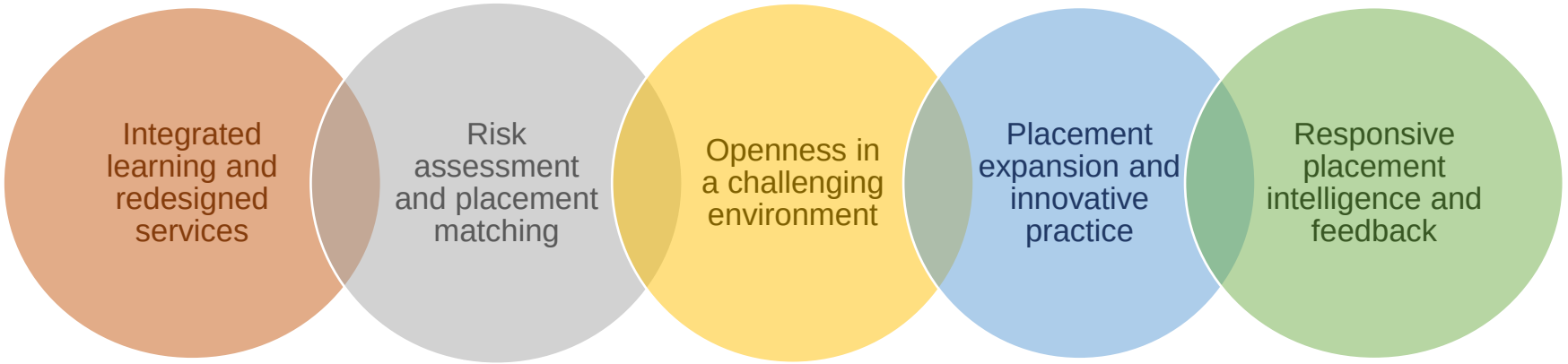
All Wales COVID-19 Placement Recovery Principles

Introduction

Pandemic conditions have had a major impact on health and care services and health profession education programmes. Having introduced revised programme arrangements across Wales in response to COVID-19 for nursing, midwifery, healthcare science and allied health professional students, it is now incumbent on organisations to move to an extended placement recovery phase. Key priority will be given to the continuation of student placements and working through the alterations to programme delivery, albeit these may endure for some time to come.

The following principles provide all Wales quality benchmark measures for Placement Providers, Approved Education Institutions (AEIs) and key bodies in relation to placement learning in COVID-19 adapted circumstances. The principles take account of NMC *Recovery programme standards* (2020) and HCPC *COVID-19 applying our standards* (2020).They should also be read in conjunction with UK Council of Deans guidance on *Returning to clinical placements* https://councilofdeans.org.uk/wp-content/uploads/2020/08/030820-Returning-to-clinical-placements-guide-for-HEIs.pdf

Overview of All Wales COVID-19 Placement Recovery Principles



All Wales COVID-19 Placement Recovery Principles:

Integrated learning and redesigned services	
Benchmark:	
1.	Student learning opportunities for achievement of proficiency are integral to decision-making on the redesign of healthcare services and placements are operationalised as services re-emerge.
2.	Students are equipped for placement learning and their 'key worker' role[1] with coping strategies in relation to personal well-being and resilience in challenging circumstances and understand the importance of demonstrating appropriate professional behaviours within and outside of the workplace.
3.	All students are supported to return to 'new normal' programme arrangements from or before 30.09.20, including facilitation of supernumerary placements and appropriately adjusted practice/theory ratios to enable timely programme completion. Nursing and Midwifery Council (NMC) *Recovery programme standards*: https://www.nmc.org.uk/globalassets/sitedocuments/education-standards/recovery-programme-standards.pdf Health and Care Professions Council (HCPC) *COVID-19 applying our standards*: https://www.hcpc-uk.org/covid-19/advice/applying-our-standards/
Risk assessments and placement matching	
Benchmark:	
4.	Effective communication between Placement Providers and Approved Education Institutions (AEIs) enables the timely completion of individual student risk assessments prior to a return to placement learning, using the All Wales COVID-19 Workforce Risk Assessment Tool (or equivalent): https://gov.wales/checkyourrisk[2]

[1] HEIW/Welsh Government position statement 11.09.20. confirms healthcare students as having continued key worker status.

[2] Organisations will also conduct generic risk assessments which encapsulate mitigation of risks for students across all programmes to be reviewed at least monthly or sooner if required.

5.	Student health declarations indicating moderate or significant risk will trigger an individual consultation with relevant AEI and Placement Provider personnel that takes account of shielding requirements, enhanced risk groups, public health guidelines, and students' mental health and wellbeing: https://www.nhs.uk/conditions/coronavirus-covid-19/people-at-higher-risk/whos-at-higher-risk-from-coronavirus/
6.	Liaison between Placement Provider and AEI personnel facilitates the mapping and ongoing availability of practice learning environments with indicative low, medium or significant risk ratings attached.
7.	Co-ordination between Placement Provider and AEI personnel enables individual student COVID-19 risk assessment declarations to be matched with suitably risk-rated placement allocations or prompt consideration of alternative programme arrangements.[3]
Openness in a challenging environment	
Benchmark:	
8.	All students returning to placements complete an 'All Wales Safe-Return Placement Passport' (Appendix 1) detailing pre-placement preparation and induction content, confirmation of a student's individual risk assessment and appropriate placement match, and completion of the local practice environment COVID-19 adapted orientation checklist during the first week of placement allocation.[4]

[3] Includes ongoing individual student responsibilities to self-isolate, report sick and contact for testing if experiencing COVID-19 symptoms, in line with Welsh and UK Government guidance: https://gov.wales/coronavirus / https://www.gov.uk/government/collections/coronavirus-covid-19-list-of-guidance#guidance-for-the-public

[4] The Placement Provider will agree to hold and maintain adequate public liability, employer liability, and such other appropriate insurance as is necessary to cover staff and students of the AEI, in respect of personal injury or death, or injury, loss or damage to property, and vicarious liability. Welsh Government has confirmed students will be covered by the Life Assurance scheme in their paid roles and when they return to supernumerary placement status. The scheme will remain open until 25.03.22. Ministers may extend or bring forward the end date of the scheme with at least 6 months-notice to allow any final claims to be made: https://www.nhsbsa.nhs.uk/nhs-and-social-care-coronavirus-life-assurance-scheme-2020-wales/scheme-information-wales-claimants

9.	The 'All Wales COVID-19 best practice guidance for regional outbreaks/ local restrictions' (Appendix 2.) allows for rapid escalation to executive level decision-making between relevant Placement Provider organisations, AEIs and HEIW, to include wherever possible the continuation of student placements (with suspension of placements a last resort), review of student placement status via COVID-19 outbreak meetings, regular SBAR reporting and delegated actions on the re-emergence of practice learning opportunities.[5]
10.	Timely collaboration between relevant Placement Provider and AEI personnel ensures review of the suitability and quality of practice learning environments using appropriate COVID-19 adapted educational audit tools.
Placement expansion and practice innovation	
Benchmark:	
11.	Scheduled meetings between Placement Providers and AEIs enable regular organisational review of placement capacity, placement quality and placement software which allow for the potential to maximise student allocation numbers in line with sustainable workforce planning commitments (Integrated Medium-Term Plans) and HEIW Placement Plans.
12.	Evidence of suitable preparation of practice supervisors, educators and assessors facilitates student progression towards achievement of placement learning outcomes, including during placements where there are reduced clinical services as a result of COVID-19.
13.	Placement Provider and AEI placement modelling includes innovative placement capacity solutions across primary, secondary and tertiary health care, social care and voluntary services, local authority social services, housing departments, independent health care settings, field hospitals, COVID-19 non-client facing services and the creative use of simulation as part of practice learning.

[5] Please refer to latest WG advice https://gov.wales/coronavirus

Responsive placement intelligence and feedback	
Benchmark:	
14.	HEIW/AEI/Placement Provider Local Level Agreement protocol enables timely notification of regional COVID-19 outbreaks, any decision to temporarily suspend student placements, reactivation placement action plans, or requirement to complete professional regulator exception-reports.
15.	Placement Provider, AEI and HEIW placement intelligence includes robust mechanisms for gathering student placement evaluation information, facilitated focus group feedback, student survey data, service evaluation and commissioned research activity.
16.	Organisation methods of values-based, selection and recruitment of students to health profession programmes (given potential increases in application rates post COVID-19), continues to include service users and carers, AEI staff, Placement Provider representatives and students within interview teams which allow for assessment of candidates' qualities for intelligent kindness, compassion, resilience and leadership.[6]

[6] An underpinning values-based selection and recruitment philosophy will continue whether events are held virtually or face to face.

Appendix 1. All Wales Safe-Return Placement Passport
The student will hold the passport and produce for placement providers as required

MY ALL WALES SAFE-RETURN PLACEMENT PASSPORT

Student name	
Placement name	

Part A: Confirmation of a student's individual risk assessment and appropriate placement match	Yes, No or N/A
I have completed the All Wales COVID-19 Workforce Risk Assessment Tool (or equivalent) https://gov.wales/checkyourrisk	
I have had confirmation that my allocated placement is appropriate for my COVID-19 Workforce Risk Assessment score.	
Following my risk assessment score and pre-placement discussions with key personnel, I need to discuss the reasonable adjustments identified to support me in undertaking my placement.	
I have had an opportunity to discuss my risk assessment (where required) with a relevant university staff member	

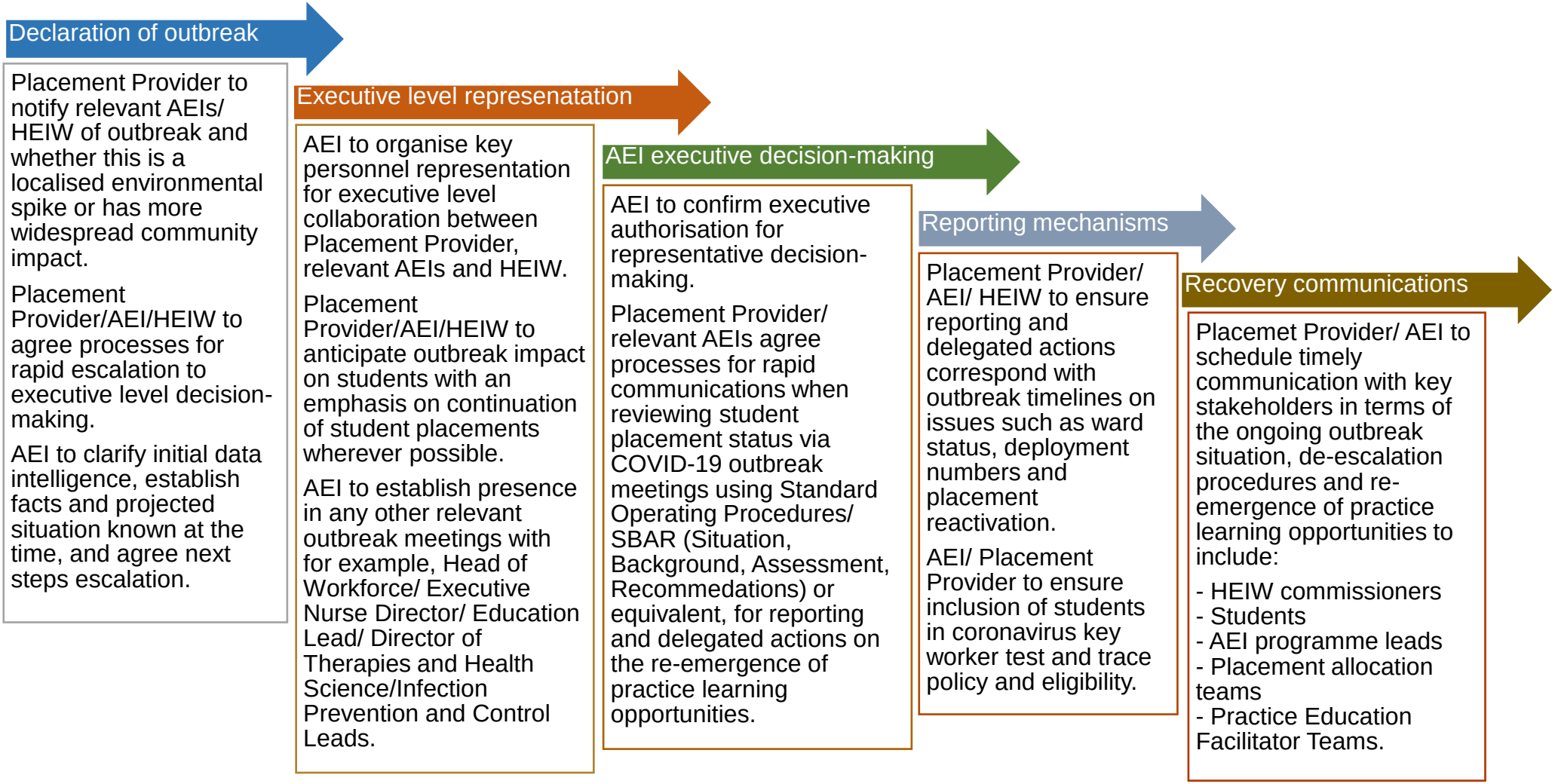
Part B: Induction content covered pre-placement and on entry to placement *(to be completed within first week)*

I (student) confirm that I have completed the following minimum COVID-19 key content pre-placement induction elements *(please add initials)*:

Pre-placement generic induction content for all professions		**First week of placement**	
AEI student support arrangements during placement		**Completion of usual placement orientation checklist**	
Safeguarding and escalation of concerns		Fitting of PPE	
		Datix incident reporting	
Infection prevention and control including use of PPE		All-Wales uniform dress code compliance in and outside of placement settings	
Coping skills in relation to well-being and resilience		Access to wellbeing and support services for staff.	

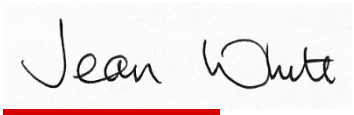
Student signature		Date	
Practice supervisor signature		Date	

Appendix 2. COVID-19 best practice guidance for regional outbreaks/ local restrictions: See https://gov.wales/coronavirus



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