UWE Midwifery  Practice Supervisor / Assessor Handbook

Realising Professionalism: Standards for education & training – Part 2: Standards for student supervision & assessment (SSSA) (NMC 2018)

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# Introduction

The Nursing & Midwifery council (NMC) has introduced new Standards for Education entitled ‘NMC Realising professionalism: Standards for education & training’ (NMC 2018). These replace the 2008 Standards for Learning & Assessment in Practice (SLAiP) and move away from the current arrangements for 1:1 mentor support & assessment requirements of students. (Health Education England 2018). The NMC recognises that traditional methods of supervision has been labour intensive (NMC 2018), initiating a move towards alternative approaches to supervision & assessment.

The NMC Standards for student supervision & assessment (SSSA) set out expectations for the learning, support and supervision of students in the practice environment (2018). The key principles are:

* Effective practice learning - All students are provided with safe, effective and inclusive learning experiences
* Supervision of students – Practice supervision enables students to learn and safely achieve proficiency and autonomy in their professional role
* Assessment of students & confirmation of proficiency – Student assessments are evidence based, robust and objective

This document aims to summarise the principles of the NMC (2018) Standards for student supervision and assessment and ensure clarity of the roles and responsibilities of Practice Supervisors (PS), Practice Assessors (PA) & Academic Assessors (AA); inclusive of the transition requirements and operational application of the NMC Standards. A cohesive and standardised approach to supervising and assessing students in practice will ensure the safety of women, babies and their families whilst supporting students to develop as midwives.

The requisite transition learning will contribute to your on going professional development and will form part of your NMC Revalidation supporting evidence.

## Key Roles & Responsibilities

(See also Appendix 2)

### Practice Supervisors

All NMC registered nurses and midwives as well as other registered health and social care professionals may supervise nursing and midwifery students.

Practice Supervisors – ‘support and supervise students, providing feedback on their progress towards and achievement of, proficiencies and skills (NMC, 2018: 3.3).

### Practice Assessors

Designated NMC registered nurses and midwives may assess nursing and midwifery students, cannot simultaneously be a practice supervisor and assessor for the same student.

Practice Assessors – ‘conduct assessments to confirm student achievement of proficiencies and programme outcomes for practice learning…. Assessment decisions by practice assessors are informed by feedback sought and received from practice supervisors’ (NMC 2018: 7.1 & 7.2)

### Academic Assessors

Designated NMC registered midwifery practice teachers contribute to the learning and assessment in practice.

Academic Assessors – ‘all students will be assigned a different academic assessor for each part of the education programme’ (NMC 2018: 6.1)



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### Student Leads for practice placement areas

The practice nominated person (PNP) prepare the annual audit identifying key learning opportunities for the area and suggestions for wider placement experiences, for example key contact details for multi professional / agency colleagues who could support learning opportunities whilst a student is allocated to the placement area.

PNP prepare student off duty for the placement duration ensuring the ratio of practice supervisors to students is appropriate per shift / working hours.

Students will attend for shifts and work daily with practice supervisors on duty, who will feed into student progress via the On-going record of achievement and discussion with practice assessors.

### Student responsibilities

To access the ARC placement profile and contact student lead midwife for allocated off-duty and nominated practice assessor.

To attend allocated shifts and work with a variety of practice supervisors and facilitating the access to their on-going record of achievement for feedback on progress and evidence to support assessment with named practice / academic assessors.

**Why we need students…**



### Supervision & Assessment in Practice – an overview

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# Transition to Practice Supervisor / Assessor Roles

**Transition to be completed for implementation 2020**

After completing transition requirements, complete a self-declaration (appendix 1) & reflection for next NMC revalidation

Link to standards <https://www.nmc.org.uk/standards/standards-for-midwives/>

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## Advice for UWE midwifery practice supervisors

### Who can be a practice supervisor?

All NMC registered nurses, midwives and nursing associates are capable of supervising students, serving as role models for safe and effective practice. Students may be supervised by other registered health and social care professionals (NMC, 2019)

### Do I need to complete any training?

The NMC SSSA (2018) advise practice supervisors need to have an understanding of the proficiencies and programme outcomes they are supporting students to achieve

AND

Practice supervisors should be supported to prepare, reflect and develop during the supervision of students.

Before you supervise a student, UWE specify that you read the Standards of proficiency for midwives and the Standards for Student Supervision and Assessment available online at:

<https://www.nmc.org.uk/standards/standards-for-midwives/>

You should also make contact with the practice assessor assigned to the student. By communicating with the practice assessor, you can prepare to supervise a student, make contributions to the students learning and assessment and reflect on supervision. You may wish to formalise a written reflection for your NMC revalidation following student supervision.

### Will I need to maintain a record of the student’s progression?

Yes, you will need to complete an electronic student supervision form when you supervise a student. You can access this form via the Individual Midwifery On going Record of Achievement (MORA). Every student should be able to provide you with access to the online supervision form and this will be automatically shared with the practice assessor.

You will be required to record the student’s achievement by documenting relevant observations on the conduct, proficiency and specific achievement after every shift supervising the student.

In addition, you should meet/maintain communication with the practice assessor to contribute to student assessments and inform decisions for progression. You and your practice assessor should decide on regular meetings to share relevant observations on the conduct, proficiency and achievement of the students you are supervising throughout their placement time.

The academic assessor will also make contact at intervals each academic year and you can contact the academic assessor during office hours – please see contact details in the students MORA.

### What if I have concerns about a student’s progression or competence?

If you have a concern, you are expected to appropriately raise and respond to student conduct and competence concerns and are supported in doing so by the academic assessor, PALM, practice assessor and practice development midwife (PDM).

You should discuss your concerns with both the practice assessor and academic assessor/PALM and document your concerns clearly on the supervision form. You can expect an appropriate response from the practice assessor and academic assessor which is proportionate and supportive. A plan will be made, or action taken depending on the individual circumstance or concern and in line with NMC standards.

## When will I be able to act as a practice assessor?

If you have undertaken a programme of study to supervise and assess students in practice – Facilitating Learning and Assessment in Practice (FLAP), previously 997/998 or another such programme; you may undertake the transition to Practice Assessor by completing your annual update and reading the NMC Standards – all links available in the reading list and via UWE Practice Support Net under the Midwifery Programme Guidance. Once completed print and complete the self-declaration in Appendix 1, keeping a copy for your portfolio and sharing a copy with your Trust practice development team for inclusion on the Trust register.

If you have not previously undertaken a programme of study to supervise and assess students, you will need to complete the Practice Assessor eLearning package – all links available in the reading list and via UWE Practice Support Net under the Midwifery Programme Guidance. Once completed print and complete the self-declaration in Appendix 1, keeping a copy for your portfolio and sharing a copy with your Trust practice development team for inclusion on the Trust register.

# Reading List

Annual UWE midwifery update: <https://www2.uwe.ac.uk/faculties/HLS/PSNet/Documents/Midwifery/Midwives-update-audio-2020.pptx>

Health Education England (2018) Supporting Learners in Practice, HEE: London

[Nursing & Midwifery Council](https://www.nmc.org.uk/standards/standards-for-midwives/) (2018) Realising Professionalism: Standards for education & training, NMC: London

Nursing & Midwifery Council (2019) Standards of Proficiency for Midwives, NMC: London

<https://www.nmc.org.uk/standards/standards-for-midwives/>

Practice Assessor eLearning Training Package: <https://sway.office.com/QVXHvmSrnT7Sdv6p>

## Appendix 1



## Appendix 2

