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Future Nurse & Midwife Programme Board

Monthly Newsletter

Issue 3

Welcome

The Nursing and Midwifery Council (NMC) published new education and proficiency standards in May 2018. In Scotland, these new standards will be implemented in September 2020 and you can access more information on the NMC website at: <https://www.nmc.org.uk/standards/standards-for-nurses/standards-of-proficiency-for-registered-nurses/>.

A Scottish Future Nurse and Midwifery Programme Board (FNMPB) and associated workplan was established and developed in 2018 to support implementation of the new standards, for more information access: <https://www.nes.scot.nhs.uk/education-and-training/by-discipline/nursing-and-midwifery/practice-education/scottish-future-nurse-and-midwife-programme-board.aspx>

This issue of the newsletter focuses on three specific aspects of the FNMPB workplan and includes some frequently asked questions that have been sent to the FNMPB communications group.

In Newsletter Issues 1 and 2...

In 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 NMC Future Midwife consultation that was ongoing at the time. We also introduced the six workstreams and associated working groups of the FNMPB tasked with providing governance for the national approach across Scotland. Issue 2 explored the new roles of Practice Supervisor, Practice Assessor and Academic Assessor. You can access Issues 1 and 2 [here](#).

The Future Nurse and Midwife Workplan

To get an overview of the preparatory work being undertaken in Scotland you can access the FNMPB [workplan](#) that outlines the workstreams, accountable officers and the deliverables associated with a "Once for Scotland" approach. We asked the accountable officer for three of the deliverables to give us an update on progress to share with you, as of June 2019.

Deliverable 2.4: Scope N&M range of practice learning experiences and placement capacity across Scotland with an implementation plan of findings and recommendations



There is now one set of proficiencies that applies to all fields of nursing and includes annexes of skills and proficiencies expected of the future nurse.

These skills which are detailed in annex A and B include communication and relationship management skills, physical and mental health assessment and a range of nursing procedures.

As part of the planning process a working group has been exploring how to prepare you (nursing and midwifery staff) within the practice learning environments in relation to these new proficiencies and has also been looking at how to assess the availability of learning opportunities in relation to these skills.

The working group associated with deliverable 2.4 has undertaken a pilot scoping exercise in two health boards. This pilot used a tool, adapted from Wales, which asked practice staff in a range of clinical areas, to look at whether they would be able provide exposure to the range of skills set out in the annexes within their clinical areas. The tool also asked them to consider where students might link with associated areas, specialist or allied health colleagues or departments to support wider learning.

If you have not yet read the [Standards of proficiency for registered nurses](#) then you may find it useful to do so and consider what your practice learning environment can offer future students.

Findings from the pilot have enabled us to understand the many opportunities available in existing practice environments and some of the potential challenges. This information and the further use of the tool across Scotland will help us explore how we can best prepare you to: support student learning, support the potential CPD requirements, and consider how we might address potential gaps in exposure to the range of interventions and skills using creative approaches and opportunities. A report will be available soon on the FNMPB website so watch this [space!](#)

Deliverable 3.1: Agree on selected topics and establish specific networks with contribution from education, practice and topic experts & 3.2 Scope existing national resources

While each university will deliver its own distinct programme with learning outcomes that reflect the Standards of proficiency for registered nurses in each of the four fields of nursing practice: adult, mental health, learning disabilities and children's nursing; the universities are collaborating, sharing good practice and seeking expert advice on selected topics to have consistency of approach across Scotland. So far this has included topics such as Healthcare Acquired Infection, dementia and blood transfusion.

In addition, there has been a review of the mandatory skills students require to undertake before commencing practice learning experiences. This identifies core preparation that requires to be undertaken, while also identifying and meeting local requirements.

In relation to the forthcoming Standards for pre-registration midwifery education, evaluation of the elements to be included in the pre-registration programmes is being undertaken by the Midwifery Education Group to ensure a consistent approach to midwifery education across Scotland.

Deliverable 5.1: Identify and develop 'prescribing ready' knowledge and skills required in undergraduate programmes

The new pre-registration undergraduate nursing programmes will have additional education in relation to pharmacology. This will deepen students' understanding of both theory and practice in this area. Currently, upon registration, nurses must wait at least a year to undertake a postgraduate prescribing course. The new pre-registration programmes commencing in September 2020 allow for nurses, at point of registration, to have the required knowledge and skills to progress to undertaking a prescribing course immediately.

A working group have been exploring the knowledge and skills required within the new pre-registration programmes, and this is due to be finalised in August 2019.

Preparing the existing workforce is another consideration which is being investigated and this work is due to be completed in September 2020. To support this, university leads for prescribing in Scotland have been reviewing the [Royal Pharmaceutical Society's Competency Framework](#) for all prescribers and plans to include exemplar assessments and signposting to resources are being undertaken.

Questions, Perceptions and Myths

Several questions have arisen in relation to aspects of the new standards. Guidance relating to these is given below:

Q: When will the Standards for student supervision and assessment come into place?

A: They will be introduced in Scotland from September 2020 and replace the current Standards for Learning and Assessment in Practice (SLAiP) (NMC, 2008).

Q: I have heard the term ‘big bang’ relating to all students moving over to the new pre-registration programmes at once in September 2020, is this the case?

A: Some universities may decide to transition all students in all years to the new programme curriculum, but others may not take this approach. Get in touch with your local PEF/CHEF and university colleagues to ascertain what is planned in your region.

Q: Can I be a practice supervisor and practice assessor at the same time?

A: Yes, as long as these roles are in relation to separate students. However, in exceptional circumstances the same person may fulfil the role of the practice supervisor and practice assessor e.g. non-medical prescribing programmes.

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&mppracticeeducation@nes.scot.nhs.uk

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