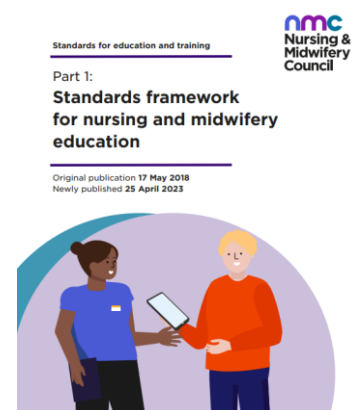


Key Information for Staff Regulated by the Northern Ireland Social Care Council (NISCC) Supporting Nursing and Midwifery Students in Practice

Members of Multi-disciplinary teams (MDT), including those registered with the Northern Ireland Social Care Council (NISCC), have always supported nursing and midwifery students to learn and develop their skills and competencies in practice. This sharing of knowledge and expertise enables students to gain an insight and appreciation into the various roles of the MDTs and how we all contribute to the delivery of safe and effective care.

In 2023, the Nursing and Midwifery Council (NMC) re-published the [Standards framework for nursing and midwifery education](#)¹ and the [Standards for student supervision and assessment](#)² which recognise the valuable contribution NISCC registrants play in supporting and/or supervising nursing and midwifery students in practice. This may be in the role of a Nominated Person or practice supervisor.



These NMC Standards outline various roles that staff may undertake while supporting and/or supervising nursing and midwifery students in practice as outlined in Figure 1.

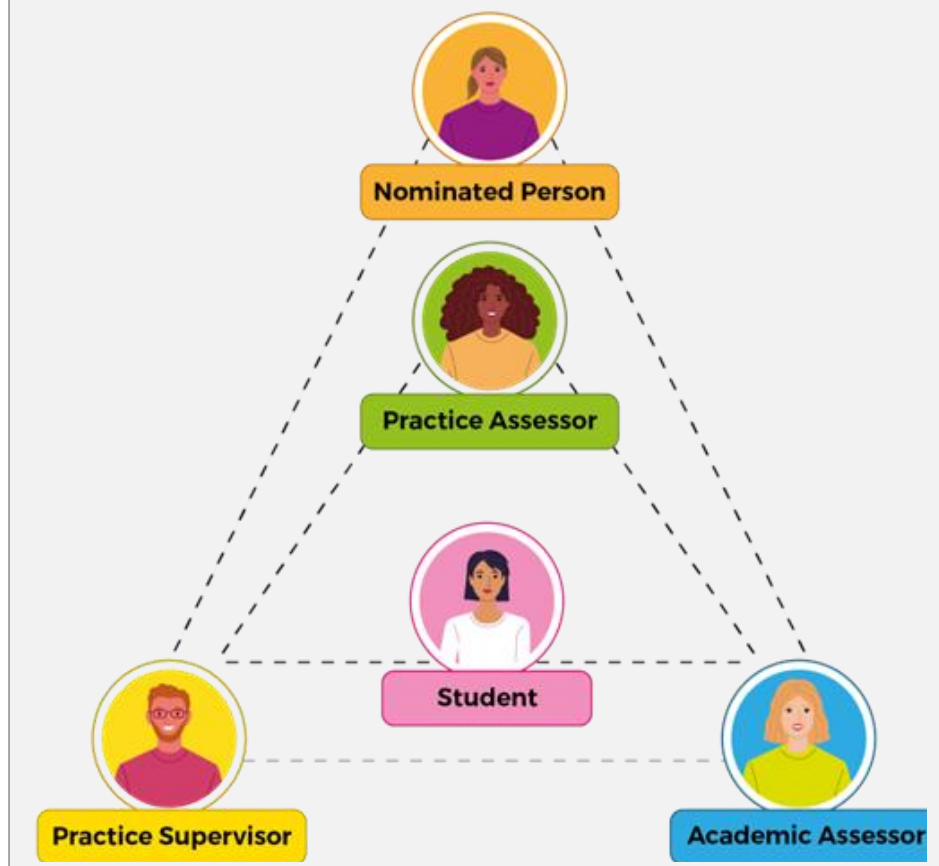
NISCC-registered staff who support nursing and midwifery students in practice settings are required to adhere to their own professional standards as set by NISCC, as well as the NMC standards when providing support and supervision.



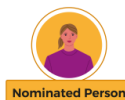
¹ [Standards framework for nursing and midwifery education](#)

² [Standards for student supervision and assessment](#)

Figure 1: Roles in Student Supervision and Assessment

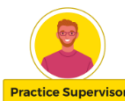


All of the above individuals will work together to ensure safe and effective practice learning experiences for the student which upholds public protection and safety.



Nominated Person

The Nominated Person for each practice learning environment will normally be the ward sister/charge nurse/team leader/registered manager.



Practice Supervisor

All NMC registered nurses and midwives are capable of being a Practice Supervisor and serving as role models for safe and effective practice.

NISCC registered staff who have received the appropriate preparation may also fulfil this role.



Practice Assessor

All NMC registered nurses and midwives are capable of being a Practice Assessor. They will have completed a preparation programme and evidenced that they meet the NMC Education Standards (2023) outcomes for the role.



Academic Assessor

The Academic Assessor will be an affiliated member of staff from the student's university and a registered nurse or midwife.

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

**Link
Lecturer
/Practice
Tutor**

Northern Ireland's three universities operate a Link Lecturer/ Practice Tutor system with an identified member of staff allocated to each practice learning environment who is the regular point of contact for the student and the practice learning environment.

**Practice
Education
Teams**

Each HSC Trust has a Practice Education Team to provide professional support, advice and guidance to the Nominated Person, Practice Supervisors and Practice Assessors within the HSC Trusts. The universities will provide support to the independent and voluntary sectors through the allocation of a Link Lecturer/Practice Tutor.

Practice Placement Environment Educational Audit

A Practice Learning Environment Educational Audit (PLEEA) is undertaken to determine if the practice learning environments have the capacity, facilities and resources to ensure that students receive a high-quality learning experience. As part of this process, the Nominated Person, the Link Lecturer /Practice Tutor, and where applicable (within HSCTs) the Practice Education Facilitator will be named. In addition, the available number of Practice Supervisors and Practice Assessors in the practice learning area will be identified.

The PLEEA will also provide a brief overview of the person/ client/service user profile and the learning opportunities that will enable students to meet the NMC proficiencies. This may also include other learning opportunities which are aligned to this practice learning experience.

What will this mean in practice for NISCC staff?

- Students will continue to work with and learn from a range of people who will positively contribute to their learning, but may not be NMC registered ([Standards for student supervision and assessment](#), 2023) for example; practice learning experiences such as residential, day-care, domiciliary care.
- Students will maintain contact with their Link Lecturer/Practice Tutor during their practice learning environment, via the agreed university communication processes.
- Nursing students will have a Northern Ireland Practice Assessment Document (NIPAD) reflective of their field of practice, and Midwifery students will have a Midwifery Ongoing Record of Achievement Document (MORA). These assessment tools are used to record the students' learning and development in practice, and a means of identifying the learning outcomes the student expects to achieve during their practice learning environment. These will be individual to the stage and programme the student is undertaking and will be clearly documented in their NIPAD/MORA. In line with the [Standards for student supervision and assessment](#), 2023, the Practice Supervisor can provide, organise and tailor such learning opportunities for the student and contribute to the NIPAD/MORA.
- The student is expected to seek out learning opportunities and share their learning objectives with the Practice Supervisor. They in turn will arrange learning opportunities to support and enable students to meet their learning objectives.
- The Practice Supervisor will work alongside the student and observe their practice and performance at times during their practice learning placement.
- The Practice Supervisor will authenticate student learning in the students' NIPAD/MORA verifying when the student demonstrates skills linked to the specific learning objectives to an appropriate level related to their learning outcomes and the stage of their educational programme.
- During the student's practice learning experience, the practice supervisor will regularly provide the student with effective feedback on their achievements, proficiencies and overall conduct. This will be recorded in the student's NIPAD/MORA and if required feedback will be given to the student's NMC registered Practice Supervisor, Practice Assessor, Link Lecturer/Practice Tutor or Academic Assessor where professional concerns or issues have been raised. The Practice Assessor will seek feedback from the Practice Supervisor/s to inform the student assessment.

Learning experiences particular to residential/social care settings may include opportunities to:

- Develop a range of communication and relationship management skills,
- Make reasonable adjustments when necessary in order to communicate, provide and share information, deliver care in a manner that promotes optimum understanding and engagement and facilitates equal access to high quality care,
- Ensure that people of all ages with a range of mental, physical, cognitive and behavioural health challenges, including their families and carers are actively involved in, and understand, care decisions,
- Develop a range of skills in nursing and midwifery procedures as outlined in the NIPAD/MORA. Some examples include:

Nursing - NIPAD

- Supporting a person with their nutritional requirements,
- Managing and maintaining personal hygiene,
- Medication management,
- Positioning, safe handling and prevention of immobility complications,
- Wound management,
- Assessment of how clients are admitted to the area, planning, implementing and recording care
- Enteral nutrition e.g. NG/PEG tube insertion and management,
- Basic life support.

Midwifery - MORA

- Collaborating effectively to support women with complex psychological circumstances and mental illness including alcohol, drug depression and anxiety,
- Arranging a safe environment and appropriate support if acute mental illness, violence or abuse is identified,
- Assessing mental health and well-being through discussion about appetite, energy levels, sleeping pattern, ability to cope with daily living, mood, anxiety and depression and family relationships,
- Implementing care that meets the woman's psychological needs after birth through ongoing assessment, support and care for all aspects of the woman's mental health and well-being, encouraging referral if there are concerns about the partner's mental health.

Resources available which may support you for the role.

A range of resources to support the implementation of the NMC Education Standards are available on the NIPEC website at: [Supporting the NMC Standards for Education and Training in Northern Ireland | NIPEC](#)

This includes:

1. Standards for Student Supervision and Assessment: The Northern Ireland Model (2023).
2. Northern Ireland Guide for those responsible for Student Supervision and Assessment in Practice (2023)
3. Guidance Notes for completing the Practice Learning Environment Educational Audit.

In addition:

- Practice Education Teams within each HSC Trust and the Link Lecturers/Practice Tutor are available to provide support, advice and guidance to the Practice Supervisors and Practice Assessors.
- Practice Supervisor preparation programmes to support NISCC staff working in the HSC Trusts will be provided by the Practice Education Teams within each HSC Trust and/or the Link Lecturers/ Practice Tutor in the universities.
- Practice Supervisor preparation programmes to support NISCC staff working in the Independent and Voluntary Sectors will be provided by the Link Lecturers/ Practice Tutor in the universities (Appendix One).
- Any issues or concerns raised about the student in the practice learning environment should be managed in a timely manner by the Nominated Person and the Link Lecturer/Practice Tutor who will be the first point of contact (Appendix Two).

Appendix One: Roles and Responsibilities Matrix for Social Care, Independent and Voluntary Sector Staff Supporting Students

| Role | Can this person undertake role of: | | What Preparation is required | Level of responsibility | Can contribute to NIPAD /MORA | Who can support this person in their role? |
|--|------------------------------------|-------------------|---|--|-------------------------------|---|
| | Practice Supervisor | Practice Assessor | | | | |
| Registered Nurse / Midwife | Yes ³ | Yes ⁴ | Practice Assessor Preparation Programme | Registered Nurse /Midwife is responsible for oversight of learning opportunities supported by the Link Lecturer/Practice Tutor. | Yes | <ul style="list-style-type: none"> • Senior Social Care Support worker • Social Care Support worker • Day care worker • Supported living worker |
| Registered Social Worker | Yes | No | Practice Supervisor preparation programme | Registered Social Worker is responsible for oversight of learning opportunities supported by the Link Lecturer/Practice Tutor. | Yes | <ul style="list-style-type: none"> • Senior Social Care Support worker • Social Care Support worker • Day care worker • Supported living worker |
| Social Care Manager | Yes | No | Practice Supervisor preparation programme | Social Care Manager is responsible for oversight of learning opportunities supported by the Link Lecturer/Practice Tutor. | Yes | <ul style="list-style-type: none"> • Senior Social Care Support worker • Social Care Support worker • Day care worker • Supported living worker |
| Social Care Support Worker/ Senior Social Care Support Worker with a NISCC Level 5 Management Induction qualification or equivalent | Yes | No | Practice Supervisor preparation programme | Social Care Support Worker/Senior Social Care Support Worker with a NISCC Level 5 Management Induction qualification or equivalent is responsible for oversight of learning opportunities supported by the Link Lecturer/Practice Tutor & manager. | Yes | <ul style="list-style-type: none"> • Senior Social Care Support worker • Social Care Support worker • Day care worker • Supported living worker |
| Social Care Support Worker* | No | No | None | The Practice Supervisor is responsible for oversight of learning opportunities supported by the Link Lecturer. | No | <ul style="list-style-type: none"> • Senior Social Care Support worker • Social Care Support worker • Day care worker |

¹ & ² Cannot be a Practice Supervisor and Practice Assessor for the same student but can undertake the same role for different students at the same time

| | | | | | | |
|--|--|--|--|--|--|---------------------------|
| | | | | | | • Supported living worker |
|--|--|--|--|--|--|---------------------------|

Notes section:

- As outlined in the NI Model for SSSA, the Practice Assessor will undertake the initial progress and final review over the practice learning experience or series of practice learning experiences.
- Although registered nurses (RN) work in some social care settings, their 'role' / title can be senior support worker. If the person is a RN, on the NMC Register, they may act as a Practice Supervisor and Practice Assessor. However, if they are no longer on the NMC register and are a Social Care Worker on the NISCC register they cannot act as Practice Assessor.
- Social Care Support workers with a NISCC Level 5 Management Induction qualification OR equivalent can be a Practice Supervisor, with support from a Link Lecturer/Practice Tutor, and can contribute to the students NIPAD/MORA.
- Social Care Support staff with a BSc Hons. Nursing, rather than NISCC Level 5 and who are not on the NMC register, can support students in practice, however they cannot act as a Practice Supervisor or Practice Assessor. In these cases, the position on the NISCC Register will be considered.
- Social Care Support Workers* may hold a variety of titles and may work in a variety of social care settings. For example, in residential, day-care, domiciliary care.
- The Registered Nurse Manager, Register Social Work Manager and Social Care Manager can contribute to the student's NIPAD/MORA

Appendix Two - Escalating Concerns/Issues Regarding a Student in Practice Learning Environments

