

2020

EMPOWER INNOVATE DELIVER



Future Nurse & Midwife Programme Board Newsletter: September 2019

Welcome to the 4th issue of the Future Nurse and Midwife Programme Board (FNMPB) Newsletter. This issue focuses on updating you on the progress of two of the deliverables from the FNMPB [workplan](#): workstreams 1 and 4.

Previous newsletter issues 1, 2 & 3

Previous newsletter issues have provided an overview of the new Nursing and Midwifery (NMC) standards for education and the proficiencies for registered nurses and introduced the workplan of the Future Nurse and Midwife Programme Board (FNMPB). These previous newsletters have already highlighted the new roles of Practice Supervisor, Practice Assessor and Academic Assessor, presented a series of frequently asked questions and more recently in issue 3, provided an overview of the progress of three of the deliverable areas in the FNMPB workplan.

You can access previous issues of the newsletter [here](#).

Workstream 1 Update

There are seven aspects or deliverables associated with workstream 1.

1.1 A literature search was carried out to review evidence and guidance to identify skills and knowledge required by practice supervisors, practice assessors and academic assessors to support undergraduate and postgraduate nurse and midwife learners. The associated report can be found [here](#) and the summary of references can be found [here](#).

1.2 A literature search was carried out to review evidence, current preparation practices and ongoing support mechanisms to identify best practice to underpin preparation for the

new roles of practice supervisor and practice assessor. The search process can be found [here](#) and a spread sheet of the identified literature and associated abstracts can be found [here](#).

1.3 A scoping exercise was undertaken to identify resources currently available to support preparation of the new roles of practice supervisor and assessor. The scoping report can be accessed [here](#). In your current role of mentor, sign off mentor or practice teacher you may find these resources useful for CPD purposes.

1.4 With the introduction of new [Standards for student supervision and assessment](#) there will be the opportunity for health and social care professionals registered with a professional regulator (e.g. Health and Care Professions Council, Scottish Social Services Council, General Medical Council) to become practice supervisors. A scoping exercise was undertaken to look at the current regulatory requirements and preparation of other health and care registrants to identify their preparation needs. The mapping exercise associated with this deliverable can be accessed [here](#).

1.5 and 1.6 The literature searches undertaken in relation to skills and knowledge required by practice supervisors, practice assessors and academic assessors were used to inform the development of a national framework and handbook.

The National Framework for Practice Supervisors, Practice Assessors and Academic Assessors in Scotland and the associated mapping document was published on 12 August 2019 and can be accessed [here](#)

In addition, the 'Practice Learning Handbook: for Practice Supervisors, Practice Assessors in Scotland was also published and can be accessed [here](#) on the NHS Education for Scotland website



These documents provide guidance for the implementation of the new roles in line with the [Standards for student supervision and assessment](#) (NMC 2018). Overleaf are some facts which have been summarised in the handbook:

- ✓ The role of mentor/sign off mentor and practice teacher under the current standards to support learning and assessment in practice encompasses both supervision and assessment. The new standards differentiate these responsibilities to strengthen assessment decision-making, thus introducing the new roles of practice supervisor and practice assessor
- ✓ The new NMC standards for student supervision and assessment apply to all NMC approved programmes, both pre and post registration
- ✓ The new role of academic assessor is also presented within the new standards. Again, to strengthen assessment decision making academic assessors will communicate and collaborate with the practice assessors to make a recommendation for student progression for each part of their programme
- ✓ Practitioners cannot be **both** practice supervisor and practice assessor for the same student. The exception to this is nurses and midwives undertaking NMC approved post registration prescribing programmes, where, “in exceptional circumstances”, the same person may fulfil the role of practice supervisor and practice assessor for that part of the programme where the prescribing student is undergoing training in a practice learning setting.
- ✓ Practice supervision forms an important part of many professionals’ roles, including registered professionals who are not nurses and midwives. The new standards allow for other registered health and social care professionals to undertake the role of practice supervisor affording the opportunity to widen students’ learning experiences.

1.7 This deliverable focuses on developing a refreshed career and development pathway for practice education in Scotland and commenced with a national 'listening event' for all of Scotland's practice education and care home facilitators on Monday 26th August 2019. This event, with simultaneous participation across the four regions in Scotland was linked by video conference and proved to be engaging and thought provoking.

Workstream 4 Update

There are two main deliverables associated with workstream 4.

4.1 Focuses on refreshing some of current national approaches such as the ‘[Raising concerns in practice: student guidance](#)’ and the current documentation used to assess pre-registration nursing students in practice in line with the new NMC standards.

4.1.4 The current Scottish Ongoing Achievement Record (OAR) will be replaced by the new Scottish Practice Assessment Document (PAD) which has been in development following the publication of the [NMC 2018 standards](#). All the Scottish HEIs have worked collaboratively and the development of the PAD has involved consultation and feedback from a wide range groups and individual nurses at all grades and levels.

The PAD is for all fields of nursing practice and includes the platforms, proficiencies and skills annexes required to support student learning, achievement and progress throughout their programme. Where able, the PAD development group have tried to retain similarity with the current OAR to enable as much familiarity as possible for those supporting and assessing student progress and learning in practice. The PAD was finalised in late August 2019 in readiness for the first universities to seek approval with the

NMC. Subsequently wider dissemination and update sessions will be delivered locally to support implementation and awareness for those who will be undertaking roles of practice supervisors and practice assessor to become familiar with the new programme content and the PAD.

4.2 The second deliverable in this workstream involved scoping clinical simulation. The NMC defines simulation as: ‘an artificial representation of a real-world practice scenario that supports student development and assessment through experiential learning with the opportunity for repetition, feedback, evaluation and reflection. Effective simulation facilitates safety by enhancing knowledge, behaviours and skills’ (NMC 2018, page 14).

With this definition in mind the NMC also states that simulation-based learning should be ‘appropriate within the specific nursing programme as necessary for safe and effective practice’ (NMC 2018 p9). Each individual university within Scotland will define how this will be utilised within their own pre-registration programme.

Keep up to date by visiting the [Scottish Future Nurse and Midwife website](#) and the NMC standards pages for [nurses](#), [midwives](#) and [post-registration](#)

Second Future Nurse and Midwife Workplan National Event

Registration is now open for the second Future Nurse and Midwife Workplan event which will take place on Wednesday 20 November 2019 at the Grand Central Hotel, Glasgow from 10am till 4pm.

The aim of this 2nd event is to provide delegates with the opportunity to share good practice in relation to the implementation of the Nursing and Midwifery Council (NMC) Standards for Education within Scotland.

If you would like to register your interest to attend this event please go to <https://events.nes.scot.nhs.uk/future-nurse-and-midwife-event-nov-2019/?alttemplate=Overview> and use the “book now” tab no later than Friday 27 September.

Questions, Perceptions and Myths

If you have further questions you would like answered please get in touch.

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 (you can also email to join our regular communication and update distribution list)
- Via Twitter – @NESnmahp or tweet using the hashtags: #Scotfuturenurse #Scotfuturemidwife #yourstandardsyoursay
- Talking to your local PEF, CHEF or university partner

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