

Introduction and Context

The Nursing and Midwifery Council (NMC) have published a series of standards and proficiencies for nursing and midwifery education which set out the skills and knowledge that the next generation of nurses and midwives will need to deliver safe and effective care. [These standards](#) take into account the changes in society and the health care reforms which have implications for registrants, employers, educators, students and all those who support students in practice. They aim to raise the ambition in terms of what is expected of a nurse and midwife and maximise the quality and safety of nursing and midwifery education and training.

Why Change?

- The health and care landscape is changing rapidly
- The care provided by integrated teams is increasing
- There is a growing focus on person-centred care closer to home
- Nurses and midwives are taking on additional responsibilities
- The use of technology in health care is increasing
- Nurses and midwives are working across a range of settings.

The [standards of proficiencies for registered nurses \(2018\)](#) are presented under seven platforms and two annexes:

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

Annex A: Communication & Relationship Management Skills

Annex B: Nursing Procedures

The [standards of proficiencies for midwives \(2019\)](#) are presented under six domains:

1. Being an **accountable, autonomous, professional** midwife
2. Safe and effective midwifery care: promoting and providing **continuity of care and carer**
3. **Universal care** for all women and newborn infants
4. Additional **care for women and newborn infants with complications**
5. Promoting excellence: the midwife as **colleague, scholar and leader**
6. The midwife as **skilled practitioner**

Northern Ireland Practice Assessment Document/Midwifery Ongoing Record of Achievement

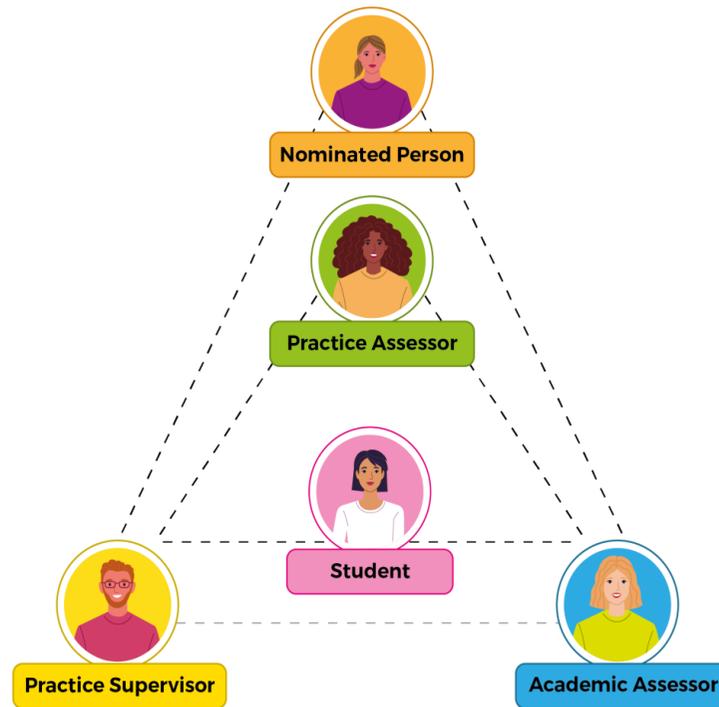
Students undertaking NMC approved programmes are required to evidence how they meet the proficiencies of the programme they are studying. Pre-and post-registration nursing students will record their evidence of practice learning in the Northern Ireland Practice Assessment Document (NIPAD). Midwifery students will evidence their practice learning in the Midwifery Ongoing Record of Achievement (MORA). The NIPAD/MORA provides:

- a framework for the support, supervision and assessment of students in practice
- a means of communication for those supporting students learning in practice
- evidence of learning in practice and an on-going record of the student's achievements
- a structure to support the management of students who are underperforming and require additional support.

Standards for Student Supervision and Assessment (SSSA)

The process of [student supervision and assessment](#) is one of partnership between Northern Ireland's three universities and their practice partners. This partnership helps ensure safe and effective student learning and assessment along with enhanced professional and personal development. Supervision and assessment will help uphold public protection, empower the student to be a more resilient critical thinker and decision maker who can analyse, reflect on and improve their practice. Separating out the roles of student supervision and assessment ensures greater consistency and objectivity in the assessment process. Practice assessors, practice supervisors and academic assessors must be suitably prepared for the role.

Standards for Student Supervision and Assessment (SSSA)



- The nominated person** is the ward sister/charge nurse, team leader or manager. **The nominated person:**
- ✓ promotes a quality practice learning environment
 - ✓ allocates the student a practice assessor and at least one practice supervisor, while considering the registrants' scope of practice
 - ✓ ensures continuity of the student's practice learning experience
 - ✓ actively supports student learning
 - ✓ ensures supervisors & assessors have access to suitable role preparation
 - ✓ supports the management of student underperformance, linking with the Practice Education Team and university staff (link lecturer/practice tutor) where relevant.

The practice supervisor/s - all registered nurses and midwives are capable of being a practice supervisor, along with other registered health and social care professionals. A student will be allocated at least one practice supervisor during their practice learning experience but may work alongside several supervisors.

Practice supervisor/s:

- ✓ serve as a role model
- ✓ support the student to safely achieve a range of proficiencies and skills
- ✓ ensure student learning opportunities are facilitated
- ✓ provide feedback to the student to support learning
- ✓ provide feedback to the practice assessor regarding the student's progress and performance
- ✓ contribute to the student's assessments to inform decisions for progression
- ✓ record relevant observations of progress in the student's Northern Ireland Practice Assessment Document (NIPAD) or Midwifery Ongoing Record of Achievement (MORA).
- ✓ identifies, escalates and supports the management of student underperformance issues.

Students undertaking a practice learning experience must be supported to learn without being counted as part of the staffing requirements. While students maintain supernumerary status, they should always be considered part of the team and integral to the workforce through their contribution in providing person centred, safe and effective care. The level of supervision can decrease with the student's increasing proficiency and confidence.

Students should be observing and participating in practice and add real value to care while they evidence their learning.

The practice assessor* is a registered nurse (with equivalent experience for the student's field of practice) for nursing students or a registered midwife for midwifery students. Each student will be allocated a practice assessor for each practice learning experience or series of practice learning experiences.

Practice assessors:

- ✓ set the learning objectives for the practice learning experience with the student at their initial meeting and undertake the progress and final review meetings
- ✓ periodically observes the student in practice
- ✓ receive feedback from practice supervisor/s on student performance
- ✓ work in partnership with academic assessors to evaluate and recommend the student for progression to each part of their programme, in line with the programme standards (formative and summative assessments)
- ✓ manage student underperformance issues and support students and practice supervisor/s throughout
- ✓ are not simultaneously the practice supervisor for the same student

** Can be another healthcare professional in certain circumstances e.g. Nursing and Midwifery Prescribing*

The shared responsibility of the practice assessor and the academic assessor ensures that only those students who meet all programme requirements and proficiencies, and who are clearly able to demonstrate the principles of The Code (2018) are entered onto the NMC professional register

The academic assessor* is a registered nurse (with equivalent experience for the student's field of practice) for nursing students or a registered midwife for midwifery students & has the relevant qualifications required by the university. The student will have an academic assessor for each part of their programme.

Academic assessors:

- ✓ collate and confirm student achievement of proficiencies and programme outcomes in the academic environment for each part of the programme
- ✓ work in partnership with the practice assessor in evaluating and recommending the student for progression to each part of their programme.

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