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Future Nurse & Midwife Programme Board Monthly Newsletter Issue 2

Welcome

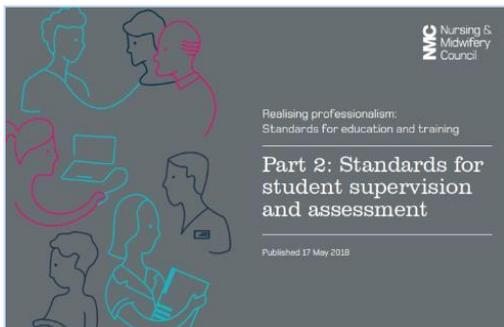
We want to keep you informed of the progress towards the 'Once for Scotland' approach to the implementation of the new NMC standards for education and proficiencies. This issue will focus on some changes in relation to how we will supervise and assess pre and post registration students from September 2020, and address some of the key questions and "myths" that have been reported to us.

In Newsletter Issue 1...

We gave an overview of the key changes in the proficiencies for registered nurses and the standards for education and training, as well as highlighting the current Future Midwife consultation. We also introduced the six workstreams and associated working groups of the Future Nurse and midwife Programme Board (FNMPB) tasked with providing governance for the national approach across Scotland. You can access Issue 1 [here](#).

Standards for Student Supervision & Assessment (Part 2)

These set out expectations for the learning, support and supervision of students in the practice environment as well as how students are assessed for theory and practice learning.



These new [standards](#) are replacing the current standards to support learning and assessment in practice and will apply to all NMC approved programmes, both pre and post registration, within Scotland from September 2020. The standards introduce new roles of **Practice Supervisor, Practice Assessor and Academic assessor**.

These new roles differ from the current mentorship and practice teacher roles as they separate the supervision responsibility from the assessment responsibility. Detailed information can be found on the [NMC website](#) where you can access a copy of the new standards, read supporting information and listen to webinars about the new standards.

Preparation for all roles will require an understanding of the new programme proficiencies and outcomes. Partnership working between all three roles will be a key aspect for success of the implementation of the standards in Scotland.

Practice Supervisor

Student learning and progress will be supported in practice by a Practice Supervisor and all nurses and midwives can be called upon to be Practice Supervisors (in line with the [NMC Code](#)).

In addition to registered nurses and midwives, students can also be supervised by other registered health and social care professionals.

The role of practice supervisor will entail supporting learning and supervising students in practice to meet programme proficiencies and contributing to student assessments which will be recorded in the Practice Assessment Document.

NOTE: Students commencing the new 2020 pre-registration programmes will have Practice Supervisor preparation embedded in their programmes.

Practice Assessor

Student progress will be assessed in practice by a Practice Assessor who must be an NMC registrant and suitably prepared for the assessor role. They will conduct and record objective evidence-based assessments of student achievement, informed by direct observation, feedback from Practice Supervisors and student self-reflection.

NOTE: If you are a Practice Assessor for a student, you cannot also be a Practice Supervisor for the same student.

Academic Assessor

Student academic progress and achievement will be assessed by an Academic Assessor. They will make and record objective, evidence-based decisions on

conduct, proficiency and achievement and make recommendations for progression, drawing on student records and other sources.

The NMC have produced some very helpful guides to support implementation of these standards which you can access [here](#).

The working group delivering the 'Once for Scotland' approach will be using the NMC information, and feedback from all partners to develop national guidance to support local implementation of the new standards. The virtual GoTo discussions that have taken place in Scotland in relation to the new standards for student supervision and assessment can be accessed [here](#)

Questions, Perceptions and Myths

Several questions have arisen in anticipation of these new roles specifically around how the changes will work in practice, the preparation required, and how we will use the existing skills of our mentors, sign-off mentors and practice teachers. Below are some of the questions that have been asked:

Q: Do we still need mentors?

A: While the title of mentor, sign off mentor and practice teacher are not within the new standards we will still need the knowledge, skills and experience of our existing mentors/sign off mentors and practice teachers to support the supervision, learning and assessment of pre and post registration students.

Q: Is the assessor/supervisor the new name for sign off mentor, mentor/ co mentor?

A: No. Although there are similar remits and responsibilities, especially around the knowledge and skills required for the new roles, the key change is the separation of the support and supervision role from the assessor role. You cannot be both the Practice Supervisor and Practice Assessor for the same student - so students on placement will be allocated a supervisor and an assessor.

Q: How are we going to prepare for the new supervision and assessment roles?

A: It is anticipated that current mentors, sign-off mentors and practice teachers on the mentorship/practice teacher registers as of September 2020 will transition to the new roles of practice supervisor and practice assessor and undertake a reflective self-assessment exercise in relation to both roles. The preparation to support transition to these new roles is currently under discussion across Scotland.

Nurses or midwives who have not previously been mentors, sign off mentors or practice teachers will be supported to prepare, reflect and develop for effective supervision and contribution to student learning and assessment as well as an understanding of the proficiencies and programme outcomes they are supporting

students to achieve. The programme of preparation that will be required is currently under discussion across Scotland.

Q: In light of the new NMC Standards should I still be encouraging staff to apply for the mentorship preparation programmes?

A: Yes, the knowledge and skills obtained through mentorship preparation will support our current students and will also be transferable to the new roles of Practice Supervisor and Practice Assessor.

Q: Are Triennial Reviews and Annual Updates still required?

A: There is no requirement for annual updates or triennial reviews within the new standards. However, the new standards do indicate that practice supervisors receive ongoing support to participate in the practice learning of students and that practice assessors and academic assessors receive ongoing support and training to reflect and develop in their role. In Scotland, the expectation is that effective practice learning, and how skills and knowledge are being proactively developed, become a focus of discussion within annual appraisal and revalidation.

Q: I have heard the term 'prescribing ready', what does this mean?

A: The new standards have an increased emphasis on pharmacology. So, for students commencing pre-registration programmes in September 2020 this means that on completion of their programme, they will have the underpinning knowledge to progress to prescribing programmes at a later date. It does not mean they will be prescribing on registration.

Getting involved and making your views known

The communications group members would like to hear from you. You can make your views/comments/questions known as follows:

- Via Email – N&MPracticeEducation@nes.scot.nhs.uk
- Via Twitter – @NESnmahp or tweet using the hashtags: #Scotfuturenurse #Scotfuturemidwife #yourstandardsyoursay
- Talking to your local PEF, CHEF or University partner

Join our Mailing List

If you would like to receive regular communications and updates about the Scottish Future Nurse and Midwife Programme, please send an email to n&mpracticeeducation@nes.scot.nhs.uk

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