

Future Nurse Future Midwife and COVID-19

The COVID-19 response remains under constant review and the FNFM Implementation Project continues to tailor its work in response to service reconfigurations. Support information relating to FNFM and Covid-19 is available [here](#)

This edition of the Future Nurse Future Midwife (FNFM) Communication provides an update on FNFM activity and focuses on some of the innovative and creative ways that the Trusts, Universities and non-HSC organisations are preparing for the implementation of FNFM.

The Northern Ireland Future Nurse pre-registration programmes will commence in September 2020 and Future Midwife will commence in September 2021. On July 2nd 2020 the NMC Council ratified the Covid 19 [Recovery Standards](#) for nursing and midwifery education. These standards have approved the withdrawal of the [Emergency Standards](#) on the 30th September and implementation of the Recovery Standards on that date.

FNFM Transitioning Phase: Northern Ireland Practice Learning Collaborative

The FNFM Programme Board have agreed to establish a Northern Ireland Practice Learning Collaborative (NIPLC) to co-ordinate the migration and mainstreaming of completed FNFM work so that it is effectively embedded within organisations, including the work of Trust Practice Education Teams (PETs). During the transition phase, which begins from the beginning of September 2020 for nursing, the FNFM Programme Board will have oversight of the NIPLC and the FNFM programme of work. The NIPLC will be responsible for ensuring that the NMC Education Standards (2018) are fully implemented through collaborative working arrangements between education and practice partners. Membership of the NIPLC is currently being established and it is anticipated they will hold their first meeting in August 2020.

Future Midwife

The Midwifery Expert Reference Group (MERG) continues to meet monthly and reports to the FNFM Working Group. The introduction of the NMC Emergency Standards (2020) expedited the introduction of the Standards for Student Supervision and Assessment 2018 (SSSA) in Midwifery. The FNFM Professional Officers (PO's), the Heads of Midwifery, the PETs and the Midwifery Practice Education Facilitators have worked to provide SSSA awareness training and support to midwives and students in practice. Click [here](#) to view specific information and resources on the Emergency Standards for midwifery.

MERG: Midwifery Curriculum Development

Development of the Midwifery Curriculum, aligned to the NMC Future Midwife: Standards of proficiency for registered midwives (2019), is well underway and Queen's University Belfast is planning for their midwifery programme approval visit to take place on the 11th of November 2020.

MERG: Midwifery Practice Learning Environments (PLEs)

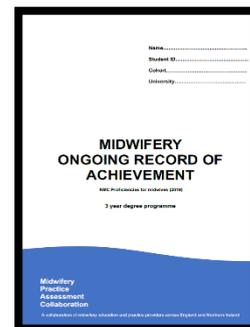
The Practice Learning Environment Educational Audit (PLEEA) Tool and guidance have been adapted for midwifery and the audit of midwifery PLEs are now underway. Audits will be completed over the next eight weeks with an expectation that there will be an increase in student capacity across all PLEs to support the increased intake of midwifery students from September 2020.

This work stream is also focusing on maximising the student's learning experience to ensure they are supported to meet the proficiencies as required within the Standards, including continuity of care and carer.

MERG: Midwifery On-Going Record of Achievement (MORA)

A survey relating to the assessment of student midwives in practice was conducted in June 2020 to seek midwives' views. 226 responses were received and the results indicate that achieved/not achieved is the preferred option and that this approach will be adopted for use within the MORA and the midwifery curriculum.

Midwifery practice based learning scenarios have been developed as part of the Midwifery 'New to Role' Practice Supervisor Practice Assessor Preparation Programme. Other resources to support the use of the MORA will be developed as this work stream continues to meet.



Future Nurse

Northern Ireland Practice Assessment Document (NIPAD)

The three universities are working towards developing an electronic NIPAD (e-NIPAD). A Task and Finish Group with practice and university representatives has been set up to support this process and it is anticipated the e-NIPAD will be in place for the first intake on Future Nurse students from September 2020. It is anticipated that an electronic MORA (e-MORA) will be developed in the future.

Practice Learning Environment Educational Audits (PLEEAs)

Despite the significant disruption across services during the Covid-19 response the majority of PLEEAs have now been completed; remaining audits are being progressed and monitored via the FNFM Organisational Readiness Group. There has been a significant drive by the FNFM Professional Officers, Practice Education Teams and the Universities to increase capacity within Practice Learning Environments (PLEs) amidst the identified challenges of accessing community settings during the Covid-19 response. The FNFM Working Group has asked for a Risk Management Framework to be developed to support the opening-up of community PLEs and this is currently being piloted in the WHSCT.

Non-HSC Sector/Independent Sector

Meetings were held with Non-HSC Sector/Independent Sector representatives on the 16th of June and the 22nd of July 2020 – representatives were enthusiastic to identify new Practice Learning Environments and to support students in practice amidst significant challenges posed by Covid-19. A range of resources have been developed to support the Non-HSC Sector/Independent Sector to have students in practice and to access the FNFM Practice Supervisor Practice Assessor Preparation Programmes at the HSC Learning Centre. Further information for non-HSC organisations is available through [NIPEC's FNFM Resource page](#) and the following links:

- [How to access the free Practice Supervisor Practice Assessor Preparation Programmes through the HSC Learning Centre](#)
- [Non HSC Organisations Registration Form For HSC Learning Centre](#)
- [FNFM Non HSC Organisations and AELs - Guidance For Supporting Students](#)
- [FNFM Non HSC Organisations - Step By Step Guide To Practice Learning Environments](#)
- [FNFM Non HSC Organisations - Frequently Asked Questions](#)

Engagement and Communication

In preparation for the September 2020 launch of Future Nurse, NIPEC will be hosting a Future Nurse countdown clock from the 14th of August and Charlotte McArdle, Chief Nursing Officer, will officially mark the implementation of Future Nurse with a short video to launch Future Nurse – this will be available in September.

Standards for Student Supervision and Assessment (SSSA)

FNFM Practice Supervisor Practice Assessor Preparation Programmes (Nursing) are available on the [HSC Learning Centre](#). To date circa 1500 colleagues have completed a preparation programme - the majority of which has been completed online. In addition some HSC Trusts have facilitated a small number of socially distanced FNFM Transitioning Programmes in person, where appropriate, and universities have provided some programmes to non-HSC organisations via webinars/video platforms.

Information and guidance on the FNFM Practice Supervisor Practice Assessor Preparation Programmes is available [here](#).

This section profiles just some of the innovative and creative ways that the Trusts, Universities and non-HSC organisations are preparing for the implementation of Future Nurse Future Midwife.

FNFM Huddle and PLE Risk Framework – WHSCT have established a daily huddle to review the Trust's FNFM Implementation Action Plan and currently the team are working on the request from the FNFM Working Group to pilot a Risk Management Framework to support the expansion of community PLEs.

Carol McGinn, FNFM PO and WHSCT PET



PLEEA and Student Capacity - SEHSCT PET have worked creatively with nominated persons to discuss how Trusts can increase PLEs and student capacity. An additional 50 student places have been secured and five new PLE's have been identified which will help facilitate the additional student nurses due to commence their undergraduate training in September 2020.

Joanne Fitzsimons FNFM PO with Sister Sonia McCoubrey, manager of the Outpatients Department - Downe Hospital, undertaking a practice learning environments educational audit

Midwifery: SSSA Awareness - Kerrie McLarnon FNFM PO in NHSCT has worked with the NHSCT PET and particularly the Midwifery Practice Education Facilitator to deliver bespoke FNFM SSSA preparation awareness with over 100 midwives attending. This resource, including the Regional Midwifery Implementation Plan, has also been made available on the Trust's IntraNet.



Midwives in NHSCT with Future Midwife resources and documentation



A Support Clinic in the Children's Hospital facilitated by PEFs with a student and a Practice Supervisor/Practice Assessor

Support Clinics - Rhonda Brown FNFM PO in the BHSCT and the BHSCT PET have facilitated a number of socially distanced Support Clinics held across various Trust sites. The Support Clinics initially provided the opportunity for Nurses, Midwives and Students to discuss and learn more about SSSA and the implementation of the NMC Emergency Standards. These have proved so successful that it has been agreed that the Support Clinics will continue to help facilitate staff with the implementation of Future Nurse from September 2020.

SSSA FNFM Preparation Programmes - Sharon Conlon FNFM PO and the PET in the SHSCT has been busy promoting both the SSSA FNFM 'Transitioning' and 'New to Role' Preparation Programmes. Sharon asked Marissa Best (Staff Nurse in Craigavon Area Hospital's Neonatal Unit and one of the first nurses in the Trust to complete the FNFM New to Role Programme: Nursing) to reflect on her learning having completed the FNFM Practice Assessor Preparation *New to Role* eLearning programme. Marissa stated:

- ✓ I now feel more confident in how I can personally support student learning
- ✓ It has enabled me to see how practice supervisors, practice assessors and academic assessors and the nominated person work together to support student learning
- ✓ As I gain confidence I will move into the role of practice assessor following a conversation with my nominated person
- ✓ I know how and where to access support (i.e. the PET and link lecturer/practice tutor) and where to access additional resources.

Marissa found the practice based scenarios particularly valuable in helping her understand her role and responsibilities and the videos on the Northern Ireland Practice Assessment Document (NIPAD) offered her practical information and direction as to how student learning in practice will be evidenced. We wish Marissa well as a practice supervisor and practice assessor.



Marissa Best

The Universities/Approved Education Institution and Non-HSC Sector/Independent Sector

Northern Ireland's three universities have worked closely with NIPEC, Practice Partners, HSC and non-HSC organisations to ensure students have safe and engaging learning experiences and opportunities.



The Open University - The OU have increased their use of online virtual platforms to provide their 400+ students across NI with the teaching and support required to maintain them on their current trajectory towards registration with the NMC. The OU are currently in planning for a cohort of 190 nursing students in September 2020 and will be delivering programmes across the four fields of practice.

Steven Ryan Year 3 OU Student

Queens University Belfast - Over the past months QUB Staff have been actively engaging with independent sector colleagues to remotely deliver bespoke Practice Supervisor Practice Assessor Transitioning Programmes: Nursing. This was outcome of the very successful FNFM event held with colleagues from the independent sector in February 2020.



Maggie Bennett, Lecturer QUB, Connie Mitchell, Home Manager, Aghnacloy House, Lurgan, Emeliza Insauriga, Home Manager, Burleigh Hill House, Carrickfergus, Heather Murray, Group Quality & Development Manager, MD Healthcare, Dr Debbie Rainey QUB (Photo taken Pre-Covid-19)



Ulster University (approved) - Teaching and practice staff in UU have engaged in weekly FNFM webinars and undertook the relevant academic assessor, practice supervisor and practice assessor preparation programme. The valuable contribution from the independent sector to practice learning has been strengthened through the remote delivery of FNFM preparation programme with over 90 staff prepared and more webinars planned for July and August.

Stephanie Dunleavy Academic Lead for pre-registration nursing and Seana Duggan Academic Lead for Practice Learning (Photo taken Pre-Covid-19)

FNFM Communication

Previous FNFM Communications can be viewed [here](#). If you would like to be included in future FNFM communications please send an email with this request to Lheanna.Kent@nipec.hscni.net

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