



# **Health and Care Professions Council Regulated Allied Health Professions and PTP Healthcare Science Student Support Guidance during COVID-19 Outbreak**

April 2020

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## Purpose of this guidance

The COVID-19 pandemic means we are in unprecedented times with significant pressures being placed upon our health and care services.

This document is aimed at providing information to Allied Health Professional students studying on a HEIW commissioned pre-registration programme and Healthcare Science students studying on HEIW commissioned practitioner training programmes (PTP) that are Health and Care Professions Council (HCPC) regulated. This guidance document is relevant to you as a student podiatrist, dietitian, occupational therapist, operating department practitioner, paramedic, physiotherapist, diagnostic radiographer, therapeutic radiographer, speech and language therapist or, healthcare science-biomedical scientist.

The guidance is focused on how students can support the health and care system during this time of emergency. As this is a fast-changing and emerging situation, advice may be subject to further development. It is important to note that this guidance should be used in conjunction with advice and guidance from both students' higher education institutions, the HCPC and professional bodies.

The resources contained in this guide aim to answer questions you may have about what this may mean for you, and to support your decision-making during this emergency situation.

## Introduction

We have heard from many of you asking how you can support services during this time and in response, we have worked collaboratively with HCPC, Professional Bodies, Council of Deans of Health, Government departments of the four nations and staff side representatives to consider how best to support you in using your skills and expertise in the safest possible way.

It is important that we recognise the different experience and skills of students depending on the stage they are at on their healthcare programme:

- A summary of the position and options for students in:
  - **the first year of their undergraduate programme**
  - **the second year of a pre-registration undergraduate programme (PTP for healthcare scientists) and first year pre-registration postgraduate programme students or final year pre-registration students who have not met all of their practice placement learning outcomes.**
  - **final year undergraduate or postgraduate programme students who have met all their practice placement learning outcomes.**
- A set of more general frequently asked questions providing further information to support students during this time.

## Students in their first year of the undergraduate programme

### Overview

Students in year one will continue with their studies as planned and remain on their programme. However, the nature of the programme may be adapted so that the academic component continues, but any clinical placement time will be paused.

You may however, volunteer or undertake paid work within a healthcare setting whilst maintaining your academic study. In line with current guidelines, volunteering or paid work will not necessarily be counted towards placement learning outcomes and experience, but you will be providing much needed support to health and social care services. Additionally, you will most likely develop valuable skills and knowledge of working in a health or social care setting as a result of this work experience. This will provide a solid foundation on which to continue your studies and enhance your performance in your subsequent placements.

### What this means for your education programme?

As set out above, you will continue to undertake your academic studies in line with the current programme via the distance/online learning approaches agreed with your university. However, due to a pause on placements you may not be able to complete the usual level of placement experience in your first year, but you should not be concerned about this. The HCPC will work closely with your university to assess what this means for students, and how they can be supported to reach the required placement experience across the remaining period of their course.

### Will this have a financial impact on students?

#### Students in receipt of the NHS Bursary

The NHS bursary will continue to be paid during the period. Eligible students should continue to apply for payments through the NHS Student Awards Service in the same way as they do now.

It is possible that you may be required to undertake additional time later in the programme to catch up on missed placement hours. You will be supported by an extension of the bursary during this time.

#### Students who have opted to fund their studies with a student loan or have a top up student loan

The Student Finance Wales have issued the following guidance which will continue to be updated at <https://www.studentfinancewales.co.uk/>.

## **Will I still get my next bursary or student loan payment?**

### **For Bursary Funded Students**

Your bursary payments will be maintained and therefore you will receive your payments as described in your award offer communication.

### **For those students who have opted to fund their studies with a student loan or top up loan**

Student Finance Wales has confirmed that students will receive their scheduled or next instalment of their maintenance loan at the planned start of their summer term, regardless of whether their university or provider has made alternative arrangements for teaching.

If you're studying at the moment or starting a full-time, undergraduate course after 1 August 2020, you can apply online for student finance as normal.

Pre-registration postgraduate and part-time, undergraduate student finance applications for academic year 2020 to 2021 are scheduled to launch in June. If this changes, we'll let you know through our social media channels.

## **What action do students need to take?**

You do not need to take any direct action at this stage. Your university will be in contact to explain how your academic studies will be delivered during this time and will be available to answer any questions or concerns through existing pastoral support routes.

## **Second year of an undergraduate programme (or PTP programmes for healthcare scientists) and first year pre-registration postgraduate programme students, or pre-registration students in the final year who have not met all of their practice placement learning outcomes**

### **Overview**

Given the significant pressures on the health and social care system and the need to ensure that front line services are fully supported, it is not possible to continue to provide the current structure of programme for students in these years of study.

Students will be invited to opt-in to an arrangement where they spend a proportion of their time in NHS or social care employment, which would be remunerated, and a proportion of their time in academic study – most likely either, 60% employment, 40% academic study or 80% employment, 20% academic study. The time set aside for academic study would build in continued academic progression and a period of structured contact with your university to ensure ongoing academic and pastoral support during the COVID-19 pandemic.

The part time paid employment that you undertake will be dependent on the needs of the health and social care service during this time of emergency. Therefore, you will likely be required to undertake work that falls outside of what would be expected of a professional registrant in your discipline. As a result of this work it may be possible to acquire skills and knowledge, to show that you are working towards or have met specific placement learning outcomes relevant to your level of study.

During your period of employment, the standard placement supervisory arrangement will not be in place. In order to evidence that you have built knowledge and skills that would confirm you have made progress towards and /or have met a placement competency you will need to do the following:

- Ensure that you are familiar with the placement learning outcomes for this stage in your training.
- Discuss your support worker role with your academic tutor and identify (if any) the likely learning outcomes that you might be able to work towards as part of this employment.
- Utilise placement tools whilst undertaking your HCSW role to gather evidence against learning outcomes. You can discuss evidence that would be deemed suitable with your academic tutor.
- At the end of your work experience discuss the evidence that you have gathered and request that this is considered as part of your subsequent



placement. Your academic tutor will be able to work with you to identify if this will allow you to progress more quickly with your next placement.

If you are unable to opt-in to this arrangement you will be supported by your university to consider the options, including a period of authorised absence or a suspension of studies, or if available, an alternative academic pathway.

Please note that a suspension of your studies will lead to a suspension of the bursary until you re-join the programme.

### **Student Support**

The exact nature of the role to be undertaken and the level of supervision will be agreed between you and the organisation in which you will be working. It will not be possible to guarantee that your role will be aligned to the profession you are studying in.

It is recognised that you will need to be supported and supervised during such deployment to develop your confidence and skills, and your employer will advise on how this will be managed.

Where possible the role will offer continuing opportunity for discipline specific learning, although as previously identified this cannot be guaranteed. However, you will have the opportunity to gain excellent experience of working in a health or social care environment building transferable skills in communication, time management and prioritising your work for example. This will provide a solid foundation for further studies and subsequent placements.

## **What does this mean for your education programme?**

Your university will continue to provide support to you and will offer ways of maintaining contact when you are in practice.

Given the significant change in time spent in practice, the university will give consideration as to whether it will be possible for students to be supported to meet the academic requirements on a case by case basis.

If it is identified by your university that the work you undertake may provide opportunities for learning to be accredited towards your academic programme, the university has the relevant arrangements in place to facilitate this. Students will also have a named academic tutor who will work with you.

The HCPC and professional bodies will work closely with HEIW, the Council of Deans for Health and universities to assess what this means for students and how they can be supported to achieve the necessary course requirements, including placement outcomes and academic attainment across the remaining period of their studies.

If it is not deemed possible for a student to continue to progress with the knowledge and skills relevant to their professional discipline at this time, then the academic programme will be paused, and you will be encouraged to opt-in to work in a support worker role.

## **Will this have a financial impact on students?**

Whilst in practice you will be paid in line with the terms and conditions of the organisation in which you working and national guidelines (e.g. Agenda for Change).

As set out above, specific roles will be agreed with individuals, and it is expected this will be remunerated at Agenda for Change Band 3.

NHS bursary payments will continue to be paid during the period. Eligible students should continue to apply for payments through the NHS Student Awards Service in the same way as they do now.

For those students who have opted to fund their studies with a student loan Student Finance Wales has issued the following guidance which will continue to be updated at <https://www.studentfinancewales.co.uk/>.

Student Finance Wales is continuing to support students, universities and colleges and will be providing further relevant updates here.

## Will I still get my next bursary or student finance payment?

Your bursary payments will be maintained and therefore you will receive your payments as described in your award offer communication.

Student Finance Wales have confirmed that students will receive their scheduled or next instalment of their maintenance loan as planned.

## Can I still apply for my bursary or student finance?

Yes. You can apply for your bursary in the normal timescales.

## For those students who have opted to fund their studies with a student loan or have a top up student loan.

If you are studying at the moment or starting a full-time, undergraduate course after 1 August 2020, you can apply online for student finance as normal.

Pre-registration postgraduate and part-time, undergraduate student finance applications for academic year 2020 to 2021 are scheduled to launch in June. If this changes, we'll let you know through our social media channels.

## What action do students need to take?

### What action do students need to take?

If you decide to opt-in to the revised programme your university will work with you to identify your preferences. This information will then be provided to the NHS who will identify an appropriate organisation for you to undertake your employment in, including working in social care or other appropriate settings. This organisation will then contact you to discuss your employment in more detail and answer your questions.

NHS Wales Shared Services will also contact you regarding your placement employment arrangements.

Unless your service is able to provide you with a uniform you will continue to wear your student uniform where this is required when you are working in practice.

If you decide you do not want to opt-in to work in practice, your university will discuss your alternative options with you.

## Final year undergraduate or postgraduate programme students who have met all their practice placement learning outcomes.

### Overview

Given the significant pressures on the system and the need to ensure that front line services are fully supported, it is not possible to continue to provide the current programme structure for students.

Under new legislation passed through Parliament, the HCPC has emergency powers to establish a Covid-19 temporary register. Final year students who have completed all their placements to a satisfactory standard will be automatically included on the HCPC temporary emergency register which will enable them to be employed as an AHP or healthcare scientist prior to graduating, should they wish to do so. In some cases, where students have not completed all their placements, the university may find alternative ways to demonstrate the same learning allowing students to progress to the temporary register.

Joining the emergency register to assist with the current pandemic is encouraged. This is a voluntary arrangement and so you are unable to opt-in to this, you will be supported by your university to consider the options. This might include continuing with the academic elements of your study through distance learning/online approaches if available.

### Joining the Covid 19 Emergency Temporary Register

Your university will work with the HCPC to identify final year students who are eligible to join the temporary register. All eligible students will automatically be included on the temporary register unless the student explicitly asks for their name to be removed.

If you are entered on to the temporary register your university will get in contact to confirm your agreement to opt-in to working in practice and to discuss what happens next.

To support you in joining the temporary register, universities and employers will facilitate offering you a bespoke package of support enabling you to practise. This will include:

- An induction including all key mandatory training requirements to ensure you are supported to practise safely
- Support to develop skills ordinarily reserved for preceptorship
- More specific guidance, for example, on the management of coronavirus and how to use Personal Protective Equipment (PPE)

It is recognised that you will need to be supported and supervised during such deployment to develop your confidence and skills and education providers will advise students on how this will be managed.

### What does this mean for your education programme?

Universities will be working with the HCPC to ensure that temporary registrants are enabled to complete their programme of study during or after this emergency period and to register fully with the HCPC once qualified.

### Will this have a financial impact on students?

As set out above, while in practice students will be paid in line with the terms and conditions of the organisation in which they are working and national guidelines (e.g. Agenda for Change pay band 5).

NHS bursary payments will continue to be paid during the period. Your bursary payments will be maintained and therefore you will receive your payments as described in your award offer communication.

### For those students who have opted to fund their studies with a student loan or have a top-up student loan

The Student Finance Wales have issued the following guidance which will continue to be updated at <https://www.studentfinancewales.co.uk/>.

Student Finance Wales is continuing to support students, universities and colleges and we will be providing further relevant updates here.

### Will I still get my next student bursary or student finance payment?

Your bursary payments will be maintained and therefore you will receive your payments as described in your award offer communication.

### For those students who have opted to fund their studies with a student loan or have a top up student loan.

Student Finance Wales have confirmed that students will receive their scheduled or next instalment of their maintenance loan as planned.

### What action do students need to take?

If you decide to opt in to work in practice, your university will work with you to identify your preferences. This information will then be provided to the NHS who will identify an appropriate organisation for you to undertake your employment in, including social care settings. This organisation will then be in touch with you to discuss your deployment in more detail and answer your questions.

NHS Wales Shared Services will also contact you regarding your employment arrangements.

Unless your service is able to provide you with a uniform you will continue to wear your student uniform where this is required when you are working in practice.

If you decide you are unable to opt-in to work in practice, your university will discuss your alternative options with you.

## Student health and wellbeing during the emergency period

### Looking after yourself and others

Over and above the precautions protecting you from transmission of the coronavirus, it will be crucial over the coming weeks and months that you look after yourselves, reflecting on both your physical and mental health.

Your university will continue to provide pastoral support to you and if you move into employment you will have a line manager who will also provide support.

You can also access the NHS Health and Wellbeing Framework here - <https://www.nhsemployers.org/retention-and-staff-experience/health-and-wellbeing>

Given the increased risks associated with COVID-19 in those with a pre-existing health condition, pregnancy and in the elderly population, we would of course advise against taking up patient-facing work if you belong to these groups. For more information on vulnerable groups please access [here](#)

### Staff wellbeing and support – employers’ duty of care

Employers have a moral and statutory duty of care to protect employees’ health and safety and provide a safe environment in which to work. NHS organisations need to be proactive in protecting employees and supporting them to feel safe and secure in their employment.

It is critical employers support staff by listening to concerns, responding appropriately and reinforcing the need to follow the latest [PHW guidance](#). Employers have the same duty of care to their staff during a pandemic as in other circumstances and should take steps to safeguard the health and safety of their staff.

NHS organisations must consult with their health and safety leads, public health colleagues, occupational health colleagues and staff unions to develop a local plan to support the workforce.

Trade union safety representatives should also be involved in line with the statutory duty to consult them on matters relating to the health and safety of members they represent.

Employers may want to encourage staff to use their reps as a route for drawing attention to concerns. [PHE’s infection prevention and control guidance](#) principles should be applied and reflected in local plans.

During your time in practice you should:

- Have regular breaks to reduce the onset of fatigue and associated risks. Additional arrangements may need to be considered by organisations where staff are working longer shifts and/or additional hours. This could involve the repurposing of offices into rest spaces.
- Know where to go to access local support e.g. Occupational Health contacts, employee assistance provider (EAP) information and psychological support and provisions for accessing counselling or other services.
- Have an effective safety induction into new areas where you are being deployed, ensuring you are familiar with emergency procedures, reporting procedures and any equipment you may be asked to use.
- Be supported to raise concerns and seek reassurance/explore and agree solutions with your line manager where required.

## Frequently asked questions

### **What is the COVID-19 emergency temporary register?**

Under new legislation passing through Parliament, the HCPC will have emergency powers to establish a Covid-19 temporary Register. Final year students who have completed all their placements to a satisfactory standard will be automatically included on a temporary emergency Register by the Health and Care Professions Council (HCPC) to enable them to be employed as an AHP or healthcare scientist prior to graduating; should they wish to do so.

### **What happens if I do not want to enter onto the temporary register and practice?**

Practising under temporary registration is entirely voluntary. If you choose not to do this, you should talk to your university about options for completing your course or working in a support capacity.

If you want your details removed from the temporary register, please contact [e-regtemp@hcpc-org](mailto:e-regtemp@hcpc-org).

### **I am a final year student and don't know whether to apply for full registration or work on the temporary register.**

If you are a final year student and have completed your placements, you will be put on the COVID-19 temporary register (students) automatically. This means you can support the current NHS workforce demands immediately. This does not preclude you from applying to the permanent HCPC register if your education provider indicates you have successfully completed all elements of your programme.

### **Will I be able to transition from the temporary register to the full register if the end of my programme falls during the emergency period?**

If you join the temporary register and reach the end of your programme during the emergency period your university and the HCPC will be able to advise and support you through the full registration process if applicable.

### **What will final year students need to do once their temporary registration has ended?**

The COVID-19 temporary Register will remain open as long as it is required for the NHS to overcome the COVID-19 pandemic. Any decision to open or close the temporary register will be for UK and Welsh Government and will be communicated to stakeholders appropriately.

When the pandemic is over, if still required, your education provider will assist you to continue your studies. Once a student's studies are completed, they will be able to register in the normal way.



### **Will I have to pay to join the temporary Register?**

No – there will not be a fee to join the temporary Register.

### **What would happen if a concern is raised about someone on the COVID-19 temporary Register?**

As this is a COVID-19 temporary Register, HCPC recognise there are increased risks involved. Therefore, should anyone raise a concern about a registrant on the COVID-19 temporary Register, this would need to meet HCPC Triage test as explained in their [Threshold Policy](#).

### **If a concern is raised about a student on the temporary register and that person is removed with immediate effect, what would be the implications of this on full registration after the crisis is over?**

Students who are removed from the temporary register will continue to be eligible to apply for full registration on the completion of their studies. However, HCPC would keep a record of any conduct or health concerns or competence that fell far below safe practice to inform any decisions made about admitting applicants to the Register. The approach taken here is the same as it would be for any pre-registration student.

### **How will protected titles be used and communicated with service users?**

COVID-19 temporary registrants will be able to use the protected title of the profession they are working in for the duration of their time on the COVID-19 temporary Register. It is important that you are open and honest with service users about your level of experience, qualifications and your registration status. You should not suggest to a service user that you have an ability to practise outside of your COVID-19 temporary role. Unless your service can provide you with a uniform whilst on the temporary register you will continue to wear your profession's student uniform where this is required.

It is likely employers will set local policies guiding how COVID-19 temporary registrants will be deployed. This might include practicing under a different title, which makes it clear to the public of their COVID-19 temporary status. The NHS is coordinating the workforce response to the developing situation.

## **Deployment**

### **What will I be expected to do? (Final year students on the temporary register)**

In most cases you will be practising as a newly qualified Band 5 AHP or healthcare scientist. However, there are multiple roles that you might be expected to take on including (but not limited to): contributing to the clinical part of the NHS111 service, backfill for clinicians dealing with acute respiratory patients, discharge planning, community assessment and rehabilitation helping with outpatient clinics (this could be via telephone) and providing routine clinical cover.

We understand that some students may not have up to date skills, knowledge and experience for all areas of practice. In order to keep your service users safe, we expect you to limit your practice to your current skills, knowledge and experience level. In practice this means you should consider what parts of your education and training you have not yet completed or had experience of. You will be able to discuss this with your employer, supported by your university, and decide together what roles you undertake and where you need to seek out additional support. Please be assured that there is no expectation that you will work outside of your skills or capabilities.

Employers may also require you to undertake certain training or arrange for you to be supervised by another professional when you start practising. You should speak to your employer to establish what requirements you might have. Professional bodies are a good resource for advice and support, so you should get in touch with them for additional support and information.

Where you are temporarily registered with the HCPC, you will need to meet the standards of conduct, performance and ethics and the standards of proficiency for your profession (as far as they relate to your scope of practice). Up-to-date information can be accessed about the code of practice and other professional standards on their website - <https://www.hcpc-uk.org/covid-19/advice/advice-for-students/>

### **What will I be expected to do? (Year 1 (postgraduate), Year 2 (undergraduate) and final year students who have not completed all their placements)**

Students who enter into a revised programme will work as a Band 3 support worker. You will be provided with a job description describing what is expected of you as part of this role. Whilst working it is important to remember that you are not a registrant and you will need to work within the scope of practice of this job description.

In order to support your NHS colleagues during COVID-19 you may also be asked to carry out duties that are not directly related to your programme of study. However, you will have the opportunity to develop a broad range of skills that are both valuable and transferable to all AHP and healthcare science roles e.g. communication, risk assessment, prioritisation etc. There are a variety of roles that you may be asked to undertake as a support worker including; washing and dressing patients, serving meals and helping to feed patients, helping people to move around, toileting, making beds, talking to patients and making them comfortable, monitoring patients' conditions by taking temperatures, pulse, respirations and weight. You may also be involved in supporting rehabilitation programmes and preparing patients for discharge from hospital.

You will receive support from both your employer and your university to ensure that plans are in place for you to receive adequate supervision/pastoral care during this period of employment.

### **How will indemnity work?**

Arrangements are in place to indemnify healthcare workers for the NHS work they already do, through state indemnity schemes operated by NWSSP Legal & Risk Services on behalf of the Welsh Government. During a pandemic, existing indemnity arrangements will continue.

The Welsh Risk Pool will cover students working for NHS Health Boards/Trusts and those who work for general practices undertaking normal NHS contracted work.

These arrangements should cover all healthcare workers for the vast majority of NHS services. However, we recognise that there will be a need for changes to working arrangements during this emergency period. We do not want indemnity to be a barrier to such changes.

The Government is therefore planning to introduce additional indemnity coverage for clinical negligence liabilities that may arise when healthcare workers and others are working as part of the COVID-19 response, or undertaking NHS work to backfill others, in the event that existing arrangements do not cover a particular activity.

Further information regarding indemnity is available on NWSSP's website:  
<http://www.nwssp.wales.nhs.uk/welsh-risk-pool>

### **I have concerns about data protection, who can I speak to?**

We have taken all possible steps to ensure that the personal information of students is kept securely. The information on the COVID-19 temporary Register that is publicly available is the minimum amount of information we consider necessary for establishing this Register and protecting the public. If you have any concerns about this, please get in touch with our Data Protection Officer at [foi@hcpc-uk.org](mailto:foi@hcpc-uk.org)

### **Will I need a DBS check and do I have to organise and pay for this?**

If an updated DBS is required you will be informed. Applying for this will be a remote, fast tracked process in collaboration with the Home Office to make this as easy and hassle-free as possible for you. You won't have to pay for this.

### **What training and support will I receive before I am deployed?**

You will be provided with training and support from employers prior to commencing in your role. This will include induction as appropriate to your needs and to enable you to practice safely. This is likely to include:

- Statutory and mandatory training
- Local Induction
- Specific guidance associated with Covid 19 emergency period i.e. the management of coronavirus and use of Personal Protective Equipment (PPE).

### **I have children – do I qualify as a key worker?**

Welsh Government's Department of Health and Social Services has confirmed that students undertaking healthcare courses who are contributing to the national COVID-19 response are able to self-identify as key workers. If you require any evidence to support discussions with your school or childcare provider this can be obtained from your university.

### **What if I decide I can no longer work?**

As set out in this guide, opting in to work in practice is voluntary. If at any time you feel unable to continue to work, you should speak to your employer and university link who can support you.

Year 1 (postgraduate), Year 2 (undergraduate) and final year students who have not completed all of their placement learning outcomes and are unable to undertake support worker roles will be supported to consider non face to face environments.

### **What happens if someone raises a complaint about me to the regulator?**

Professional bodies and trade unions may have different policies about temporary professional representation. You should check with your professional body or trade union, as soon as possible, what level of representation you would be entitled to.

### **What if I currently reside outside of Wales?**

HEIW and your university will work with the NHS to investigate employment opportunities closer to where you are currently residing.

## Terms and conditions

### **Will I get paid and how will this be agreed?**

Yes, you will be remunerated for any work you do in a way that reflects the responsibilities you undertake. This will be discussed with you at the point you commence work.

### **Will I have a contract?**

You will have a contract that reflects all the working hour protections, pay arrangements and annual leave entitlement of the organisation into which you are deployed. National terms and conditions for NHS staff can be found on the NHS Employers website - <https://www.nhsemployers.org/>

### **How many hours can I work?**

Your working hours and pattern will be agreed between you and the organisation in which you have decided to work. This agreement will consider working time regulations and expectations that enough rest time is provided.

### **How long will I be needed for?**

You are likely to be needed for a short time period but at this stage, the exact length is unpredictable. You are free to stop working at any point. Contracts are likely to be drawn up for six months with the possibility for extension.

### **What if I already have a Band 5 offer of employment?**

If you have already received a Band 5 job offer you should notify your university and discuss your working options with your university and employer.

### **Will I join the NHS Pension scheme?**

If you hold a contract of employment with an NHS employer and are on payroll, then you will be automatically enrolled into the NHS Pension Scheme upon starting your NHS employment.

Joining the NHS Pension Scheme allows you to get a head start on saving for retirement which you can continue throughout a future career in the NHS. Membership also provides valuable life assurance benefits whilst working for the NHS.

The pension scheme is contributory, which means that all members and their employers pay into the scheme each month. However, membership of the pension scheme is voluntary, and you can decide to opt-out at any time. If you opt-out within the first pay period after starting NHS employment, you will be treated as having never joined and your contributions are refunded. Your temporary employer will be able to help you with this.

## Your health and wellbeing

### **What if I'm concerned about my health, I'm pregnant, immunosuppressed, have health problems or am a primary carer?**

Given the increased risks associated with COVID-19 in these vulnerable groups we would of course advise against taking up patient-facing clinical work if you belong to this group and are at increased risk of severe illness from coronavirus (COVID-19).

For more information on vulnerable groups please access [here](#).

Your university will discuss your options with you.

### **What if I become ill when I am working or concerned that I may have coronavirus?**

If you become ill while working, local policy and national guidance must be followed to ensure your safety and the safety of others.

You should immediately inform your line manager and withdraw from work. If you have concerns regarding COVID-19 please follow national guidance which you can access via [NHS111](#).

### **Where can I get more information?**

For further information, advice or support the following may be of interest:

- [NHS111 coronavirus guidance](#)
- <https://www.hcpc-uk.org/covid-19/advice/advice-for-students>
- [Council of Deans for Health – Response to Coronavirus - News Releases](#)
- [Unison: your rights at work \(coronavirus\)](#)
- [National Care Forum – Coronavirus Resources](#)
- [Public Health Wales – Coronavirus Resources](#)
- [NHS Employers guidance \(include hyperlink\)](#)
- [Student Finance Wales guidance https://www.studentfinancewales.co.uk](https://www.studentfinancewales.co.uk)

## Annex A - Glossary

<b>Agenda for Change</b>	National system for pay and terms & conditions for all NHS staff, with the exception of doctors, dentists and most senior managers.
<b>Council of Deans of Health</b>	Represents the UK's university faculties providing education and research for nurses, midwives and allied health professionals.
<b>Employee assistance</b>	An employee benefit offered by employers and intended to help employees deal with personal problems that might adversely impact their work performance, health and well-being.
<b>Health and Care Professions Council</b>	Protect the public by regulating 15 health and care professions. It sets standards for professionals' education and training and practice; maintain a register of professionals, known as 'registrants', who meet the standards; and takes action if professionals on the Register do not meet the standards.
<b>NHS Wales Shared Services Partnership (NWSSP) Student Awards Service</b>	Responsible for assessing applications to the Learning Support Fund and making payments to eligible pre-registration students.
<b>Preceptorship</b>	The period in which newly registered practitioners are guided in their transition from a student and support to develop their practice further.
<b>Statutory and mandatory training</b>	Training for staff that is required by law or a compulsory requirement of the organisation to ensure safe and effective care.
<b>Supervision</b>	Supervision of student AHP and Healthcare scientists in practice learning environments by registered AHP and Healthcare Scientists to ensure that students can meet the relevant learning outcomes whilst ensuring public protection.
<b>COVID-19 temporary emergency register</b>	This is a new part of the HCPC register, established by emergency legislation, AHP and healthcare scientist students in their final 6-months of study can enter the temporary register if completed all placement learning outcomes

## Annex B – Student opt-in and employment process

- Applies to all students in the second- year undergraduate programme and first year postgraduate programme students or final year students who have not met all of their practice placement learning outcomes and final year undergraduate or postgraduate programme students who have met all their practice placement learning outcomes.

