

**20/21**

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## Future Nurse & Midwife Programme Board Newsletter: 6<sup>th</sup> Issue March 2021

Welcome to the 6<sup>th</sup> issue of the Future Nurse and Midwife Programme Board newsletter. While the last year has seen unprecedented changes to practice learning across Scotland, developments with the Future Nurse and Midwife Programme (FNMP) have continued to proceed. In this issue we will be looking at the progress that has taken place since the last newsletter was published in January 2020.

### Previous newsletter issues 1, 2, 3, 4 & 5

Previous newsletter issues have provided an overview of the Nursing and Midwifery (NMC) [Standards for education](#), the [Proficiencies for registered nurses](#), the launch of the [Future Midwife Standards](#), introduced the workplan of the Future Nurse and Midwife Programme Board (FNMPB) and highlighted the roles of Practice Supervisor, Practice Assessor and Academic Assessor which were introduced across Scotland in September 2020. The [newsletters](#) have also provided an overview of the progress of deliverable areas in the FNMPB workplan including the '[National Framework for Practice Supervisors, Practice Assessors and Academic Assessors in Scotland](#)' and the '[Practice Learning Handbook: for Practice Supervisors and Practice Assessors](#)'.



## Update on work of the FNMP in Scotland

- The last year has seen several developments in relation to the future nurse and midwife work within Scotland. The twelve universities across Scotland who deliver pre-registration nursing programmes were all successful in the NMC four-stage gateway approval process and 4309 students commenced the first year of the new programmes in September 2020. The three universities that offer the pre-registration midwifery programmes are currently preparing for approval events. To find out more about the future midwife work in Scotland access the [future midwife newsletter](#)
- The pre-registration practice assessment document (PAD) or an adaptation to the Scottish Ongoing Achievement Record (OAR) is now in use. The Scottish Practice Assessment Document (PAD) Group have developed [resources](#) to support the implementation and use of the new Scottish PAD.
- A set of [national principles of practice learning for nursing and midwifery](#) were developed by the FNMP Board to underline the commitment we have in Scotland to ensure that our practice learning environments support the ongoing development of the existing workforce and pre- and post-registration students.
- February 2021 saw the launch of the [Quality Standards for Practice Learning](#) to help nursing, midwifery and allied health profession learners, those supporting, supervising and assessing learners, managers, educators and those organisations and education institutions supporting practice-based programmes understand their responsibilities and expectations in relation to practice based learning within Scotland.
- Launched in March 2021 an eResource has been developed to support the local preparation programmes for the role of practice supervisor and practice assessor. Access the [Practice Supervisor's and Practice Assessor's learning Resource](#)



- The majority of mentors, sign off mentors and practice teachers in Scotland have transitioned to the roles of practice supervisor and practice assessor as detailed in the [Standards for student supervision and assessment \(SSSA\)](#). Some practitioners who have transitioned to, or undertaken the preparation for these roles, share their thoughts:

'I feel the process has been simplified now to make a busy nurse's job that bit easier. As part of our professional role it is expected that we are involved in teaching. I had not formally completed the mentorship programme previously so I feel more included with supervision in our team now. Happy nurses = happy students.'

*(Recently prepared practice supervisor)*

'I've had a couple of students through the new system as a PA and PS and have found this much easier than the old system. Having the whole team as a back up as PS helped. The students are able to get a variety of experiences through the different members of staff, getting to see all the different ways individuals teach. Definitely much better.'

*(Mentor who transitioned to practice supervisor and practice assessor role)*

'I have found the new practice assessor/practice supervisor roles to have improved the way we are able to teach students. As a district nursing team we have taken a whole team approach and all of our staff members have become involved. Having a number of practice supervisors and one assessor has enriched the experience of the student by allowing our students to learn alongside different staff members with varying skills and experience. The benefit has also been seen by staff who feel they are less pressured and able to share the teaching experience.'

*(District Nurse Team Leader)*

- As practitioners across the country are settling into the PS and PA roles, lecturers within the universities have also been prepared for the role of academic assessor as outlined in the [SSSA](#). One of the academic assessors shares their view on the role:

'The change to the new role of academic assessor has meant an increased level of communication between myself and the clinical area. This dialogue has allowed me to gain feedback directly from the practice assessor to further support the student in both their academic and practice learning experience.'

*(Lecturer, Adult Nursing)*

- The change to the practice supervisor, practice assessor and academic assessor roles has meant a change for circa 11,648 nursing and midwifery on pre- and post-registration programmes across Scotland. This third-year child health field student shares their thoughts on the change:

'With the roles of practice supervisors and assessors, it allows for students to pull knowledge from the experiences of multiple nurses.'

*(Year 3 child health field student nurse)*

## COVID-19 and nursing and midwifery practice learning

We will shortly reach the one-year anniversary of the first lockdown in Scotland. As a result of COVID, staff, patients, families and carers have faced unparalleled challenges. Despite the demands and clinical pressures on nurses and midwives, you have continued to support students on placement which is a significant achievement given the ever-changing clinical environment. We would like to take this opportunity to thank you and your wider teams for your ongoing commitment to supporting students and their learning.

- Currently, [NMC emergency and recovery standards](#) are in operation due to the COVID-19 pandemic. The purpose of these standards is to allow greater flexibility for student nurses and midwives in practice as a response to the rapidly changing clinical environments. These are being operationalised flexibly across the four countries of the UK. If you wish to know more about how these are being implemented in Scotland contact your local PEF or CHEF.
- Last year saw widespread challenges for NMAHP student practice learning experiences. The Rapid Action Placement Oversight Group (RAPOG), which reports directly to the Scottish Government Strategic Placement Oversight Group for healthcare students' placement recovery, is meeting monthly to identify emerging issues around NMAHP placements, find possible solutions and recognise aspects that would benefit from a national approach. Find out more about the [actions](#) taken.
- Health Protection Scotland has developed guidance on car sharing for practice supervisors and practice assessors supporting learners in community settings.. This information can be accessed via this link [Car sharing for Healthcare professionals including trainees/students \(section 5.11.1\)](#)
- Questions that have arisen from practice supervisors and assessors supporting students in practice learning environments during the pandemic have been compiled into a FAQ document. The latest version includes testing and vaccination of NMAHP students and is available on the [RAPOG website](#).
- COVID has seen changes to the way some practitioners deliver services with some patients increasingly receiving care via digital platforms. Such changes have also seen a rise in digital technology to support practice learning experiences for students. Practitioners across Scotland took part in a survey circulated in early February 2021 to gauge practitioners use, and confidence of engaging with digital solutions to support services and student placements. With over 780 returns from nursing and midwifery practice supervisors, practice assessors and AHP practice educators the survey report can be found on the [RAPOG webpage](#). A digital solutions resource list has also been developed and can also be found on the RAPOG webpage. A webinar '*NMAHP Placement Recovery: Digital solutions to support your practice*' is being held on **30<sup>th</sup> March from 11am- 12.30**. If you are interested in finding out more about how you could support practice learning experiences for students via digital platforms then register for the webinar at <https://t.co/JV99CarNYI?amp=1> .

## Your Questions answered

**Q: Some of the students who have come to my practice area seem to be confused about the change in roles from mentor, sign off mentor or practice teacher to practice supervisor and assessor, what are the main changes I should tell them about?**

A: Direct the students to the NMC Standards for student supervision and assessment which were introduced across Scotland in September 2020.

<https://www.nmc.org.uk/globalassets/sitedocuments/standards-of-proficiency/standards-for-student-supervision-and-assessment/student-supervision-assessment.pdf>

Remind the students of the key changes they can expect on their practice learning experience;

- The title and role of mentor, sign off mentor or practice teacher is no longer in operation
- Mentors, sign off mentors or practice teachers have transitioned to Practice Assessor (PA) and Practice Supervisor (PS) roles. Practice Supervisors take an active role in the supervision and assessment process
- Students are allocated a minimum of two practitioners to support their supervision and assessment, namely a practice supervisor and practice assessor, alongside an academic assessor
- Learners are able to work flexibly with a wide range of registered health and social care staff
- Students do not have to work a minimum 40% of their time with a Practice Assessor
- There is no requirement for annual updating for Practice Assessors or Practice Supervisors, however, this has been incorporated into their continuous professional development activities to ensure their knowledge and skills as a supervisor or assessor remain current
- At progression points in the programme an Academic Assessor from the university will be involved in student assessment. This will involve a member of academic staff contacting the area to determine student progress
- Pre-registration nursing and midwifery students will undertake the preparation for the role of practice supervisor during the final year of the programme so they are practice supervisor ready on registration.

Several questions have arisen in relation to aspects of the standards and guidance and these have been published in previous newsletter issues. 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](mailto: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](mailto:n&mpracticeeducation@nes.scot.nhs.uk)

## Have you transitioned?

**FUTURE NURSE AND MIDWIFE**

The new role of practice supervisor has been introduced...



Do you know about the changes taking place to nursing and midwifery students' supervision and assessment in practice?

**FUTURE NURSE AND MIDWIFE**

The new role of practice assessor has been introduced...



Do you know about the changes taking place to nursing and midwifery students' supervision and assessment in practice?

If you are a mentor, sign off mentor or practice teacher and have not yet transitioned, or are a nurse, midwife or healthcare practitioner interested in supervising and assessing students then contact your local PEF or CHEF for details.