

ONCE FOR SCOTLAND

Future Nurse and Midwife Programme

2020

EMPOWER INNOVATE DELIVER

September
2019



Scottish Government
Riaghaltas na h-Alba
gov.scot



How to use these slides

The slide set is divided in 4 sections, and can be used flexibly with different groups

1. Introduction and overview of changes
2. How to use the Standards
3. Practice Learning: student supervision and assessment – supervisor, practice assessor, and academic assessor roles
4. Keeping up to date and sharing your views

Getting to know about the changes to NMC Standards

The session will help you to:

- recognise and value the existing skills and experience you bring
- find out more about the new NMC standards and proficiencies
- understand your contribution to supporting implementation of these new standards
- identify resources and people who can support you in the implementation/ transition
- network with colleagues from across health and care and enable you to share experiences

1. Introduction and overview of changes

Why change?



- recognise that existing staff have been working within a changing system and responding to population need
- increasingly undertaking more complex and integrated working
- our opportunity to ensure the programmes of education and our future workforce of nurses and midwives are prepared for that evolving landscape

Professor Fiona McQueen

Chief Nursing Officer for Scotland

‘Future nurse and midwife’ offers a once in a generation opportunity to influence and develop our profession for the future of health care provision for the people of Scotland’.



What do these changes mean to me?



- What questions do you need answered?
- What thoughts/ words come to mind when you think about the forthcoming NMC changes?

NMC Introduction guide for service users can be accessed:

<https://www.nmc.org.uk/globalassets/sitedocuments/education-standards/your-future-nurse.pdf>

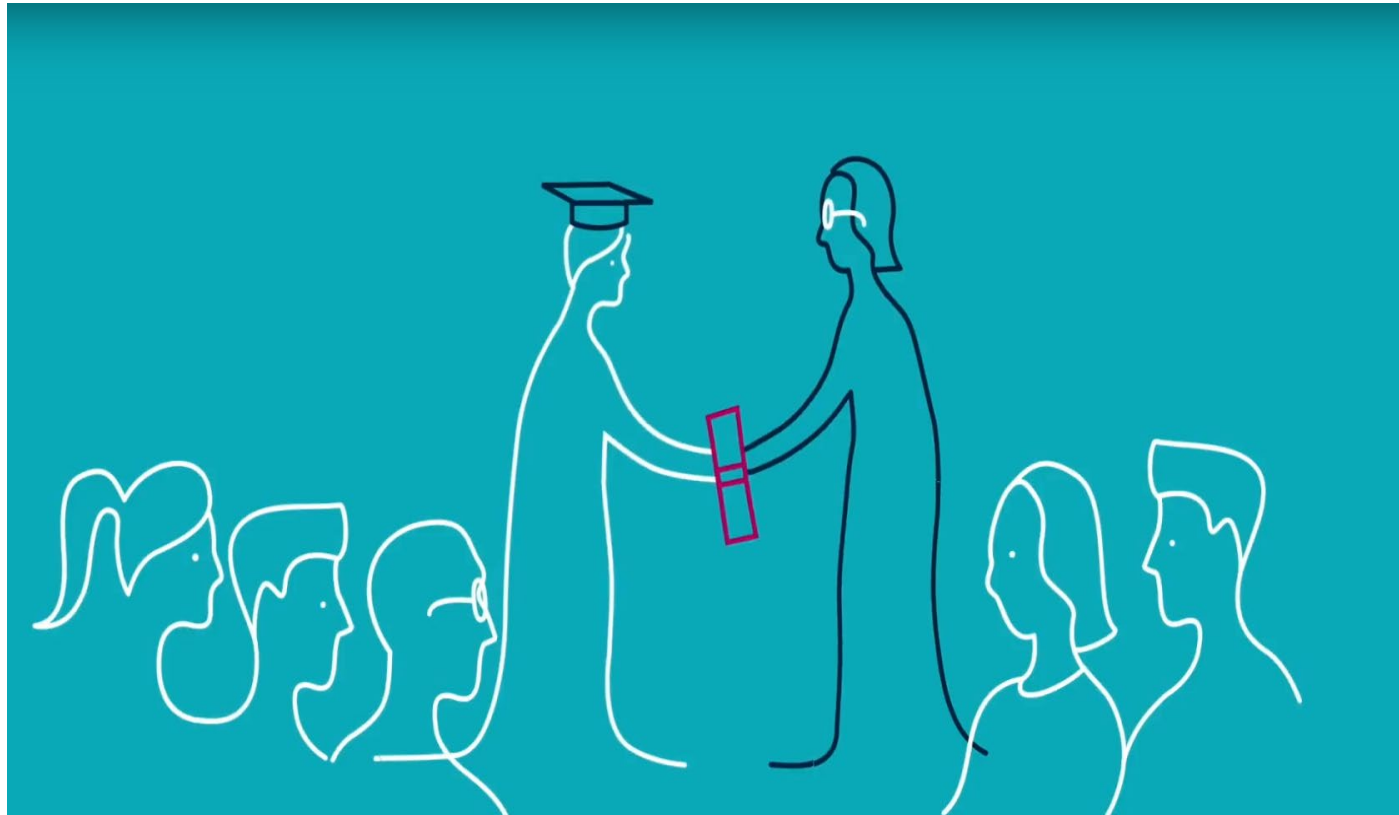
Future midwife standards



Let's start at the very beginning.....NMC Animation of changes

Available at:

<https://www.youtube.com/watch?v=2KKMtJyFqq4>



NMC New Standards and Proficiencies FAST FACTS 1



- There are 2 sets of standards – 1) *Future nurse: Standards of Proficiency for registered nurses* and 2) *Realising professionalism: Standards for education and training* together.
- This provides a complete picture of:
 - what nurses need to know and be able to do, by the time they register with the NMC (across 4 fields of practice)
 - what approved education institutions (AEIs) and their practice placement partners must provide when delivering education and training courses.
- There are also a Set of *Standards for: ‘Return to Practice’* and for *‘Prescribing Programmes’*
- <https://www.nmc.org.uk/standards/standards-for-nurses/>

NMC New Standards of Proficiency for Registered Nurse

FAST FACTS 2



There are seven platforms within the new ‘standards of proficiency for registered nurses’ which are important to understand because they:

- represent the knowledge, skills and attributes that all registered nurses must demonstrate when caring for people of all ages and across all care settings.
- reflect what the public can expect nurses to know and be able to do in order to deliver safe, compassionate and effective nursing care.
- provide a benchmark for nurses from the European Economic Area, EU and overseas wishing to join the register.
- provide a benchmark for those who plan to return to practice after a period of absence.

<https://www.nmc.org.uk/globalassets/sitedocuments/education-standards/future-nurse-proficiencies.pdf>

NMC Future Nurse Standards



Scotland - Fast Facts (3)

- Programme Board – chaired by Chief Nurse for Scotland (CNO) with representatives from across Scotland – care homes, NHS Boards, Colleges and Universities, RCN, RCM, Students
- Local Programme Boards – membership from health, care and education partners, find out more from your Practice Education Facilitator/Care Home Education Facilitator
- Education providers are progressing through different NMC ‘gateway points’ in preparation for programme validation events – which will include practice partners
- All new pre-registration nursing education (and some post-registration) programmes commence in Sept 2020

Future Nurse in Scotland

Listen to

[The CNO's view.](#)



FNM Programme Board workplan to support implementation in Scotland

6 workstreams, all of which involve partnership working.

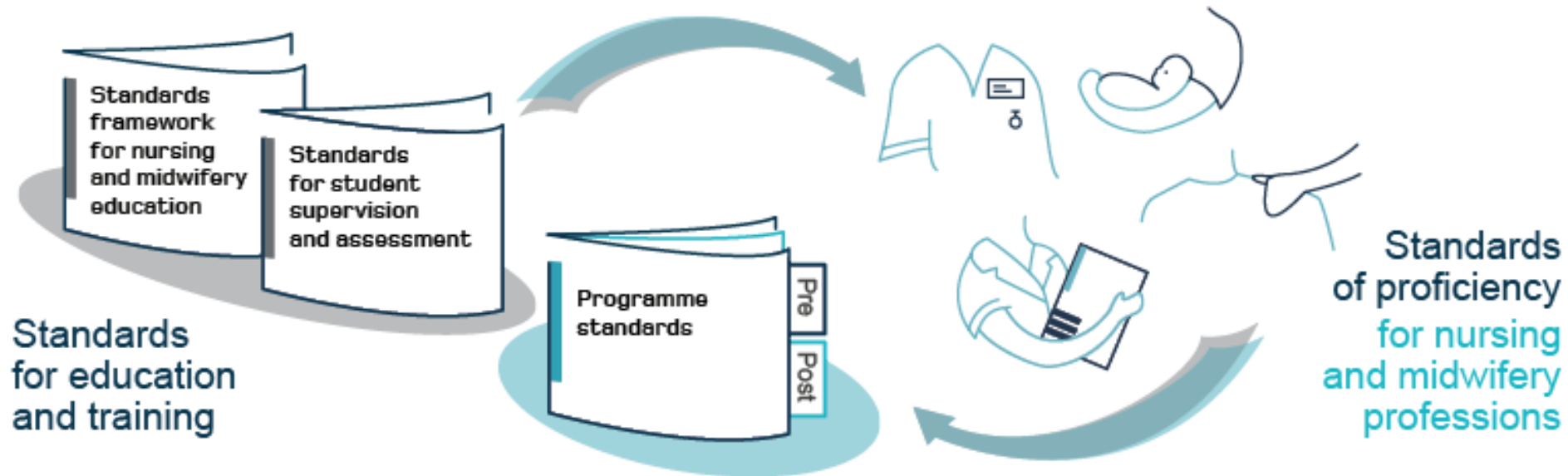
1. Development of a national model for pre and post graduate practice learning
2. A quality practice learning environment (pre and post registration)
3. Consideration of indicative content for undergraduate education
4. Refreshed national approaches e.g. raising concerns, practice assessment document
5. Pharmacology in the undergraduate programmes
6. Communication plan

Future Nurse and Midwife Programme Board
(FNMPB) [workplan](#).



2. How to use the Standards

Structure of the new standards





In groups or individually, explore:

What is your current understanding of the standards?

Standards of proficiency for registered nurses

Applies to all fields of practice

7 Platforms

1. Being an accountable professional
2. Promoting health and preventing ill health,
3. Assessing needs and planning care,
4. Providing and evaluating care
5. Leading and managing nursing care and working in teams
6. Improving safety and quality of care
7. Coordinating care.



Standards of Proficiency: Annexe A & B

- The annexes to these standards of proficiency are presented in two sections.
- The annexes provide a description of what registered nurses should be able to demonstrate they can do at the point of registration in order to provide safe nursing care.
- Annexe A specifies the communication and relationship management skills required, and
- Annexe B specifies the nursing procedures that registered nurses must demonstrate that they are able to perform safely.
- As with the knowledge proficiencies, the annexes also identify where more advanced skills are required by registered nurses, working in a particular field of nursing practice.

<https://www.nmc.org.uk/globalassets/sitedocuments/education-standards/future-nurse-proficiencies.pdf>

NMC Approval Process

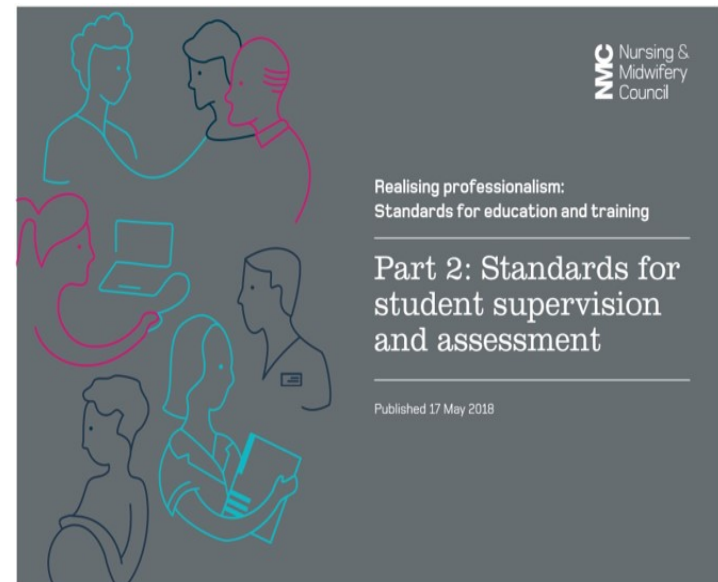
- The NMC base their approval on whether education institutions and their practice learning partners can meet the education and training standards, as well as the relevant programme standards.
- The NMC approve a programme if it meets their standards during the four-part 'gateway process'.
- The four 'gateways' are:
- Gateway 1 – Part 1: Standards framework for nursing and midwifery education
- Gateway 2 – Part 2: Standards for student supervision and assessment
- Gateway 3 – Part 3: Programme standards
- Gateway 4 – **approval visit**
- A programme cannot run until it successfully passes through each of these gateways and the NMC have confirmed in writing that it has been approved.

<https://www.nmc.org.uk/education/quality-assurance-of-education/how-we-approve-education-programmes/>

3. Practice Learning: student supervision and assessment

- **Practice supervisor**
- **Practice assessor**
- **Academic assessor**

Current and future roles





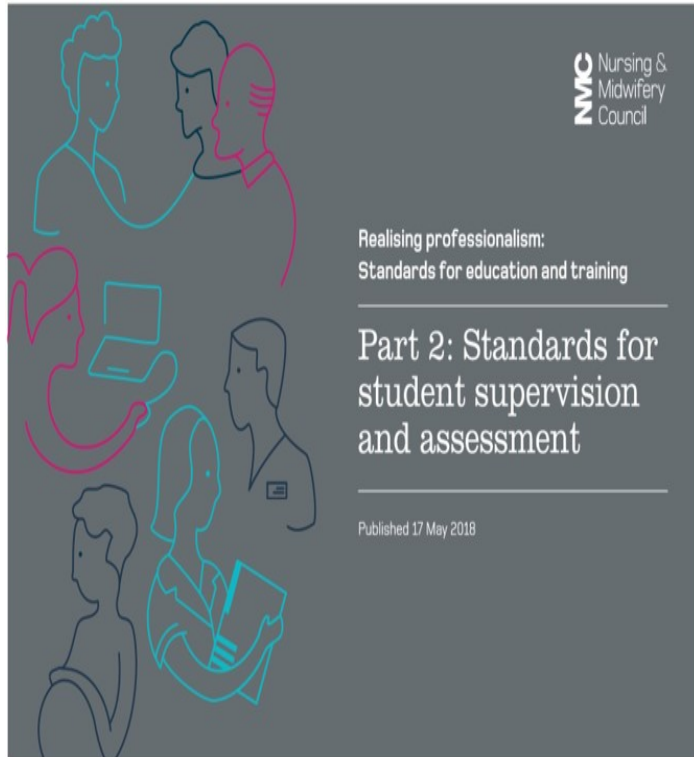
What is your current role in supporting students?

How do you see your future role in supporting students?

What is different in these new standards?

- Supervision and assessment separated
- 3 new roles which apply to pre and post registration NMC approved programmes to strengthen assessment
- Opportunities for more diversity of practice learning experiences

Practice Supervisor

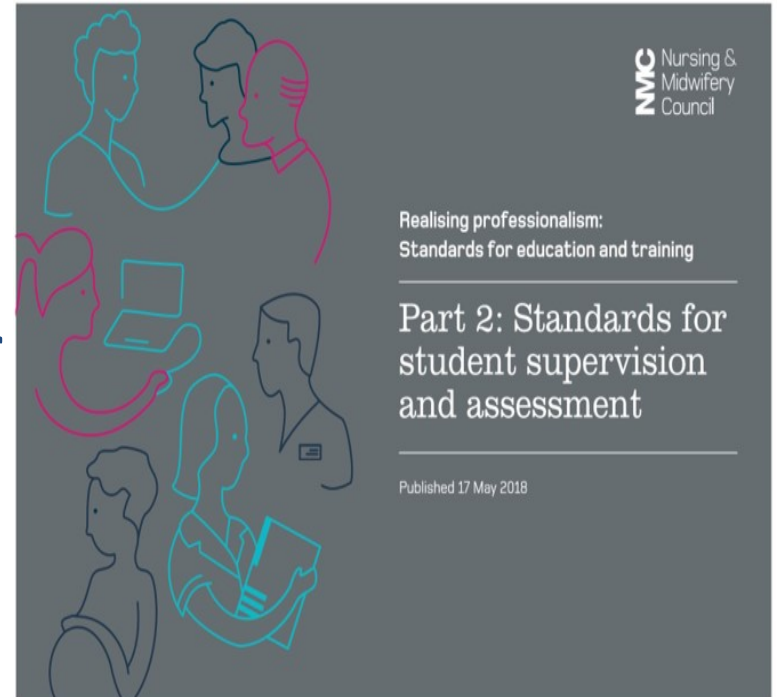


All nurses and midwives, including the newly registered, can be called upon to be supervisors in practice placements.

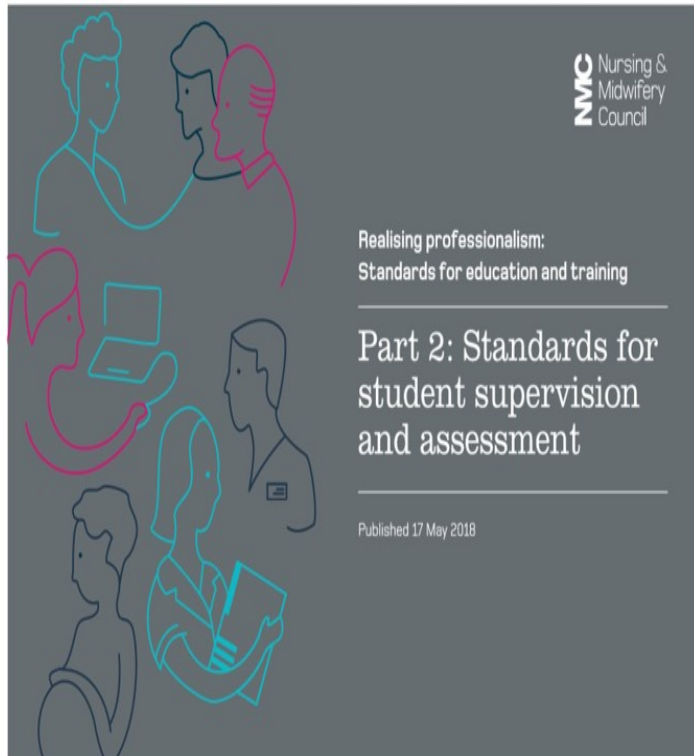
Students can also be supervised by other registered health and social care professionals.

Practice assessor

- Nominated practice assessor for a placement or series of placements
- Practice assessors may be nurses, midwives or SCPHN
- Collaboration with practice supervisors and academic assessors key to role



Academic assessor



- The academic assessor will be a registered nurse, midwife, or specialist community public health nurse (SCPHN).
- Academic assessors are assigned to a student for part of a programme
- The role of assessing a student for progression is the responsibility of the academic and practice assessors, working together.

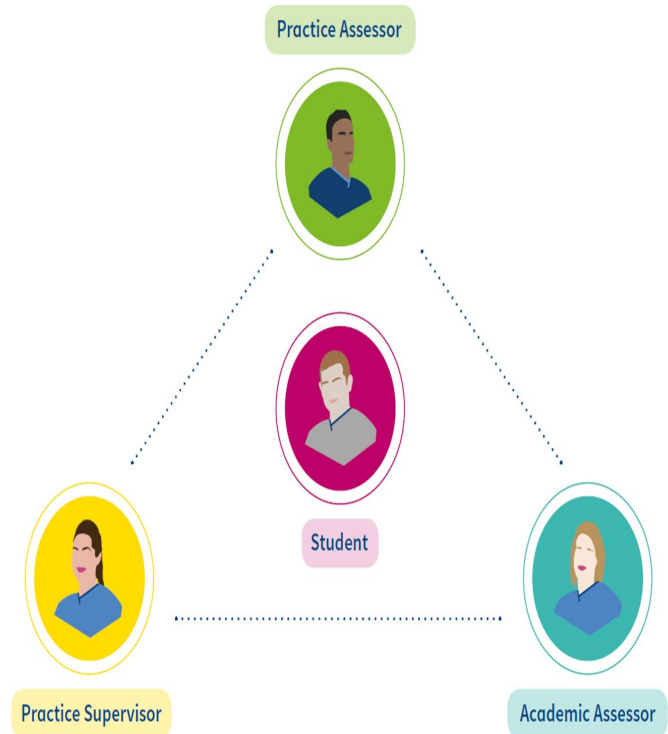


What opportunities do the standards offer?

- What opportunities do Standards for Student Supervision and Assessment (SSSA) offer for you and your practice area with regards to new learning opportunities for students?

Scottish Practice Learning Handbook

The National Practice Learning Handbook for Practice Supervisors and Practice Assessors in Scotland has been developed to provide an overview of the roles and how they work together to ensure practice supervision and assessment meet the NMC Standards for student supervision and assessment (NMC 2018) and can be accessed [here](#).



Scottish National Framework for Supervisors and Assessors

The National Framework for Practice Supervisors, Practice Assessors and Academic Assessors in Scotland has been developed to provide further guidance for the implementation of these new roles in line with the Standards for student supervision and assessment (NMC 2018) and can be accessed [here](#)



What do I need to do to transition to these new roles?

- Be active on the mentor/practice teacher register as of September 2020
- Reflect on your role
- Discuss at your annual appraisal – these discussions can be used as evidence for your next NMC revalidation
- Consider CPD needs and access resources at

https://www.nes.scot.nhs.uk/media/4329506/1.3_scoping_of_resources.docx

4. Keeping up to date

Keeping up to date

- Newsletter



Future Nurse & Midwife Programme Board
Monthly Newsletter Issue 1

Newsletter

<https://www.nes.scot.nhs.uk/education-and-training/by-discipline/nursing-and-midwifery/practice-education/scottish-future-nurse-and-midwife-programme-board/newsletter.aspx>



Who can I ask for help?

- PEFs/CHEFs
- Your local Universities
- NES Practice Education Team
- Your manager
- Local Future Nurse and midwife lead in your area

Supporting information

Introduction
1 guides



**Practice
supervision**
17 guides



**Practice
assessment**
19 guides



**Academic
assessment**
18 guides



**Learning
environments and
experiences**
13 guides



**Student
empowerment**
10 guides



<https://www.nmc.org.uk/supporting-information-on-standards-for-student-supervision-and-assessment>

Listen in to Discussions in Scotland

Videos of GoTo virtual sessions recordings

Available at:

<https://www.nes.scot.nhs.uk/education-and-training/by-discipline/nursing-and-midwifery/practice-education/scottish-future-nurse-and-midwife-programme-board/workplan.aspx>

Shaping the Scottish Future Nurse and Midwife Event took place on 21st February 2019 presentations slides and films available.

<https://www.nes.scot.nhs.uk/education-and-training/by-discipline/nursing-and-midwifery/practice-education/scottish-future-nurse-and-midwife-programme-board/national-event-held-21-february-2019.aspx>



Share your views

You can make your views/comments/questions known as follows:

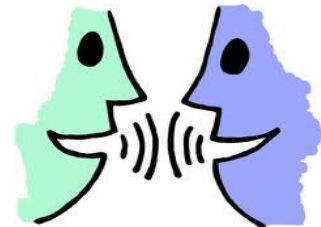


- **Email** – N&MPracticeEducation@nes.scot.nhs.uk

- **Twitter** – @NESnmahp or tweet using the hashtags: #Scotfuturenurse #Scotfuturemidwife #yourstandardsyoursay



- **Talking** to your local PEF or CHEF or Practice Education Lead





Take away messages

- Your skills, knowledge and experience is valued.
- If you don't know, we can find out together **Just Ask!**
- Who do you need to share the information you have learned today with?
- What do you need to do to prepare yourself and your team for these changes?

ONCE FOR SCOTLAND

Future Nurse and Midwife Programme

2020

EMPOWER INNOVATE DELIVER



Scottish Government
Riaghaltas na h-Alba
gov.scot