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## **Future Nurse and Midwife Programme Board Newsletter: Special Midwifery Edition March 2021**

Welcome to this special edition of the Future Nurse and Midwife Programme Board newsletter which will focus specifically on developments in relation to midwifery. In this special issue we will be looking at the progress that is taking place in relation to the implementation of the new midwifery standards and programmes of education in Scotland.



## The NMC standards

The Nursing and Midwifery Council (NMC) published new [Standards of Proficiency for Midwives](#) in November 2019. The new standards outline the proficiencies newly qualified midwives must demonstrate at the point of registration.

The Standards of Proficiency for Midwives (NMC 2019) should be read in conjunction with Realising Professionalism: Standards for Education and Training which comprise three parts. These are;



Part 1: Standards Framework for Nursing and Midwifery Education



Part 2: Standards for Student Supervision and Assessment



Part 3: Standards for Pre-registration Midwifery Programmes

These documents are all available for viewing on the [NMC webpage](#). Reading these together will provide an understanding of the knowledge and skills required by student midwives at the point of registration with the NMC and the expectations of

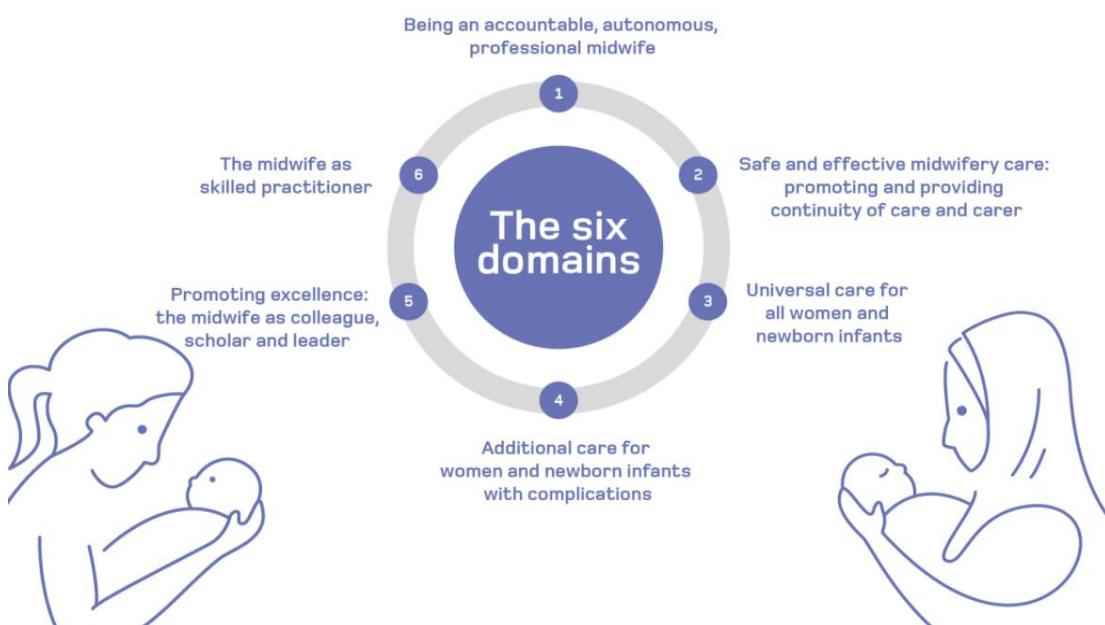
what universities and practice partners must provide to be approved by the NMC to deliver midwifery education.

## Key changes in the standards of proficiency



The Standards of Proficiency for Midwives ([NMC 2019](#)) replace existing Standards for Competence for Registered Midwives ([NMC 2013](#)). Although many of the fundamental requirements for registration as a midwife remain unchanged, these new standards outline the role and scope of the midwife in the 21<sup>st</sup> century and as such incorporate many new proficiencies, particularly within the new

domain of 'The Midwife as Skilled Practitioner.' The Standards of Proficiency for Midwives (NMC 2019) are provided via six inter-related Domains. These are;



(Source NMC 2019)

Domain six focuses on the specific skills required to attain the proficiencies associated with each Domain with a new emphasis on; examination of the newborn (NIPE), becoming prescriber ready at the point of registration, IV administration of medicines (including blood and blood products), managing infusions and infusion pumps, palliative care, being practice supervisor ready at point of registration and continuity of care and carer. Please take the opportunity to explore the new proficiencies and look out for information sessions which will be hosted locally in the near future.

## Upcoming NMC Approval Events

It is an exciting few months for midwifery education in Scotland. Our three approved education institutions (AEI's) for pre-registration midwifery education; Robert Gordon University (RGU), Edinburgh Napier University (ENU) and the University of the West of Scotland (UWS), are finalising preparations for their NMC approval events. This is the quality assurance process necessary to approve programmes of nursing and midwifery education in the UK. The UWS approval event took place on the 17<sup>th</sup> March, with the other institutions following in April and May. This has been a true partnership endeavour, with clinical colleagues, service users and students all contributing to the design of the new curricula and the approval events themselves.

## Future Midwife Workplan

To ensure effective partnership working between our universities, practice partners and other stakeholders, the Midwifery Education Group Scotland (MEGS) have developed a workplan to support the activities required to implement all aspects of the Future Midwife agenda. The workplan can be accessed on the [NES TURAS Webpage for Future Midwife Specific Work](#). This is following the highly successful approach undertaken by the [Future Nurse and Midwife Programme Board](#).

The workplan has 6 outcomes to be achieved and the work is progressing well. Of particular note is Workstream 3 which involves “*Consideration of indicative content for undergraduate topics which will be further developed through post-graduate pathways and associated CPD*”. This will include how the current midwifery workforce can be supported with appropriate CPD and upskilling to support the future midwife proficiencies. Workstream 3 also has a deliverable which focuses on “*Support of changes and alterations to current practice required to accommodate new/enhanced proficiencies*.” Work is ongoing in each NHS Board to ensure policies and guidance documents are reviewed and updated to enable students to participate in the skills outlined in Domain six of the standards of proficiency when they are on placement. Furthermore, this edition of our newsletter supports our activity for Workstream 6 as we work to ensure “*A well informed workforce, supported by national communication plan*”.



(Source NMC 2019)

# Developments in relation to future midwife work in Scotland

- The Standards for student supervision and assessment were implemented across Scotland in September 2020, introducing the roles of practice supervisor, practice assessor and academic assessor to midwifery practice areas.
- A national pre-registration midwifery practice assessment document (MPAD) has been developed. Members of the Maternity Education Group (MEGS) have developed a PowerPoint resource to support the implementation and use of the new Scottish MPAD. This is available on the [Future Midwife TURAS webpage](#)
- 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](#)



## COVID-19 and midwifery practice learning

We will shortly reach the one year anniversary of the first lockdown in Scotland. As a result of COVID, staff, women, families and carers have faced unparalleled challenges. Despite the demands and clinical pressures on 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 the wider team 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 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.
- 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](#).

## Your Questions answered

**Q: Some of the student midwives who have come to my practice area seem to be confused about the change in roles from sign off mentor 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 sign off mentor is no longer in operation
- Sign off mentors 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 two practitioners to support their supervision and assessment, namely a practice supervisor and practice 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 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.

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: #Scotfuturemidwife #yourstandardsyoursay
- Talking to your local PEF 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)