and representatives. • Provide practical de-escalation/restrictive-practice competence where relevant. • Audit incidents and restrictive practices and use learning to update plans and staff support.
Orientation & Induction RQIA: initial induction within 2 days and full induction within 3 months. Provider guidance says induction must be specific to role and include bank/agency staff.	CareTutor course(s) • Role of the Care Worker • Develop as a Worker • Principles of Person Centred Care • plus the role-relevant mandatory subjects in this mapping	SUPPORTING CONTENT – NOT A REPLACEMENT • CareTutor can provide a structured learning component covering role, conduct, policies/procedures, professional development, person-centred practice and mandatory knowledge. • This can support a provider's induction pathway but cannot constitute the whole local induction.	PROVIDER RESPONSIBILITY • Deliver and record the service-specific initial induction within 2 days and full induction within 3 months. • Include bank and agency staff and verify training/competence/registration as applicable. • Cover local policies, emergency arrangements, premises, reporting lines, residents' needs, role boundaries and practical competencies. • Do not present CareTutor eLearning or the Level 2 Safe and Effective Practice qualification as replacing employer induction.

RQIA area & expectation	CareTutor course(s)	How the eLearning supports the requirement	What the care organisation must still undertake / evidence
Supervision & Appraisal RQIA: yearly appraisal and twice-yearly supervision; provider guidance specifies at least two recorded supervisions plus an annual appraisal.	CareTutor course(s) Supervision and Appraisal Skills in Health and Social Care	STRONG MANAGER-SKILLS SUPPORT The 2026 course gives managers practical learning on purposeful supervision, wellbeing, performance, development, SMART objectives, feedback, appraisal and recording/follow-up.	PROVIDER RESPONSIBILITY - Actually conduct and record at least two supervisions and one appraisal each year. - Ensure supervisors/managers are competent to conduct them and follow organisational policy. - Record objectives, development needs, concerns and agreed actions; follow up progress. - Use supervision to review training, competence, wellbeing, conduct and role-specific support.
Complaints RQIA: relevant staff should receive complaints training appropriate to role. Provider guidance expects staff to know how to receive/deal with complaints and the home to audit complaints for learning.	CareTutor course(s) No dedicated CareTutor complaints course currently mapped	PROVIDER-LED REQUIREMENT - CareTutor does not currently provide a dedicated complaints-handling course within this mapping. - Service-user complaints training should remain specific to the provider's complaints procedure, staff roles and Northern Ireland requirements.	PROVIDER RESPONSIBILITY - Provide local complaints training to relevant staff, appropriate to their role and the home's complaints procedure. - Maintain a Northern Ireland-compliant complaints policy/procedure and clear signposting for service users. - Keep complaint records, respond within required processes and audit themes/trends for learning and service improvement.
Medicines Management RQIA lists Medicines Management as a training subject; its table does not state a fixed frequency.	CareTutor course(s) Medication Awareness in the Care Home	SUPPORTING / AWARENESS MATCH - The course covers medicine-management awareness, role boundaries, supporting independence/self-administration, storage, disposal, topical medicines and recognising/reporting changes. - This course supports underpinning medicines knowledge; administration practice must be supported by Northern Ireland-specific local procedures, role training and assessed competence.	PROVIDER RESPONSIBILITY - Maintain Northern Ireland-specific medicines policies/procedures and role definitions. - Provide administration training, observed competence and refresher/reassessment where staff administer medicines. - Maintain MAR/eMAR, storage, disposal, PRN/time-critical arrangements, audits and incident/error processes. - Use pharmacy/prescriber/local governance arrangements appropriate to the home.

RQIA area & expectation	CareTutor course(s)	How the eLearning supports the requirement	What the care organisation must still undertake / evidence
Registered Managers RQIA: registered managers should undertake appropriate training from time to time to maintain the training and skills needed to manage the home.	CareTutor course(s) • Supervision and Appraisal Skills in Health and Social Care • Managing Performance and Conduct • Managing Grievances and Difficult Conversations • Leading Disciplinary Investigations • Handling Absence, Sickness and Return to Work in Care • Professional Boundaries in Adult Social Care	USEFUL CPD SUPPORT – NOT A QUALIFICATION • CareTutor’s expanded 2026 management suite provides broad UK-friendly CPD in people management, supervision, conduct, difficult conversations, investigations and professional practice. • It can form part of ongoing manager development but is not a substitute for the Northern Ireland registered-manager qualification pathway.	PROVIDER RESPONSIBILITY • Ensure the manager meets RQIA minimum-standard and NISCC registration/qualification requirements. • Where applicable, meet the current Level 5 Diploma in Leadership and Management in Health and Social Care Services (Northern Ireland), or other recognised requirements relevant to registration. • Maintain continuous professional learning/registration evidence and service-specific regulatory knowledge. • Provide governance, quality assurance, incident/complaint oversight and local leadership development beyond eLearning.

Additional RQIA provider-guidance expectations

These items are not all separate rows in the RQIA training table, but they are explicit examples of evidence in the current Provider Guidance and are useful to include in client conversations.

Additional expectation	RQIA/provider position	CareTutor mapping / remaining action
Deprivation of Liberty Safeguards (DoLS)	RQIA provider guidance states all staff should undertake DoLS Level 2 every 3 years, with Level 3 for staff who have overseeing responsibilities.	No verified Northern Ireland-specific CareTutor match is included in this mapping. Providers should use appropriate Northern Ireland/local training and evidence the required staff levels and refreshers.
Dysphagia / modified diets	RQIA provider guidance expects role-appropriate staff training and demonstrable knowledge of modified diets, IDDSI terminology and dysphagia management.	CareTutor Dysphagia Awareness can support knowledge. The provider must still implement SALT/dietetic recommendations, IDDSI levels, individual care plans and practical competence.
Recruitment & selection	RQIA provider guidance states relevant staff should receive training on selection and recruitment.	No dedicated CareTutor recruitment/selection course has been mapped here. Providers should retain local NI recruitment training and evidence AccessNI/pre-employment checks.
Falls prevention	RQIA provider guidance expects staff knowledge of falls prevention/management and audit of falls trends.	CareTutor Falls Prevention Awareness can support learning; local falls policy, person-specific risk assessment/care planning, post-fall processes and audit remain provider responsibilities.

What a complete provider evidence picture looks like

CareTutor can support the learning element. A regulated care organisation should also be able to demonstrate that its local systems turn that learning into safe practice.

Training records Assignments, completions, refreshers and role-appropriate learning are current and auditable.	Policies & procedures Local documents reflect Northern Ireland requirements, are accessible to staff and are reviewed on schedule.
Risk assessments Fire, IPC, COSHH, moving/handling, Legionella and other relevant risk assessments are current and actions are tracked.	Practical competence Staff can demonstrate safe practice for tasks that cannot be assured through knowledge-only eLearning.
Drills & local exercises Required fire drills and other practical emergency arrangements are completed and recorded.	Equipment & environment Fire, first-aid, lifting, electrical, IPC and premises equipment/controls are available, maintained and checked.
Audit & monitoring Managers monitor practice, incidents, falls, IPC, complaints, training compliance and other assurance indicators and act on gaps.	Notifications & records Incidents, safeguarding referrals, complaints and statutory/RQIA notifications are completed and retained where required.

How CareTutor supports your RQIA training framework

CareTutor provides a broad portfolio of eLearning that supports many of the learning subjects identified within RQIA's Residential Care Homes Training Guidance. This includes a dedicated Adult Safeguarding in Northern Ireland course alongside UK-wide/core learning across fire safety, infection prevention and control, first aid, moving and handling, food hygiene, health and safety, behaviour support and supervision. Some requirements are organisational, practical or role-specific and must be completed and evidenced by the registered provider. Where a Northern Ireland-specific CareTutor match is not included, the mapping identifies the provider action required.

Regulatory note: This document supports training planning and client conversations. It does not constitute legal advice, RQIA endorsement or a compliance certificate. Registered providers remain responsible for interpreting and meeting the regulations, standards and guidance applicable to their service. Review checked 23 September 2026.