

## NMC (2018): Realising professionalism: Standards for education and training



### **Guidelines for Part 2 NMC *Standards for student supervision and assessment* (2018) Practice Supervisor, Practice Assessor and Academic Assessor roles and requirements.**



Addysg a Gwellu Iechyd Cymru (AaGIC)  
Health Education and Improvement Wales (HEIW)

*Trawsnewid y gweithlu ar gyfer Cymru iachach*  
*Transforming the workforce for a healthier Wales*

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<h2>Practice Supervisor</h2>	
<b>NMC (2018) Part 2: Standards for student supervision and assessment</b>	<p>Practice supervision facilitates learning, promotes confidence and autonomy while safely supporting learners to achieve their proficiencies.</p> <p>All NMC registered nurses and midwives are capable of supervising students and serving as role models for safe and effective practice. Students may also be supervised by other registered health and social care professionals.</p>
<b>Definition</b>	<p>The Practice Supervisor can be any registered health or social care professional who has completed the Practice Supervisor Preparation Programme or has knowledge and experience demonstrated via Recognition of Prior Learning (RPL) that they meet NMC (2018) outcomes for the role of Practice Supervisor.</p> <p>Recognition of prior learning will be agreed and assessed in partnership between the Practice Learning Provider and Approved Education Institution (See page 14 for further detail of RPL criteria).</p>
<b>Criteria - General</b>	<p><b>The Practice Supervisor must:</b></p> <ol style="list-style-type: none"> <li>1. Be registered with any regulating health and social care regulating body i.e. NMC, GMC, HCPC, GPhC or Social Care Wales.</li> <li>2. Be able to demonstrate evidence of regular updating and CPD within their role.</li> <li>3. Have experience of supervising others in the context of their practice.</li> <li>4. Have up-to-date knowledge and experience relevant to the students they will be supervising.</li> </ol> <p><b>Note:</b> All students completing programmes under the new NMC standards for pre-registration nursing and midwifery will, at the point of registration meet the criteria to fulfil the role a of a Practice Supervisor.</p>
<b>Criteria - Programme Specific</b>	<p><b>Specific to Prescribing:</b></p> <p>The Practice Supervisor must be a registered healthcare professional and an experienced and current prescriber with suitable equivalent prescribing qualification for the programme the student is undertaking.</p>

## Practice Supervisor

### Preparation programme - General

The overall aim of this programme is to prepare Practice Supervisors to undertake their role in accordance with the NMC (2018) Standards for student supervision and assessment.

The programme covers three main themes, including roles and responsibilities, student learning and managing concerns.

#### Roles and Responsibilities:

- An outline of the roles of the Practice Supervisor, Practice Assessor and Academic Assessor.
- Overview of the NMC (2018) Standards for student supervision and assessment.
- The function of the role in providing evidence for the Practice Assessor and Academic Assessor to determine the students' progression and achievement.
- Accountability in relation to appropriate delegation in accordance with the NMC (2018) *The Code* – Professional standards of practice and behaviour for nurses, midwives and nursing associates and NMC (2018) Delegation and Accountability guidance.
- Acting as a role model in instilling the principles of the NMC (2018) *The Code* – Professional standards of practice and behaviour for nurses, midwives and nursing associates.
- Helping the student to understand how to provide evidence towards progression and achievement for the Practice Assessor and Academic Assessor.
- The importance of accurate record keeping.

#### Student Learning:

- Developing effective supportive and professional relationships with students.
- Models of supervision.
- Developing understanding of how to facilitate student learning to meet the needs of a wide range of student learners.
- Planning the student learning experience including reasonable adjustments or equality and diversity considerations that may need to be met.
- Determining, in collaboration with the Practice Assessor, an appropriate level of supervision commensurate with the students' level of competence / proficiency, knowledge and skill and stage of a programme.
- Encouraging students to take responsibility for their learning and development.

<h2>Practice Supervisor</h2>	
<i>Preparation programme - General...</i>	<ul style="list-style-type: none"> <li>➤ Encouraging reflective practice to facilitate individual students' development of competence and confidence.</li> <li>➤ Giving effective feedback and feed-forward to enable students to reflect on and improve their practice.</li> <li>➤ Helping students to develop resilience.</li> <li>➤ Supporting students who raise any concerns in the learning environment.</li> </ul> <p><b>Managing Concerns:</b></p> <ul style="list-style-type: none"> <li>➤ How to raise concerns regarding a student's conduct, competence and performance.</li> <li>➤ Supporting students who are experiencing difficulty in meeting expected progress.</li> <li>➤ Contributing to the development and review of action plans to facilitate improvement in student's practice.</li> <li>➤ An overview of the All Wales Action Planning Protocol.</li> </ul>
<b>Preparation Programme: Specific content</b>	<p><b><i>The programme specific content includes:</i></b></p> <ol style="list-style-type: none"> <li>1. An overview of the specific programme and associated standards.</li> <li>2. Professional regulatory requirements of the programme.</li> <li>3. Specific competencies / proficiencies of the programme.</li> <li>4. Practice Assessment Documentation and requirements.</li> <li>5. Points of assessment / progression point criteria.</li> <li>6. Specific models of supervision and assessment.</li> </ol> <p>Practice Supervisors will need to cover this for all programmes for which they are supporting students, for example a Practice Supervisor may be supporting nursing, prescribing and SCPHN students and therefore will need an understanding of all three programme requirements.</p>
<b>Ongoing support for the Practice Supervisors.</b>	<p>The Practice Supervisor will receive ongoing support and updating with the role by one or more of the following:</p> <ul style="list-style-type: none"> <li>➤ The Practice Assessor</li> <li>➤ The Academic Assessor</li> <li>➤ Peers</li> <li>➤ The Practice Education/Facilitators (and other equivalents for each AEI)</li> <li>➤ Their managers</li> <li>➤ The Link Lecturer / tutor for the practice area</li> <li>➤ The Personal Tutor / Personal Academic Coach / Academic Mentor for the student they are supervising</li> </ul>

## Practice Supervisor

<p><i>Ongoing support...</i></p>	<p>There will also be an opportunity to attend discussion forums to reflect on supervision experiences, share best practice and reflect on the development of the role. These update sessions will be jointly facilitated by the Practice Placement Provider, the Practice Education Facilitators or equivalent and the Approved Education Institutions.</p>
<p><b>Allocation of Supervisors to Students</b></p>	<p>Each practice learning experience area will have a nominated person responsible for allocating each student an appropriate Practice Supervisor(s).</p> <p>The number and type of students that can be supported in a practice learning area will be detailed within the Practice: Educational Audit of the specific Practice Learning Environment.</p> <p>They may be different models of supervision offered depending on the practice area for example a ‘buddy system’ of supervision may be used or a 1:1 model.</p>
<p><b>Please note:</b></p>	<p>Students studying the pre-registration midwifery programmes will continue to be supervised and assessed in accordance with the NMC (2008) Standards for learning and assessment in practice until the NMC publishes the new standards for pre-registration midwifery programmes.</p> <p>Following the publication of these standards an addendum may be made to the requirements for practice supervisors and practice assessors supporting midwifery students.</p>

## Practice Assessor

<p><b>NMC (2018) Part 2: Standards for student supervision and assessment</b></p> <p><b>Assessment of students and confirmation of proficiency</b></p>	<p>The Standards identify that student assessments are evidence based, robust and objective. Assessments and confirmation of proficiency are based on an understanding of student achievements across theory and practice. Assessments and confirmation of proficiency are timely, providing assurance of student achievements and competence.</p> <p>This includes ensuring that a nominated practice assessor works in partnership with the nominated academic assessor to evaluate and recommend the student for progression for each part of the programme, in line with programme standards and local and national policies.</p>
<p><b>Definition</b></p>	<p>The Practice Assessor is a registered health care professional who has completed the Practice Assessor Preparation Programme or has knowledge and experience demonstrated via Recognition of Prior Learning (RPL) that they meet NMC (2018) outcomes for the role of Practice Assessor.</p>
<p><b>Criteria - General</b></p>	<p><b>The Practice Assessor must:</b></p> <ol style="list-style-type: none"> <li>1. Be registered with the NMC (or for prescribing they may also be registered with the GMC or HCPC).</li> <li>2. Be able to demonstrate evidence of regular updating and CPD within their role.</li> <li>3. Have up-to-date knowledge, competence and experience relevant to the students they will be assessing.</li> </ol>
<p><b>Criteria - Specific</b></p>	<p><b>Specific Programme Requirements:</b></p> <p>To assess a nursing student the Practice Assessor must be a registered nurse with appropriate equivalent experience of the students' field of practice.</p> <p>To assess a midwifery student the Practice Assessor must be a registered midwife.</p> <p>To assess a specialist community public health nurse (SCPHN) student the Practice Assessor must be a registered SCPHN with appropriate equivalent experience of the students' field of practice.</p> <p>To assess a SPQ student the Practice Assessor must have a SPQ annotation and have appropriate equivalent experience for the students' field of practice.</p>



## Practice Assessor

<p><i>Criteria - Specific...</i></p>	<p>To assess a prescribing student the Practice Assessor must be a registered healthcare professional and an experienced prescriber with suitable equivalent qualifications for the programme the student is undertaking.</p>
<p><b>Preparation programme - General</b></p>	<p>The overall aim of this programme is to prepare Practice Assessors to undertake their role in accordance with the NMC (2018) Standards for student supervision and assessment. The programme covers three main themes, including roles and responsibilities, student learning and managing concerns.</p> <p><b>Roles and Responsibilities:</b></p> <ul style="list-style-type: none"> <li>➤ An outline of the roles of the Practice Supervisor, Practice Assessor and Academic Assessor.</li> <li>➤ Overview of the NMC (2018) Standards for student supervision and assessment.</li> <li>➤ Acting as a role model in instilling the principles of the NMC (2018) <i>The Code</i> – Professional standards of practice and behaviour for nurses, midwives and nursing associates.</li> <li>➤ Effectively supporting the Practice Supervisors and overseeing the supervision process.</li> <li>➤ The function of the role in determining students' progression and achievement in collaboration with the Practice Supervisors and Academic Assessors.</li> <li>➤ Effective record keeping providing comprehensive evidence for the conferment of progression and achievement of proficiencies.</li> <li>➤ Engaging in reflection to enhance learning, growth and competence in self and others.</li> <li>➤ Demonstrating currency and competence in the role as part of revalidation.</li> </ul> <p><b>Student Assessment:</b></p> <ul style="list-style-type: none"> <li>➤ Developing the knowledge, skills and competence to effectively assess students.</li> <li>➤ Ways of gathering assessment data – direct observation, records within the students Practice Assessment Document – students' self-reflections, feedback from Practice Supervisors and service users.</li> <li>➤ Conducting objective assessments, gathering and analysis of the evidence provided by the Practice Supervisor, the student, service users and others.</li> </ul>



## Practice Assessor

<p><i>Preparation programme - General...</i></p>	<ul style="list-style-type: none"> <li>➤ Identifying assessment points and appropriate timing of assessments – per placement- per series and progression point assessments.</li> <li>➤ Accountability in assessment.</li> <li>➤ Assessing students with additional learning needs/disabilities or who require reasonable adjustments.</li> <li>➤ Ensuring equality, diversity and inclusion when conducting assessments.</li> <li>➤ Giving effective feedback and feed-forward to facilitate students' development.</li> <li>➤ An overview of the quality assurance processes underpinning assessment in the practice setting.</li> </ul> <p><b>Managing Concerns:</b></p> <ul style="list-style-type: none"> <li>➤ Supporting students who raise concerns relating to the practice learning environment.</li> <li>➤ How to raise concerns regarding a student's conduct, competence and performance.</li> <li>➤ An overview of the Fitness to Practice Policies and procedures with in the AEI setting.</li> <li>➤ Supporting students who are experiencing difficulty in meeting expected progress.</li> <li>➤ Setting and reviewing action plans in collaboration with the Academic Assessor to facilitate improvement in student's practice.</li> <li>➤ An overview of the All Wales Action Planning Protocol.</li> </ul>
<p><b>Preparation programme - Specific</b></p>	<p>The specific preparation programmes relates to one or more of the following NMC approved programmes leading to initial entry or subsequent annotation on the NMC register:</p> <ul style="list-style-type: none"> <li>➤ Registered Nurse – all fields of practice</li> <li>➤ Registered Midwife</li> <li>➤ Return to Practice</li> <li>➤ Specialist Community Public Health Nurse – Health Visiting, School Nursing or Occupational Health Nursing</li> <li>➤ Specialist Community Practitioner – District Nursing – Children's Community Nursing – Practice Nursing - Learning Disabilities Nursing</li> <li>➤ Independent Prescriber (V300)</li> <li>➤ Limited Prescriber (V100/V150)</li> </ul>

## Practice Assessor

<p>Preparation programme - Specific...</p>	<p>The programme specific content will address:</p> <ol style="list-style-type: none"> <li>1. An overview of the specific programme and associated standards.</li> <li>2. Professional regulatory requirements of the programme.</li> <li>3. Specific competencies / proficiencies of the programme.</li> <li>4. Practice Assessment Documentation and requirements.</li> <li>5. Points of assessment / progression point criteria.</li> <li>6. Specific models of supervision and assessment.</li> </ol> <p>The above is the minimum programme specific content to be addressed however, programme teams can address any further content they determine relevant to the individual programme.</p> <p>The Practice Assessor will need to cover this for all programmes for which they are assessing students, for example they may be assessing nursing, prescribing and SCPHN students and therefore will need an understanding of all three programme requirements.</p>
<p><b>Ongoing Support for the Practice Assessors</b></p>	<p>Practice Assessors will receive ongoing support and updating with the role by one or more of the following:</p> <ul style="list-style-type: none"> <li>➤ The Academic Assessor</li> <li>➤ The Practice Education/Facilitators (and other equivalents for each AEI)</li> <li>➤ Their managers</li> <li>➤ The Link Lecturer / Tutor for the practice area</li> <li>➤ The Personal Tutor / Academic Mentor / Personal Academic Coach for the student they are assessing</li> <li>➤ The relevant programme leaders</li> <li>➤ During discussions at annual appraisal</li> <li>➤ During revalidation by use of critical reflection on their role</li> <li>➤ During discussions with other Practice Assessors and Academic Assessors to share best practice and discuss assessment decisions</li> </ul> <p>Practice Assessors new to the role may wish to shadow an experienced Practice Assessor.</p> <p>There is a requirement for the Practice Assessor to demonstrate during revalidation discussion that they remain competent to fulfil the role. There will be opportunity on an annual basis to participate in discussion and updating of the role.</p>

## Practice Assessor

<p><i>Ongoing Support for the Practice Assessors...</i></p>	<p>Support and updating may be accessed via a variety of ways, including, in discussions with one of the individuals listed above who will support the Practice Assessor, by discussion forum, drop in sessions, annual learning, teaching and assessing events, online reflection and learning, annual updating or newsletters.</p> <p>These update sessions will be jointly facilitated by the Practice Placement Provider, the Practice Education Facilitators or equivalent and the Approved Education Institutions.</p>
<p><b>Allocation of Assessors to Students</b></p>	<p>Each practice learning experience area will have a nominated person responsible for allocating each student an appropriate Practice Assessor(s) as required. This will vary depending on the individual arrangements for each programme as to the points of assessment and if students are assessed on every practice learning experience or over a series of practice learning experiences.</p> <p>A database will be held in partnership with the AEI and Practice Providers which details the number of Practice Assessors and which NMC approved programme the Practice Assessor has due regard.</p> <p>For NHS Practice Partners the database will be maintained by the Practice Education Facilitators (or equivalent) and shared with the relevant AEIs who partner the practice area.</p> <p>For non-NHS Practice Learning Partners, the database may be maintained by either the Practice Partner or the AEI but must be shared between both parties.</p> <p><b>Please Note:</b></p> <p>Students studying the pre-registration midwifery programmes will continue to be supervised and assessed in accordance with the NMC (2008) Standards for learning and assessment in practice until the NMC publishes the new standards for pre-registration midwifery programmes.</p> <p>Following the publication of these standards an addendum may be made to the requirements for practice supervisors and practice assessors supporting midwifery students.</p>

<h2>Academic Assessor</h2>	
<b>NMC (2018) Part 2: Standards for student supervision and assessment</b>	<p>Student assessments are evidence based, robust and objective. Assessments and confirmation of proficiency are based on an understanding of student achievements across theory and practice. Assessments and confirmation of proficiency are timely, providing assurance of student achievements and competence.</p> <p>Assessment of students and confirmation of proficiency</p> <p>This includes ensuring the nominated academic assessor works in partnership with a nominated practice assessor to evaluate and recommend the student for progression for each part of the programme, in line with programme standards.</p>
<b>Definition</b>	<p>A registered health care professional who has completed an Academic Assessor Preparation Programme (this may be as part of a Post-graduate Certificate in Education) or demonstrates via Recognition of Prior Learning (RPL) and experience that they meet NMC (2018) outcomes for the role of Academic Assessor. See page 16 for further detail.</p> <p>The Academic Assessor will usually be employed by the AEI.</p>
<b>Criteria for the Academic Assessor</b>	<p><b>The academic assessor must be able to:</b></p> <ol style="list-style-type: none"> <li>1. Collate and confirm achievement of proficiencies and programme outcomes in the academic environment for each part of the programme they are assessing.</li> <li>2. Be working towards a Post Graduate Certificate in Education or equivalent.</li> <li>3. Be working towards a master’s level qualification.</li> <li>4. Demonstrate continual professional development with their role.</li> <li>5. Demonstrate an in-depth knowledge of the assessment process and their role within it.</li> <li>6. Have in-depth knowledge of the proficiencies and programme outcomes that the students they confirm are aiming to achieve.</li> <li>7. Demonstrate effective interpersonal communication skills, relevant to student learning and assessment and be able to effectively foster environments that encourage student empowerment.</li> <li>8. Conduct objective, evidence-based assessments of students.</li> <li>9. Provide constructive feedback and feedforward to the student to develop the students practice.</li> <li>10. Support the Practice Assessor and Practice Supervisor working where appropriate in partnership with the Practice Education Facilitators or equivalent.</li> </ol>

## Academic Assessor

<p>Criteria for the Academic Assessor...</p>	<ol style="list-style-type: none"> <li>11. Demonstrate detailed knowledge of the raising concerns policies and fitness to practice policies.</li> <li>12. Support Practice Assessors and Practice Supervisors in situations where a student is failing to progress/achieve.</li> <li>13. Demonstrate detailed knowledge of the process to ensure that students are provided with adjustments in accordance with relevant equalities and human rights legislation in all learning environments and for supervision and assessment.</li> <li>14. Ensure the equality and diversity needs of the student, Practice Supervisors and Practice Assessors are met.</li> <li>15. Be on the same part of the register as the students they will be assessing are studying towards – as follows:</li> </ol> <p>To assess a nursing student the Academic Assessor must be a registered nurse with appropriate equivalent experience for the student's field of practice.</p> <p>To assess a midwifery student the Academic Assessor must be a registered midwife.</p> <p>To assess a specialist community public health nurse (SCPHN) student the Academic Assessor must be a registered SCPHN with appropriate equivalent experience for the students' field of practice.</p> <p>To assess a SPQ student the Academic Assessor must have a SPQ annotation and have appropriate equivalent experience for the students' field of practice.</p> <p>To assess a prescribing student the Academic Assessor must be a registered healthcare professional with suitable equivalent qualifications for the programme the student is undertaking.</p>
<p><b>Preparation Programme - General:</b></p>	<p>The preparation programme content may be met by the undertaking of a Post-graduate Certificate in Education (or equivalent programme). This can be mapped to the content below, any element not addressed can be outlined as part of annual performance review, and any deficit addressed.</p> <p>Academic staff new to Higher Education will be offered opportunities to shadow experienced Academic Assessors during their probation period.</p> <p>The overall aim of this programme is to prepare Academic Assessors to undertake their role in accordance with the NMC (2018) Standards for student supervision and assessment.</p>

## Academic Assessor

### *Preparation Programme - General...*

The preparation programme content may be met by the undertaking of a Post-graduate Certificate in Education (or equivalent programme). This can be mapped to the content below, any element not addressed can be outlined as part of annual performance review, and any deficit addressed.

Academic staff new to Higher Education will be offered opportunities to shadow experienced Academic Assessors during their probation period.

The overall aim of this programme is to prepare Academic Assessors to undertake their role in accordance with the NMC (2018) Standards for student supervision and assessment.

The programme covers three main themes, including roles and responsibilities, student learning and managing concerns.

#### **Roles and Responsibilities:**

- An outline of the roles of the Practice Supervisor, Practice Assessor and Academic Assessor.
- Overview of the NMC (2018) Standards for student supervision and assessment.
- Acting as a role model in instilling the principles of the NMC (2018) *The Code* – Professional standards of practice and behaviour for nurses, midwives and nursing associates.
- Effectively supporting the Practice Supervisors and Practice Assessors.
- The function of the role in determining students' progression and achievement in collaboration with the Practice Supervisors and Practice Assessors.
- Effective record keeping providing comprehensive evidence for the conferment of progression and achievement of proficiencies.
- Engaging in reflection to enhance learning, growth and competence in self and others.
- Demonstrating currency and competence in the role as part of revalidation.

## Academic Assessor

*Preparation Programme - General...*

### **Student Assessment:**

- Developing the knowledge, skills and competence to effectively assess students.
- Ways of gathering assessment data – detail of summative assessment outcomes, discussions with Personal Tutors, records within the students Practice Assessment Document – students’ self-reflections, feedback from Practice Assessors, Practice Supervisors and service users.
- Conducting objective assessments, gathering and analysis of evidence provided by Practice Supervisors, Practice Assessors, student and others (for example service users).
- Objectivity in assessments, gathering and analysis of the evidence provided by the Practice Supervisors, Practice Assessors, the student and others (for example service users) in collaboration with the Practice Assessor.
- Making and recording objective, evidenced-based assessments on students conduct, proficiency and achievement.
- Identifying assessment points and appropriate timing of assessments – per placement- per series and progression point assessments.
- Accountability in assessment.
- Assessing students with additional learning needs/disabilities or who require reasonable adjustments.
- Ensuring equality, diversity and inclusion when conducting assessments.
- Giving effective feedback and feed-forward to facilitate students’ development.
- Academic supervision and assessment of formative and summative assessments.
- Academic supervision and assessment of formative and summative assessments.

### **Managing Concerns:**

- Supporting students who raise concerns relating to the practice learning environment.
- How to raise concerns regarding a student’s conduct, competence and performance.
- An overview of the Fitness to Practice Policies and procedures with in the AEI setting.
- Supporting students who are experiencing difficulty in meeting expected progress.
- Setting and reviewing action plans in collaboration with the Practice Assessor and Practice Education Facilitators or equivalent as appropriate, to facilitate improvement in student’s practice.
- An overview of the All Wales Action Planning Protocol.



## Academic Assessor

<p><b>Preparation Programme - Specific</b></p>	<p>This may be one or more of the following NMC approved programmes leading to initial entry or subsequent annotation to the NMC register:</p> <p>Registered Nurse – all fields of practice  Registered Midwife  Return to Practice  Specialist Community Public Health Nurse – Health Visiting – School Nursing or Occupational Health Nursing  Specialist Community Practitioner – District Nursing – Children’s Community Nursing – Practice Nursing - Learning Disabilities Nursing  Independent Prescriber (V300)  Limited Prescriber (V100/V150)</p> <p><b><i>The programme specific content will address:</i></b></p> <ol style="list-style-type: none"> <li>1. An overview of the specific programme and associated standards.</li> <li>2. Professional regulatory requirements of the programme.</li> <li>3. Specific competencies / proficiencies of the programme.</li> <li>4. Practice Assessment Documentation and requirements.</li> <li>5. Academic assessment requirements.</li> <li>6. Points of assessment / progression point criteria.</li> </ol> <p>The Academic Assessor will need to cover preparation this for all programmes for which they are assessing students, for example they may be assessing nursing, prescribing and SCPHN students and therefore will need an understanding of all three programme requirements.</p> <p>The above is the minimum programme specific content to be addressed however, programme teams can address any further content they determine relevant to the individual programme.</p>
<p><b>Allocation of Academic Supervisors to Students</b></p>	<p>The nominated Programme Leader for each NMC approved programme will have responsibility to allocate an appropriate Academic Assessor for each part of the students programme.</p> <p>The Approved Educational Institution will maintain detail of all Academic Assessors this detail will include annotation as to which programme the Academic Assessor has the appropriate experience and qualification to assess.</p>

## Programme details

### Practice Supervisors, Practice Assessors and Academic Assessors who already meet the requirements of the relevant role

#### Update Programme: minimum half day equivalent – per programme

Overview of the roles and responsibilities of the Practice Supervisor, Practice Assessor and Academic Assessor

Overview of the NMC (2018) Standards for student supervision and assessment  
An overview of the specific programme and associated standards - including:

- Professional regulatory requirements of the programme.
- Specific competencies / proficiencies of the programme.
- Practice Assessment Documentation and requirements.
- Models of Supervision (for Practice Assessors and Practice Supervisors).
- Academic assessment requirements (for Academic Assessors).
- Points of assessment / progression point criteria.

The above is the minimum programme specific content to be addressed however, programme teams can address any further content they determine relevant to the individual programme.

### Practice Supervisor full preparation

#### Full Preparation Programme: minimum one day equivalent

**Theme 1:** Roles and Responsibilities

**Theme 2:** Student Assessment

**Theme 3:** Managing Concerns

**Plus:** Specific update programme information

### Practice Assessors and Academic Assessors Full Preparation Programme

#### Minimum two-day equivalent<sup>1</sup>

**Theme 1:** Roles and Responsibilities – half day equivalent

**Theme 2:** Student Assessment - half day equivalent

**Theme 3:** Managing Concerns - half day equivalent

**Plus:** Specific update programme information: half day equivalent – per programme

<sup>1</sup> For Non-medical Prescribing, depending on prior experience of the supervisor/assessor an 'equivalent time period' for the Practice Assessor preparation may in some circumstances be a minimum of one day

## Criteria for benchmarking against roles

### **\*Practice Supervisor / Practice Assessor and Academic Assessor Preparation Programme**

A flexible approach will be adopted to help prepare Practice Supervisors, Practice Assessors and Academic Assessors for the new roles this will incorporate, multi-mode delivery including face to face, online, scenarios and videos covering agreed content.

There will be opportunity for those who already meet the role requirements by nature of previous experience and/or qualifications, to have recognition for this previous experience / previous learning and move directly into the role of Practice Supervisor, Practice Assessor or Academic Assessor – see below for further detail.

Practice Supervisor		
Can you be a Practice Supervisor?		
Review	Yes	No
Are you registered with either the NMC, GMC, HCPC, GPhC or Social Care Wales?	Once you have completed the required preparation you can fulfil the role of Practice Supervisor.	You are not able to act in the role of a Practice Supervisor but can still make a valuable contribution to students learning and development.
Have you had previous preparation to provide supervision and facilitate learning for students?	You will need to undertake the update half day (equivalent) Practice Supervisor preparation programme.	You will need to undertake the full Practice Supervisor Preparation Programme – one day (equivalent).
Are you a registrant who has previously completed a course or equivalent in relation to the NMC Standards for Learning and Assessment in Practice (SLAiP) (2008)?	You will need to undertake the update half day (equivalent) Practice Supervisor preparation programme.	You will need to undertake the full Practice Supervisor Preparation Programme – one day (equivalent).
Are you a registrant who has completed practice supervision preparation during their pre- registration programme?	You will not require any further formal preparation, but your line manager will determine your readiness to act as a Practice Supervisor.	

## Practice Assessor

### Can you be a Practice Assessor?

Review	Yes	No
Are you a registered nurse?	Once you have completed the required update preparation you can fulfil the role of Practice Assessor for a nursing student.  See also *below	You are not able to act in the role of a Practice Assessor for a nursing student but can still make a valuable contribution to students learning and development and may be able to fulfil the role of a Practice Supervisor if you are a registered health or social care professional.
Are you a registered midwife?	Once you have completed the required update preparation you can fulfil the role of Practice Assessor for a midwifery student.	You are not able to act in the role of a Practice Assessor for a midwifery student but can still make a valuable contribution to students learning and development and may be able to fulfil the role of a Practice Supervisor if you are a registered health or social care professional.
Are you a registered Specialist Community Public Health Nurse (SCPHN)?	Once you have completed the required update preparation you can fulfil the role of Practice Assessor for a student studying the SCPHN programme  See also ** below	You are not able to act in the role of a Practice Assessor for a SCPHN student but can still make a valuable contribution to students learning and development and may be able to fulfil the role of a Practice Supervisor if you are a registered health or social care professional.
Are you a registered nurse with a Specialist Practitioner Qualification (SPQ)?	Once you have completed the required update preparation you can fulfil the role of Practice Assessor for a student studying for a SPQ.	You are not able to act in the role of a Practice Assessor for a student studying for a SPQ but can still make a valuable contribution to students learning and development and may be able to fulfil the role of a Practice Supervisor if you are a registered health or social care professional.

## Practice Assessor

### Can you be a Practice Assessor?

Review	Yes	No
Are you a registered prescriber – this may be with the NMC, HCPC, GMC or GPhC?	Once you have completed the required update preparation you can fulfil the role of Practice Assessor for a student studying towards a prescribing qualification for which you have the appropriate equivalent experience.	You are not able to act in the role of a Practice Assessor for a prescribing student but can still make a valuable contribution to students learning and development.
Have you had previous preparation to provide supervision and facilitate learning for students?	You will need to undertake the update half day (equivalent) Practice Assessor preparation programme.	You will need to undertake the full Practice Assessor Preparation Programme – two day (equivalent).
Are you a registrant who has previously completed a course or equivalent in relation to the NMC Standards for Learning and Assessment in Practice (SLAiP) (2008)?	You will need to undertake the update half day (equivalent) Practice Assessor preparation programme.	You will need to undertake the full Practice Assessor Preparation Programme – two day (equivalent).

### Further information

Practice Assessors for nursing and SCPHN students do not necessarily need to have due regard, however, they do need to have the appropriate equivalent experience for the students' field of practice in accordance with the NMC (2018) Standards:

\*Nursing students are assigned to practice and academic assessors who are registered nurses with appropriate equivalent experience for the student's field of practice.

\*\*Specialist community public health nurse (SCPHN) students are assigned to practice and academic assessors who are registered SCPHNs with appropriate equivalent experience for the student's field of practice.

#### **Please note:**

Students studying the pre-registration midwifery programmes will continue to be supervised and assessed in accordance with the NMC (2008) Standards for learning and assessment in practice until the NMC publishes the new standards for pre-registration midwifery programmes. Following the publication of these standards an addendum may be made to the requirements for practice supervisors and practice assessors supporting midwifery students.

<b>Academic Assessor</b>		
<b>Can you be an Academic Assessor?</b>		
<b>Review</b>	<b>Yes</b>	<b>No</b>
Are you a registered nurse with or working towards a PGCert Ed or equivalent?	Once you have completed the required preparation you can fulfil the role of Academic Assessor for a nursing student. See also * below	You are not able to act in the role of an Academic Assessor for a nursing student.
Are you a registered midwife with or working towards a PGCert Ed or equivalent?	Once you have completed the required preparation you can fulfil the role of Academic Assessor for a midwifery student.	You are not able to act in the role of an Academic Assessor for a midwifery student.
Are you a registered Specialist Community Public Health Nurse (SCPHN) with or working towards a PGCert Ed or equivalent?	Once you have completed the required preparation you can fulfil the role of Academic Assessor for a student studying the SCPHN programme See also ** below	You are not able to act in the role of an Academic Assessor for a SCPHN student.
Are you a registered nurse with a Specialist Practitioner Qualification (SPQ) and have or are working towards a PGCert Ed or equivalent?	Once you have completed the required preparation you can fulfil the role of Academic Assessor for a student studying for a SPQ.	You are not able to act in the role of an Academic Assessor for a student studying for a SPQ.
Are you a registered prescriber – this may be with the NMC, HCPC, GMC or GPhC, with or working towards a PGCert Ed or equivalent?	Once you have completed the required preparation you can fulfil the role of Academic Assessor for a student studying towards a prescribing qualification for which you have the appropriate equivalent experience.	You are not able to act in the role of an Academic Assessor for a prescribing student.
Do you meet the criteria for an Academic Assessor as detailed on pages 11-12?	You will need to undertake the update half day (equivalent) Academic Assessor preparation programme.	You will need to undertake the full Academic Assessor Preparation Programme – two day (equivalent).
Have you had previous experience in assessing and confirming student's progression and achievement?	You will need to undertake the update half day (equivalent) Academic Assessor preparation programme.	You will need to undertake the full Academic Assessor Preparation Programme – two day (equivalent).

### Further information

Academic Assessors for nursing and SCPHN students do not necessarily need to have due regard, however, they do need to have the appropriate equivalent experience for the students' field of practice in accordance with the NMC (2018) Standards:

\*Nursing students are assigned to practice and academic assessors who are registered nurses with appropriate equivalent experience for the student's field of practice.

\*\*Specialist community public health nurse (SCPHN) students are assigned to practice and academic assessors who are registered SCPHNs with appropriate equivalent experience for the student's field of practice.

**Please note:**

Students studying the pre-registration midwifery programmes will continue to be supervised and assessed in accordance with the NMC (2008) Standards for learning and assessment in practice until the NMC publishes the new standards for pre-registration midwifery programmes. Following the publication of these standards an addendum may be made to the requirements for practice supervisors and practice assessors supporting midwifery students.