

## Nursing and Midwifery Council Standards – what do they mean for AHPs

### Background to the Standards



Similar to HCPC and other professional regulatory bodies the NMC keep their standards under continual review, to look at how they are working and check whether they continue to reflect current practice. In order to remain effective and fit for purpose and to take account of changes in practice, legislation, technology, guidelines and wider societal health and social care needs new *Future Nurse Standards of proficiency for registered*

*nurses* were published in May 2018 and come into effect in Scotland from September 2020. The Standards detail the knowledge, skills, attitudes, values and behaviours registered nurses must demonstrate in order to deliver safe, effective and evidence-based person-centred care, now and in the future, across a range of health and social care settings.

In addition, *Standards for student supervision and assessment* were published setting out the expectations for the learning, support and supervision of students in the practice learning environment.

### How will knowing about the changes to nursing students' supervision and assessment help me enhance future patient care?



Currently student nurses are supervised and assessed in practice by a mentor. These new standards separate out the responsibilities of supervision and assessment and introduce new roles; that of practice supervisor and practice assessor. Additionally, these new standards

emphasise that students need to learn from a range of people including service users and carers, registered and non-registered health and social care professionals, and student peers in order to develop the knowledge and skills to provide holistic patient care. Playing a part in supporting students' overall development now means you are contributing to enhancing patient care of the future.

### I am currently a practice educator, what opportunities do the new standards for student supervision and assessment offer me to contribute to the development of others?

Only registered nurses can undertake the role of practice assessor, but the new standards do allow for other registered health and social care professionals to undertake the role of practice supervisor, acknowledging the interprofessional

environment which is currently developing and, which in the future, will underpin delivery of safe, effective and evidence-based person-centred care.

**I currently contribute to the support and supervision of nursing students, will this change with these new standards?**

No. Rather these new standards acknowledge the contribution that AHPs and others currently undertake as part of the wider supervisory team in supporting nursing students to achieve certain learning outcomes or proficiencies. For example, if you are a dietitian, nursing students may currently spend time with you within the practice area to support them to understand care of people with diabetes. As part of that learning opportunity you provide feedback to the student and their mentor as to the student's conduct and achievement of the learning outcome or proficiency. As you do currently, as part of that wider supervisory team, the role you play in supporting nursing students' overall development will remain unchanged.

**If I wish to become a practice supervisor how does my current knowledge and skills as a practice educator prepare me for the role of practice supervisor?**

Your current knowledge and skills are readily transferable to the role of practice supervisor. The practice supervisor responsibilities include:

- acting as a role model for safe and effective practice
- supporting learning in line with your scope of practice
- providing feedback to students
- have current knowledge and experience of the area of practice
- recording relevant observations on the conduct, proficiency and achievement of the student you are supervising
- engaging with and feeding back to the practice assessor

NES has undertaken a mapping exercise which demonstrates how other health and social care professional's current regulatory preparation requirements maps to the new standards for student supervision and assessment. This can be accessed [here](#).

**What additional preparation would I need to become a practice supervisor?**

The NMC require universities and practice learning partners to ensure practice supervisors "receive ongoing support to prepare, reflect and develop for effective supervision and contribution to student learning and assessment" and "have an understanding of the proficiencies and programme outcomes they are supporting students to achieve." There will be local preparation programmes delivered in partnership between the university and health board within your area which you can access should you wish to become a practice supervisor. NES are also developing an eLearning resource to support the initial preparation and ongoing support of practice supervisors and practice assessors.

### **How would I be supported in the practice supervisor role?**

One of the main sources of support for practice supervisors, in addition to practice assessors, will be from the university where the student is studying. Another source of support is the nursing, midwifery and allied health professional practice education national network and in particular the nursing and midwifery PEFs and CHEFs and AHP PELs, who individually and as a national network have significant knowledge, experience and expertise in supporting those who supervise and assess student nurses, midwives and AHPs on practice placements.

### **Where can I find more information about how the NMC standards are being taken forward in Scotland?**

A Scottish Future Nurse and Midwife Programme Board has been established to support a "Once for Scotland" approach to the implementation of the new NMC Standards. Access to newsletters, slides and further information as to progress within Scotland can be found [here](#).