

Key Information for Registered Health and Social Care Professionals Supporting Nursing and Midwifery Students in Practice

Introduction

Registered Health and Social Care Professionals (HCPs) have always supported students from all disciplines to learn and develop skills in practice. Practice learning experiences enable students to gain an insight and appreciation into the diverse roles of the inter-professional team in delivering safe and effective care.

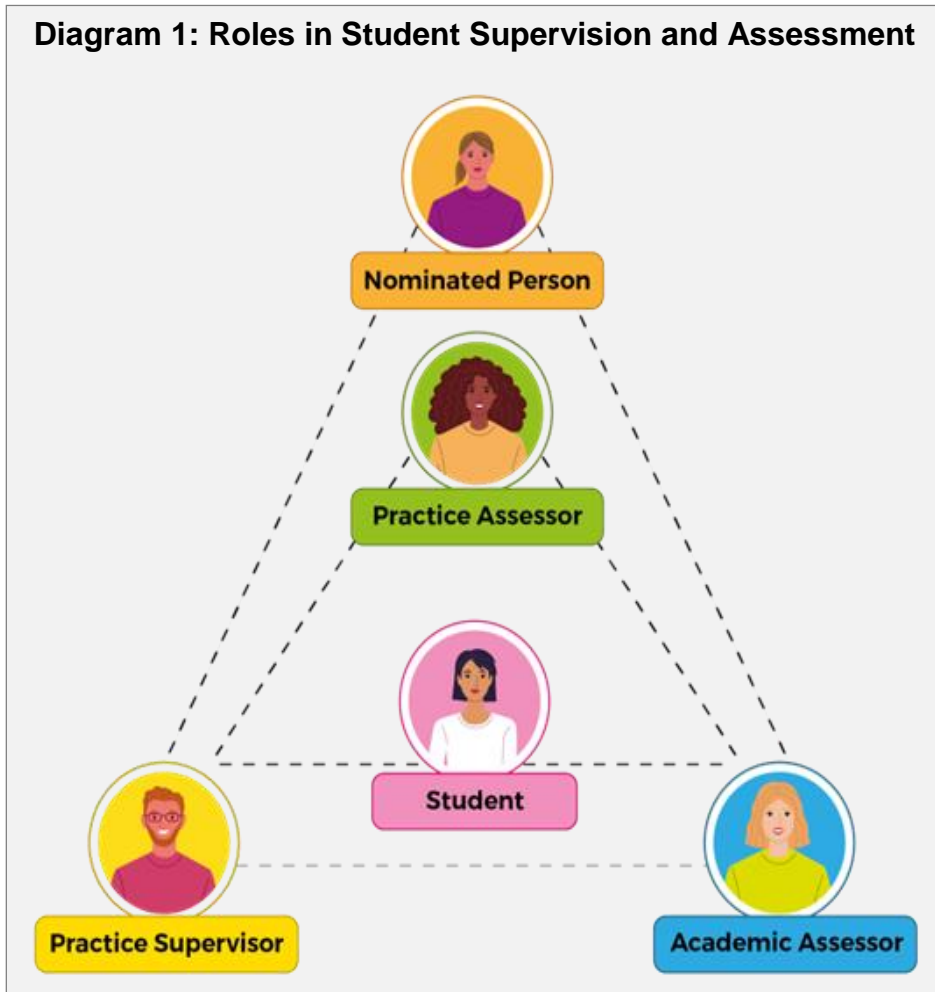
[The Nursing and Midwifery Council \(NMC\) Education Standards \(2018\)](#) recognised that students work with and learn from a range of people who may not be registered nurses or midwives but who positively contribute to their learning experience.



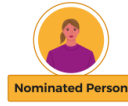
The NMC [Standards for Student Supervision and Assessment \(SSSA\)](#) (2018) acknowledge the contribution of HCPs in nursing and midwifery education and outlines the roles of all health and social care professionals involved in supporting and supervising nursing and midwifery students in practice. The SSSA were published on May 2018 and will come into effect in NI from September 2020 for Nursing Students and September 2021 for Midwifery students. The diagram overleaf details the roles aligned to the SSSA.



Diagram 1: Roles in Student Supervision and Assessment

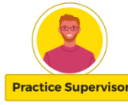


All of the above individuals will work together to ensure safe and effective practice learning experiences for the student which upholds public protection and safety.



Nominated Person

The nominated person for each practice learning environment will normally be the ward sister/charge nurse/team leader/manager.



Practice Supervisor

All NMC registered nurses and midwives are capable of supervising students and serving as role models for safe and effective practice. **Health Care Professionals** who receive appropriate preparation may also fulfil this role.



Practice Assessor

All NMC registered nurses and midwives are capable of being a practice assessor and will have been completed the preparation programme and evidenced that they meet the NMC Education Standards (2018) outcomes for the role.

** In exceptional circumstances, non-nursing registrants may fulfil the role of the practice supervisor and practice assessor for example prescribing programmes as the practice assessor must be a registered health care professional and an experienced and current prescriber with suitable qualifications for the programme.*

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.



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*

Practice Education Team

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 HSCTs. The universities will provide support to independent and voluntary sector.

How You Might Facilitate Student Learning

Students will record all practice learning experiences in an electronic or printed version of the Northern Ireland Practice Assessment Document (NIPAD) or the Midwifery On going Record of Achievement (MORA) which are tools to guide nursing and midwifery learning and achievement in practice. Supporting information on the NIPAD/MORA can be found in the students Handbook.

Prior to working with a practice supervisor the student will have identified and noted the learning objectives, skills and proficiencies which they need to obtain during their practice placement.

Examples may include:

- a **dietician** may engage the student in educating a person on the importance of adhering to a specific diet to maintain normal blood sugars
- a **doctor** may supervise a student undertaking the non-medical prescribing programme to achieve a range of competencies and proficiencies
- an **obstetric physiotherapist** may teach the midwifery student about pelvic girdle pain and the management of incontinence following child birth
- an **occupational therapist** may role model and carry out an Activities of Daily Living (ADL) assessment and discuss how this assessment informs care delivery
- a **pharmacist** may teach a student about medicine management and medicines optimisation for individual patients
- a **physiotherapist** may teach a student about a specific respiratory condition and demonstrate how to undertake chest auscultation
- a **radiographer** may teach a student about ultrasound scans in pregnancy
- a **speech and language therapist** may teach a student about communication skills and how best to support a person with communication difficulties

Following each learning experience, the HCP can provide the student with constructive feedback on their achievement, proficiency and/ or overall conduct and note the learning achieved in their NIPAD/MORA; feedback may also be given to the student's nominated person, practice assessor, link lecturer/practice tutor e.g. if professional concerns are raised. This will be documented within the NIPAD/MORA and will also require direct communication with the students Practice Assessor.

Resources available which may support you for the Role:

There are a wide range of resources available online via the [NIPEC FNFM website](#) on the [NIPEC FNFM Resource page](#) and [the Health and Social Care Learning Centre](#) including:

1. A Guide for those Responsible for Student Supervision and Assessment in Practice is available on [NIPEC FNFM Resource page](#) and is in draft until all NMC programmes have been approved
2. Raising and escalating concerns flowchart (contained within the above document) can be viewed in Appendix One.
3. Health and Social Care Learning Centre Programmes: *(log in to your [HSC Learning Centre account to view](#))*
 - a. The Fundamentals of Supervision and Assessment Programme
 - b. FNFM Practice Supervisor Practice Assessor Transitioning Programme
 - c. FNFM Practice Supervisor Practice Assessor New to Role Programme
4. Standards Student Supervision and Assessment (SSSA) Frequently asked questions trifold leaflet available on [NIPEC FNFM Resource page](#): a fact sheet with frequently asked questions and answers to support staff as they take on the new role
5. Practice Supervisor Practice Assessor Fact Sheet available on [NIPEC FNFM Resource page](#): a fact sheet with key information to support staff as they take on the new roles.
6. Practice Education Teams within each HSC Trust and the Link Lecture are available to provide support, advice and guidance to the nominated person, practice supervisors and practice assessors and will support students to ensure that the NMC Education Standards (2018) are met including the SSSA.

Appendix One: Escalating Concerns/Issues regarding a Student in Practice Learning Environments

