



Covid-19 Frequently Asked Questions concerning nursing and midwifery students – a guide for practice supervisors and assessors

HEIW June 2020

This guide has been collated from student questions across the regions in Wales.

The questions have been gathered from student queries to Health Education and Improvement Wales (HEIW), Chief Nursing Office Wales, Welsh Universities, Health Boards, Royal Colleges and other key stakeholders.

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Theme	A: Policy background
1.	<p>What is the Welsh Government general public health response to COVID-19 related harm to people in Wales?</p> <p>https://gov.wales/sites/default/files/publications/2020-04/leading-wales-out-of-the-coronavirus-pandemic.pdf</p> <p>COVID-19 related-harm to the people of Wales can occur in four ways:</p> <ul style="list-style-type: none"> - Through direct harm to individuals from infection and complications. - Through the harm caused if services including the NHS become overwhelmed due to any further sudden spikes in demand from patients with COVID-19 on hospitals, critical care facilities and other key services. - Harms from non-COVID illness with individuals not seeking medical attention for their illness early, or more broadly from the changes in NHS service delivery made during the pandemic meaning a pause on non-essential activity. - Socioeconomic harms such as the economic impact on certain socioeconomic groups of not being able to work, impacts on businesses, psychological harms to the public of social distancing. <p>The Welsh Government response to COVID-19 will continue to require four strands including improved surveillance, effective case identification and contact tracing, learning from international experience and engaging with the public.</p>
2.	<p>What is the UK Nursing and Midwifery Council response to the COVID-19 pandemic for nursing and midwifery education?</p> <p>The NMC has produced an emergency set of standards for education and training to enable universities and their practice learning partners to support all of their nursing and midwifery students in an appropriate and effective way during this emergency period.</p> <p><u>The emergency standards supersede previous 2008 NMC <i>Standards to support learning and assessment in practice.</i></u></p> <p>See NMC Emergency Standards here: https://www.nmc.org.uk/standards-for-education-and-training/emergency-education-standards/</p>

<p>3.</p>	<p>What is the position now on nursing students joining the NMC temporary emergency register?</p> <p>When the NMC Emergency standards for education and training were first published it was anticipated that because there may be additional extraordinary pressure on health and social care services due to the pandemic, it would be necessary to establish a specific student part of the NMC temporary register for nursing students in the final six months of their programme. The NMC has <u>now made the decision not to establish a specific student part of the temporary register for nursing students.</u></p> <p>See NMC COVID-related frequently asked questions here: https://www.nmc.org.uk/news/coronavirus/frequently-asked-questions/</p>
<p>4.</p>	<p>What is the Chief Nursing Office/ Health Education and Improvement Wales and key organisations response to COVID-19 in relation to nursing and midwifery students?</p> <p>Key bodies in Wales have worked to oversee the deployment of students into practice placements during the COVID-19 period. These organisations have included universities and Health Boards/independent sector organisations in Wales, Wales Chief Nursing Office, Health Education and Improvement Wales, NHS Wales Shared Services Partnership, Council of Deans for Wales, Royal Colleges and Trades Unions.</p> <p>Useful documents produced include a ‘Student Support Guide,’ a ‘Briefing paper for practice partners’ and a COVID-19 training resource for nurses, midwives and allied health professionals.</p> <p>See key documents and resources here: https://heiw.nhs.wales/covid-19/ https://heiw.nhs.wales/programmes/once-for-wales-2020/</p>
<p>5.</p>	<p>Other useful resources are available?</p> <p>Council of Deans for Health: https://councilofdeans.org.uk/covid-19/covid-19-frequently-asked-questions-healthcare-students/</p> <p>Royal College of Nursing frequently asked questions: https://www.rcn.org.uk/get-help/rcn-advice/covid-19</p> <p>Royal College of Midwives frequently asked questions: https://www.rcm.org.uk/coronavirus-qa/</p>

Theme	B: Supervision and assessment
6.	<p>Are students being deployed as Health Care Support Workers?</p> <p>No. All students will continue their learning as student nurses or midwives no matter which university programme they are studying during the COVID-19 temporary emergency arrangements.</p> <p>The terms of the opt-in mean students will work to a job description agreed for Wales and will be remunerated on a Band 3 or 4 depending on where students are in the programme (second year students and those students in the first 6 months of their third year will be paid on a Band 3. Students in the last 6 months of the programme will be paid a Band 4). Students in their first year will not be deployed under these arrangements and will continue with academic learning.¹</p> <p>The NMC <i>Emergency standards for nursing and midwifery education</i> (NMC 2020) recognise that whilst the pressures on the health and care workforce mean the supernumerary status of students may not possible during this time, students must still get the support and supervision they need to learn. Protected learning time must be provided which means students still having access to learning opportunities whilst on placement.</p> <p>University and practice learning partners will work together to try and match students' learning needs with the workforce requirements and agree mechanisms to ensure that learning outcomes are met, appropriate supervision is provided, and competencies are signed off. All students opting into revised programme arrangements will continue to wear their student uniform <i>when working as a student</i> in clinical practice.</p>
7.	<p>When will the COVID-19 NMC temporary emergency arrangements come to an end?</p> <p>There is no end date attached to the NMC Emergency standards for nursing and midwifery education: https://www.nmc.org.uk/globalassets/sitedocuments/education-standards/emergency-standards-for-nursing-and-midwifery-education.pdf</p> <p>Transition out of the temporary emergency period will depend on the trajectory COVID-19 takes and the level of demand placed on health services in the next weeks and months.</p> <p>HEIW are working with universities and practice learning partners across Wales on contingency planning and the readjustments required to move towards recommencement of usual student programmes.</p>

¹ Where students are enrolled on a university programme but have a substantive role as a Health Care Support Worker, they will continue in practice for 80% of the time and 20% completing academic learning.

<p>8.</p>	<p>Who will students be supervised by? Will they still be given a mentor?</p> <p>The Nursing and Midwifery Council require immediate adoption of NMC (2018) <i>Standards for student supervision and assessment</i>. These replace the previous Standards to support learning and assessment in practice (SLAiP, 2008).</p> <p>This means students will be supported by practice supervisors and practice assessors during the COVID-19 period and will continue to have the opportunity to work towards achievement of practice learning outcomes. Exceptionally, the same person may fulfil the role of practice supervisor and practice assessor during this emergency period.</p> <p>Placement teams, Practice Education Facilitators (PEFs) and university staff will also provide a support network for students whilst they are deployed in placements.</p>
<p>9.</p>	<p>I am due an annual update and triennial review, can I continue to act as a mentor/sign off mentor/practice teacher?</p> <p>Yes. During the COVID-19 emergency annual update sessions have not been possible to continue with classroom sessions in the usual way and this has moved to new ways of delivery.</p> <p>However, during the emergency period, you can continue to supervise and assess students without annual update and triennial review, particularly as the NMC <i>Standards to support learning and assessment in practice</i> (SLAiP 2008) have been superseded by NMC <i>Standards for student supervision and assessment</i> (2018).</p> <p><u>The mentor, sign-off mentor and practice teacher roles have been replaced by practice supervisors and assessors.</u></p>
<p>10.</p>	<p>If students are not supernumerary how will they be able to complete their competencies?</p> <p>The NMC is very clear that whilst it may not be possible for students to remain supernumerary during the emergency period, students will nevertheless remain as students when deployed into practice.</p> <p>Students will also have a named practice assessor who will assess and sign off competencies at a strategic point during the placement and an academic assessor from the University who will oversee students' academic progression.</p>

<p>11.</p>	<p>What if the variety of placement learning experiences is limited because of a lower demand on healthcare services than expected?</p> <p>Universities and practice learning partners will work to ensure students get the broadest range of placements possible during and following the emergency period. If there are concerns about limited learning opportunities for students, this should be discussed within the placement team in the first instance.</p> <p>Students should be encouraged to be active participants in their own learning. The COVID-19 period has meant an unprecedented change to the delivery of healthcare services, but new ways of working have also resulted in unique practice learning opportunities and deployment arrangements mean students are able to contribute to practice at this time.</p> <p>Placement teams may need to consider tailoring assessment strategies to ensure appropriate use of reflective discussion, student questioning, simulation of care activities and student demonstration of essential skills when assessing practice learning outcomes.</p> <p>If further support is required, placement teams should contact their Practice Education Facilitator Team and/or university link. Students should also contact their university representative for advice.</p>
<p>12.</p>	<p>Will students’ practice assessment documentation remain the same when on placement under the revised programme arrangements?</p> <p>Yes. The student paperwork will remain the same. Students will record evidence towards and achievement of practice learning outcomes using current competency documentation from their university.</p> <p>Additional Practice Learning Records can be used to capture supplementary student experiences.</p> <p>Given the emergency circumstances, practice learning outcomes may not be able to be physically recorded and confirmed in the usual way. Practice supervisors and practice assessors will need to consider completing student documentation at an agreed point towards, or at the end of the extended student placement.</p> <p>Students will also need to be active participants in their own learning and take advantage of learning opportunities that arise and be especially mindful to take responsibility to record their ongoing learning and collate evidence towards achievement of practice learning outcomes during the COVID-19 period.</p>

<p>13.</p>	<p>Is there any change to the skills and competencies a student undertakes when they are in practice during the COVID-19 period?</p> <p>No. The student’s ongoing record of student achievement details the competencies, essential skills clusters, and specific learning outcomes required for each year of the programme. Regulatory and local policy determines those skills which are appropriate for a student to undertake e.g. their role in administration of medicines and these remain the same during the COVID-19 period. There is no expectation that students will be required to work outside of their skills or capabilities.</p>
<p>14.</p>	<p>Has the process changed if there are ongoing concerns about a student’s competence?</p> <p>No. The same processes are in place. If there are ongoing concerns about a student’s competence these should be addressed using the all Wales Action Plan Pro forma - See page 20 of the All Wales Practice supervisor/Practice Assessor Guide: https://heiw.nhs.wales/files/once-for-wales-2020-assessor-guide/</p> <p>The student should be at the centre of the action planning process together with all key staff involved including practice supervisors, the named practice assessor, academic assessor and Practice Education Facilitator.</p>
<p>15.</p>	<p>I am a community nurse and a client has expressed a concern about a student accompanying me on a home visit. How should I manage this situation?</p> <p>This scenario is not unique to the COVID-19 pandemic. Individuals can refuse entry of any health or care professional to their home, but this situation may arise more often as individuals are feeling more anxious about the amount of people visiting their homes and the potential spread of COVID-19 at this time.</p> <p>It may be helpful to discuss this potential issue with your student at the beginning of each shift and, if you feel it is appropriate, contact can be made beforehand with the individuals you and the student intend to visit to alert them to the student’s presence.</p> <p>This would allow the individual to discuss how they feel about a student visiting and give you, as the practice supervisor, the opportunity to reassure them about the infection control measures that both you and the student will adhere to when conducting home visits, allowing them to make an informed choice.</p>

<p>16.</p>	<p>How can I maintain social distancing when travelling with a student or other practitioners in a car to provide care?</p> <p>In line with national guidance, individuals should follow general infection prevention and control measures including good practice hand washing techniques, following social distancing advice and using personal protective equipment (PPE) where appropriate and when directed in delivering care. Student involvement in client visits must follow these protocols.</p> <p>Alternative travel arrangements should be made if possible when travelling to visits with clients to allow social distancing to be maintained, including students using their own car, or attending the visit on foot.</p> <p>Where travel is needed as part of the community placement (i.e. students having to take their own car to visit clients when normally they would share with a supervisor), the student base should be changed to the community facility in which the placement is based.</p>
<p>17.</p>	<p>Can part-time students carry out the same range of clinical procedures they would usually do in their substantive Health Care Support Worker role during the emergency period?</p> <p>No. When student nurses and student midwives are deployed into placements (including HCSWs on part-time/flexible routes), those students will continue to work towards achievement of practice learning outcomes. They will sit within an appropriate delegation framework which includes NMC Standards for supervision and assessment.</p> <p>So, whilst part-time students may undertake additional nursing procedures as part of their substantive role, this would not be deemed necessary to a student’s individual learning objectives as they are not currently NMC required competencies. When working as a student therefore, part-time student would continue to develop their knowledge and skill in the context of the student learning objectives they have to complete.</p> <p>Ultimately, the registrant is also accountable for delegation under the Code to:</p> <ul style="list-style-type: none"> • Only delegate tasks and duties that are within the other person’s scope of competence, making sure that they fully understand instructions. • Make sure that everyone they delegate tasks to are adequately supervised and supported so they can provide safe and compassionate care. • Confirm that the outcome of any task delegated to someone else meets the required standard.

<p>18.</p>	<p>What does an appropriate delegation framework mean for student nurses and student midwives?</p> <p>Under the COVID-19 contractual arrangements, students will remain as students when deployed into practice. Whilst it may not be possible for students to be supernumerary at this time, the terms of their deployment mean they will still carry out activities within the limits of their competence and under direct or indirect supervision.</p> <p>Depending on the stage they are at within the programme, students can undertake duties outlined in the student job description linked to proficiency outcomes where they feel competent and confident to do so.</p> <p>If a student does not feel competent to undertake an activity they should explain this, and the task should then be undertaken by a competent person and in accordance with all Wales Delegation Guidelines:</p> <p>https://weds.heiw.wales/delegate</p>
<p>19.</p>	<p>I have a student who is due to register in the next 6 months. Will they still have a period of preceptorship when they register?</p> <p>Yes. Once you register and are employed all organisations in Wales will provide new registrants with a period of preceptorship which is benchmarked against all Wales core principles:</p> <p>http://www.nwssp.wales.nhs.uk/sitesplus/documents/1178/Final%20Report%20for%20Preceptorship.pdf</p> <p>These arrangements will be especially important as organisations are conscious that students registering in this next year and beyond will be taking up employment at an unprecedented time of change for healthcare services.</p>
<p>20.</p>	<p>How can organisations be assured that a COVID-19 reconfigured placement is able to provide a safe and effective learning environment for students?</p> <p>A modified <i>All Wales COVID-19 Temporary Educational Audit</i> has been produced which is intended for use across organisations during the emergency period as assurance that a new or reconfigured practice setting provides a safe and effective learning environment for student nurses or student midwives.</p> <p>During the emergency period, the modified educational audit will be conducted remotely over the phone, or by using an electronic communication tool, or where appropriate in person.</p>

<p>21.</p>	<p>What about a nursing student who has a placement in a non-client facing setting? Will they still be able to achieve learning outcomes?</p> <p>Yes. There are several competencies nursing students can look to work towards achieving in a non-client facing placement, whether at progression stage 2 or 3.</p> <p>An all Wales document has been produced which highlights particular practice learning outcomes identified from the existing Nursing 2012 all Wales competencies which students in non-client facing settings may want to concentrate on. The document is intended as a guide for nursing students, practice supervisors and practice assessors: https://heiw.nhs.wales/programmes/once-for-wales-2020/</p> <p>The list is not exhaustive and depending on the nature of the placement and learning opportunities available to students there may be other generic practice learning outcomes and some field specific practice learning outcomes that may be able to be achieved. Students would still have any practice learning outcomes achieved signed in the usual way using their ongoing record of achievement of competence.</p>
<p>22.</p>	<p>What happens if the student’s practice assessor is moved to another practice area under COVID-19 arrangements?</p> <p>In these circumstances, it is possible for the student to remain in the same placement and be reassigned another practice assessor or, if appropriate the student may, if they so wish, move with the practice assessor to their new area of work.</p> <p>If a move with the practice assessor is considered possible, the placement team manager in both placements would need to confer to ensure workforce requirements would allow any move to take place.</p> <p>The placement team should also seek advice from their Practice Education Facilitator team. If supported by all, the university link should also be contacted to ensure that the practice area has been audited and deemed appropriate for placements.</p>

Theme	C: Student contracts and deployment
23.	<p>What does the 80:20 split mean? How many hours do students work in placement?</p> <p>Students opting into the revised programme arrangements register with the NHS Wales Shared Services Partnership COVID-hub that generates students' contracts: https://www.covidhubwales.co.uk/</p> <p>The terms of students' deployment and the 80:20 split arrangement for students in their second year and first 6 months of the third-year amounts to a pattern of 30 hours in practice and one day academic study each week.</p> <p>Students opting into the revised programme arrangements who are in the final 6 months of their programme will undertake a full-time placement. There may however be a need for negotiation of some study days for students in their final placement given outstanding pieces of academic work. This will depend on the student's university programme requirements and will need to be discussed on an individual basis.</p>
24.	<p>Can students work above the 37.5 hours usually expected whilst on placement?</p> <p>No. The 80:20 extended placement split means students who are deployed under student contract arrangements will work 30 hours in practice and undertake one day of academic learning via on-line study organised and monitored by their university.</p>
25.	<p>Are students covered through vicarious liability arrangements during the COVID-19 period?</p> <p>Students who have opted into student deployment contracts are covered under vicarious liability or NHS indemnity arrangements. The Health Board is vicariously liable under common law for any employee who is acting in the course of their employment with the employer. This applies to those students who have opted in also.</p>
26.	<p>I have heard we may have students who are enrolled with another university in Wales outside our usual allocation area. Is this correct?</p> <p>Yes. Students should not organise a placement directly with a practice team. The placement team should ask the student to contact their personal tutor/link at their enrolled university concerning their request.</p> <p>There is an agreed protocol for students who are enrolled with a Welsh university and who want to opt-in to a different catchment area in Wales. The first part of this protocol is for the student's enrolled university to contact the host university covering the area the student wishes to be deployed.</p>

<p>27.</p>	<p>Our practice team has been contacted by directly by a student who is enrolled with an English University and wants to opt into a placement in Wales. What should we do?</p> <p>Students should not organise a placement directly with a practice team. The placement team should ask the student to contact their personal tutor/link at their enrolled university concerning their request.</p> <p>A protocol has been agreed between Health Education and Improvement Wales and Health Education England concerning students currently located outside the geographic boundaries of their enrolled university.</p> <p>The first part of this protocol is for the student’s enrolled university to contact the host university covering the area the student wishes to be deployed. Further consideration will then be given in consultation with practice learning partners as to whether a placement is possible.</p>
<p>28.</p>	<p>What happens if a student opts in to revised programme arrangements and they or one of their family members needs to self-isolate?</p> <p>If the student becomes ill whilst working, local policy and national guidance must be followed to ensure the students’ wellbeing and the safety of others.</p> <p>The student should immediately inform their practice supervisor, placement team manager and university link. The student will need to comply with the sickness policy for the organisation deployed to as per contract, and where required, also follow usual university processes for reporting sickness/absence.</p> <p>The student should then refer to the stay at home guidance from Public Health Wales: https://gov.wales/stay-home-guidance-households-possible-coronavirus</p> <p>Under the terms of the NHS Wales Shared Services Partnership opt-in contract arrangements, students will have the protections of employee status during the time of self-isolation. Students will also have access to essential worker testing procedures.</p>
<p>29.</p>	<p>What if students’ circumstances change and they want to opt out of a paid placement?</p> <p>Should a student wish to opt out of the contractual arrangements they should discuss this with their placement team manager and their university link to discuss their programme options. The placement team should also contact the local Practice Education Facilitator team who will be aware of processes required to be followed.</p>

30.	<p>Will the usual placement pattern be revised as a result of a prolonged period of reconfigured healthcare services as a result of COVID-19?</p> <p>This will depend on the length of time of the emergency COVID-19 period. However, students are being deployed into practice on the basis of an extended placement period. It is likely therefore that this will mean a change to students' usual placement pattern during the COVID-19 temporary emergency period.</p>
31.	<p>What will happen with student contracts once the temporary emergency period comes to an end? Will students continue to be paid for placements?</p> <p>The usual programme arrangements will recommence following UK Nursing and Midwifery Council announcements on this which indicate the temporary emergency Covid-19 period has come to an end. HEIW is working with universities and practice partners on contingency planning and how programmes can revert to a 'new norm.'</p> <p>The financial remuneration students receive when undertaking healthcare programmes is currently under review by Welsh Government. It is too early to say whether this will include the type of payments students are currently receiving as part of COVID-19 contracts. However, there is a commitment by Welsh Government to agree longer term parity of financial arrangements for healthcare students across Wales.</p>
32.	<p>How will part-time students who are HCSWs be paid under the student contract arrangements?</p> <p>Part-time students are being paid Agenda for change band 3 or 4 for the days they are students (depending on their stage on the programme) and their usual substantive role rate for the time they are HCSWs.</p>
33.	<p>If students have to self-isolate will they have to make up their hours at the end of year 3?</p> <p>Students who have an extended period of missed practice time because of self-isolation or other health reason, may be required to make back time to ensure they have met NMC requirements of 2,300 hours. There is flexibility within programme regulations to allow for periods for sickness. Depending on the circumstances, if students experience a prolonged period of sickness, placements may be deferred for a period of time which could extend the time it takes for students to complete their programme once they return.</p>

<p>34.</p>	<p>If students have underlying health conditions but wish to continue placement can they do so?</p> <p>Students are advised to speak with their personal tutor and follow the guidance regarding underlying health conditions https://phw.nhs.wales/</p> <p>Given the increased risks associated with COVID-19, students would not be expected to opt-in to arrangements for working in practice should they be at increased risk of severe illness relating to their own health and/or with caring responsibilities. In these situations, universities will discuss alternative options with students including a period of authorised absence or a suspension of studies, or if available, an alternative academic pathway.</p> <p>A Risk Assessment Tool has been developed to help people working in the NHS and Social Care in Wales to see if they are at higher risk of developing more serious symptoms if they come into contact with the Covid-19 virus. https://gov.wales/covid-19-workforce-risk-assessment-tool</p>
<p>35.</p>	<p>What additional costs will be met by HEIW for students during the COVID-19 contracted deployment period?</p> <p><i>Travel Expenses:</i> Where travel is needed as part of the community placement (i.e. students having to take their own car to visit clients when normally they would share with a supervisor), the student base should be changed to the community facility in which the placement is based.</p>
<p>36.</p>	<p>Childcare issues may be a concern if on placement. Will there be any assistance with these students to find open schools and nurseries as key workers?</p> <p>If a student has a school age child, they will be provided with a letter that they can provide to their child’s school, certifying ‘key worker’ status.</p>
<p>37.</p>	<p>What if issues arise with Personal Protective Equipment (PPE) fit testing during placements?</p> <p>Students will have had an effective safety induction into the areas where they are being deployed, ensuring they are familiar with emergency procedures, reporting procedures and any equipment they may be asked to use including appropriate fit testing and use of PPE.</p> <p>Should there be any concerns about the availability of PPE, students should immediately bring this to the attention of supervisors, team manager within the practice placement and the Practice Education Facilitator Team/ university link.</p>

Theme	D: University processes
38.	<p>Are students’ final placement choices still be honoured during COVID-19?</p> <p>Organisations have endeavoured wherever possible to honour students’ final placement choice. However, many clinical areas have been reconfigured due to COVID-19 and may not be able to accommodate all student requests as a result. If this is the case, students have been allocated to an alternative placement.</p>
39.	<p>Do students still need to submit assignments and academic work during the emergency period?</p> <p>Yes. Students will still need to submit academic work in line with programme requirements. Students will be entitled to academic supervision from their university and material will be made available to students electronically to support their learning.</p> <p>Practice assessment documentation will also need to be completed so students can continue to record their academic and clinical practice components of their programme in order to be eligible to join the NMC register.</p> <p>Universities in Wales have also reviewed each of their student cohorts to assess the impact of the emergency period on those students’ progression on the programme.</p>
40.	<p>Of the 20% of time being spent in academic study, will students be physically in university or on study days at home?</p> <p>During the emergency period academic learning will be provided through online study.</p>
41.	<p>If students decided not to opt-in, what are other options are available to them?</p> <p>Not all students have opted to undertake practice placements as the opt-in is voluntary. If students do not wish to or are unable to undertake the revised programme structure they will not be disadvantaged. Students have been supported by their enrolled university to consider options available including a period of authorised absence or a suspension of studies, or if available, an alternative academic pathway.</p>
42.	<p>Will students be able to progress to registration sooner than anticipated?</p> <p>Yes, if their programme allows. The NMC has confirmed that as soon as students have completed 4,600 programme hours, three academic years, and have met all of the requirements to meet the programme standards, it is permissible for their details to be uploaded to the NMC and for students to be admitted to the NMC register.</p>

43.	<p>Will students still be required to finish the assignments, exams and e-learning already set for this year?</p> <p>Yes. the NMC require all learning outcomes to be met. However, universities will adapt their programmes as flexibly as possible to fit around the 80:20 arrangement and continuing with 20% theory (one day a week) academic learning.</p>
44.	<p>Will students receive their usual scheduled annual leave when deployed under COVID-19 arrangements?</p> <p>Students deployed under COVID-19 contract arrangements will accrue annual leave in line with the length of their programme.</p> <p>If students who hold contracts on an 80:20 placement pattern find they are not renewed in July 2020, a programme of study will be agreed which may include a period of annual leave. These students will also accrue leave during their 3-month deployment.</p> <p>Students opting into a final six-month placement or who hold a permanent NHS contract will be deployed to work under the terms of their deployment/employment agreement and accrue leave in line with their full-time contract arrangement.²</p> <p>Placement team managers and the student’s university links should also continually monitor the impact that working in practice under the 80:20 or full-time placement arrangements has on students’ health and well-being and take account of student’s pastoral needs and work/life balance at this time.</p>
45.	<p>Do the opt-in contract arrangements apply to those students on a suspension of studies?</p> <p>No. If students are on suspension of studies, they are not currently a student and therefore these arrangements do not apply.</p>
46.	<p>Will there be an extension to the time a student would have expected to complete their programme and register with the NMC?</p> <p>Health Education and Improvement Wales is working with universities to establish the impact of COVID-19 and the revised programme arrangements on each cohort of nursing and midwifery students. It is anticipated there will be minimal delays on students’ date of completion of programmes and availability for entry to the NMC register.</p>

² Students on their final placement will continue their contract until they register with the NMC and transition through the streamlining process onto an Agenda for change Band 5 role.

Direct access documents:

Nursing and Midwifery Student Support Guidance during COVID-19:

<https://heiw.nhs.wales/files/covid-19-nursing-and-midwifery-support-guidance/>

Briefing paper for Practice Partners, Education Leads, Practice Education Facilitators (and equivalent roles): <https://heiw.nhs.wales/files/covid-19-briefing-paper-for-practice-partners-education-leads-practice-education-facilitators/>

Quick Reference Guide: Arrangements for nursing and midwifery students working in practice during COVID-19: <https://heiw.nhs.wales/files/covid-19-nursing-midwifery-students-quick-reference-guide/>

All Wales position statement: Student supervision and assessment during the COVID-19 emergency period: <https://heiw.nhs.wales/files/once-for-wales-2020-student-supervision-and-assessment/>

Guidance for students, practice supervisors and assessor on achievement of practice learning outcomes in non-client facing placement settings: <https://heiw.nhs.wales/files/practice-learning-outcomes-in-non-client-facing-placements/>

Temporary Emergency Educational Audit Document:

<https://heiw.nhs.wales/files/once-for-wales-2020-covid-19-temporary-educational-audit/>