



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



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Introduction and overview of all Wales elements

Realising professionalism: Nursing and Midwifery Council Standards for education and training (NMC 2018)



Addysg a Gwella 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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Once for Wales 2020 Nursing and Midwifery Education **Realising professionalism: Standards for education and training**

1. Background

The All Wales Pre-Registration Nursing and Midwifery Initiative originally commenced in 2001 in preparation for implementation of Fitness to Practice programmes. Collaboration has continued through subsequent introduction of programmes between all Approved Education Institutions (AEIs) and Practice Partner organisations in Wales that offer pre-registration Nursing and Midwifery programmes leading to professional registration.

The All Wales Pre-Registration Nursing and Midwifery Group continues to oversee development of core programme elements common across Wales. The Group has been expanded in preparation for implementation of current NMC *Standards for education* (2018). Group membership includes service user and carer representation; all existing Wales AEI programme providers (and prospective programme providers); all Health Boards/Trust Practice Learning Environment Providers; Chief Nursing Office Wales; Health Education and Improvement Wales (HEIW) commissioners; Programme Manager (HEIW); Royal College of Nursing Wales; and student representation. Representation from Prescribing, SCPHN and SPQ programmes in relation to the All Wales Pre-Registration Nursing and Midwifery Group has been in a consultative capacity, with midwifery programme progression awaiting the full complement of standards.

Core elements of the *Once for Wales 2020* Nursing and Midwifery Education approach include:

- Values based principles underpinning the recruitment and selection of applicants to the pre-registration nursing and midwifery programmes.
- Guidelines for Part 2 NMC *Standards for student supervision and assessment* (2018) Practice Supervisor, Practice Assessor and Academic Assessor roles and requirements.
- All Wales Practice Assessment Document and Ongoing Record of Achievement for Pre-registration Nursing Programmes.
- Educational Audit of the Practice Learning Environment.
- Student Evaluation of Practice Learning Experiences.

The *Once for Wales 2020* approach is underpinned by *Welsh Language (Wales) Measure* (2011) in that Welsh language should be treated no less favourably than the English language and individuals should be able to live their lives through the medium of the Welsh language if they choose to do so. This will manifest itself in the day to day operations of public bodies acting in Wales by a series of Standards regulations which guide the implementation of a broad range of bilingual services. The *Well-being of Future Generations Act* (Wales) 2015 includes the well-being goal of “A Wales of vibrant culture & thriving Welsh Language” and the ambition of the Welsh Government is to see the number of people able to enjoy speaking and using Welsh reach a million by 2050 encapsulated by *Cymraeg 2050: Welsh language strategy* (2017).

The approach to strategic implementation of NMC *Standards for education* (2018) taken in Wales has been overseen by the All Wales Pre-Registration Nursing and Midwifery Group, a Project Manager and representation from service users and carers, students, all Approved Education Institutions, Practice Partners and other key stakeholders (Appendix A). There have been a series of regional workshops carried out across Wales with key stakeholders (Dec-April 2019) hosted at venues within all AEIs and Health Boards across Wales. Collectively, these engagement events included over a thousand individuals, representative of all stakeholder groups (Appendix B). A second series of *Once for Wales 2020* events across Wales (Sept-Dec 2019) will act to provide further engagement and feedback on all Wales developments and common elements in relation to NMC Standards for education and training.

This collaborative approach has produced common, standardised processes throughout Wales with less duplication of resources, and helped ensure a consistency of approach for students, supervisors and assessors in practice learning environments. A further benefit is that students, throughout their programme will continue to be assessed in practice using a common set of agreed criteria helping to ensure a comparable expectation, skill set and quality of registrants entering the professions across Wales. Thus far, the focus has centred on nursing programmes with plans to advance the development of midwifery programmes using similar processes.

The All Wales Pre-Registration Nursing and Midwifery Group, whose remit is sanctioned by the Chief Nursing Office for Wales, continues to meet regularly in relation to implementation of new programmes to meet NMC *Standards for education* (2018).

2. Values based principles to support the recruitment and selection and admission of applicants to the for pre-registration nursing and midwifery programmes

This element has been reviewed and updated by the All Wales Admission and Selection Group, which have been a sub group of the All Wales Pre Registration Nursing and Midwifery Group, comprising Admissions Tutors all AEIs in Wales and other key stakeholders. The principles address commonalities and key areas ensuring public safety in relation to selection, whilst at the same time allowing some flexibility to meet the needs and requirements of each AEI interview process in collaboration with practice partner organisations, students, service user and carers.

The All Wales recruitment and selection principles encompass values based attributes required on entry to programmes, widening of access, social inclusion and increasing flexibility for programmes. The principles also facilitate the selection of applicants to meet the specific demands of practice in the context of a modern, multi-cultural, bilingual Wales, ensuring equality and diversity and under-representation of population groups.

3. Programmes to meet Part 2 NMC *Standards for student supervision and assessment* (2018) requirements, preparation and on-going support for the roles of Practice Supervisor, Practice Assessor and Academic Assessor Roles.

This document outlines the requirements of Part 2 NMC *Standards for student supervision and assessment* (2018). Criteria are identified for Practice Supervisor. Practice Assessor and Academic Assessor roles across pre and post registration nursing, midwifery and prescribing programmes. General and role specific content for the preparation of practice supervisor and assessor roles are detailed. Requirements for the ongoing support of practice supervisor and assessor roles, methods for allocation of roles and indication of varying models of supervision and assessment are also included. It is intended that there will be consideration of an addendum added for midwifery programmes following publication of midwifery programme standards and further stakeholder involvement.

4. Assessment of proficiency of NMC Future Nurse: Standards of proficiency for registered nurses (2018)

An All Wales Practice Assessment Document to assess pre-registration nursing students during practice learning experiences has been developed in collaboration with service users and carers, current students, AEI and practice colleagues. The document has been designed to meet the requirements of the NMC *Future Nurse: Standards of proficiency for registered nurses* (2018). The Practice Assessment Document reflects NMC *Future Nurse Standards* (2018) and specifies the knowledge and skills that registered nurses must demonstrate when caring for people of all ages and across all care settings. The document contains one set of common proficiencies to be assessed within the context of a student's chosen field of practice.

A Practice Assessment Document Work Stream comprising members of the All Wales Pre-Registration Nursing and Midwifery Group was convened to oversee development of the document and respond to wider stakeholder perspectives. Feedback from a series of regional workshops across Wales has contributed significantly to the development of the Practice Assessment Document. This co-production process, where draft practice assessment documentation was scrutinised by 1032 workshop participants, has ensured involvement of a cross section of service users, carers, current students and colleagues from education and service.

Service users, carers and current students have also been part of specific workshops which have co-produced a revised service user / carer student feedback form to provide formative information for individual students on their approach to care. The form has been designed to be accessible for completion by all people who use services. This form, with accompanying guidance is incorporated within the Practice Assessment Document.

All Wales Pre-registration Nursing and Midwifery Group members have also agreed to work towards hosting the Practice Assessment Document on respective AEI organisation electronic platforms, with secured access by students, AEI and practice organisation supervisors and assessors. Likewise, midwifery are planning an all Wales approach following publication of programme standards.

5. Educational Audit of the Practice Learning Environment

The educational audit document has been revised by the All Wales Pre-registration Nursing and Midwifery Group based on feedback received. The audit document applies to all pre and post registration programmes and was disseminated widely to AEI and service colleagues for comments and revised accordingly. Educational audit of practice learning environments will continue to be undertaken once every two years with an annual review. However, should external or internal intelligence highlight any concern relating to a practice learning environment an immediate review would be undertaken.

6. Student Evaluation of Practice Learning Experiences

This document includes a questionnaire for students to evaluate practice learning experiences identifying data concerning quality assurance of practice learning environments and reflect NMC *Realising professionalism: Standards for education and training* (2018) and National Students Survey benchmarks, thereby enabling AEIs and practice partners to build on strengths identified and introduce measures where improvement is required.

7. Programme evaluation

Ongoing evaluation of the *Once for Wales* approach is considered by the collaborative partnership as a vital component of the work of the group and discussions will be added to agendas at future All Wales meetings post Gateway 4 to consider operationalising a robust evaluation process.

8. Summary

The *Once for Wales 2020* approach can demonstrate a positive commitment to co-production and collaborative development with service users and carers, students, practitioners, educationalists, commissioners for health and Welsh Government with each partner having an equal and valuable contribution.

Appendix A: Process of work towards implementation of NMC Standards for education

Development of documents

The All Wales Pre-Registration Nursing and Midwifery Group has met throughout 2018 and 2019 to progress work on the NMC Standards for education. A number of work streams were identified to operationalise development of each of the elements of All Wales work (selection and recruitment principles; roles and requirements of practice supervisors and assessors; practice assessment documentation; education audit; student evaluations mechanism). Work stream members produced a number of versions of draft documents with ongoing revisions as a result of regional co-production workshops.

Co-production workshops

Thirty-four separate regional workshops were arranged over a five month period (Dec 2018 - April 2019) and attended by over one thousand participants including service users and carers, students, service and educational representatives from stakeholder AEIs, Health Boards and Independent Sector providers. Professional bodies and other key groups in Wales. The aim of workshops was to review and contribute to revision of all Wales documents drafted by All Wales Pre-Registration Nursing and Midwifery Group Work Streams including practice assessment documentation, and to discuss operational implications of models of student supervision and assessment. Between workshops, documents were further developed as a result of a series of Work Stream meetings and through electronic communication. Revised documentation was then disseminated in subsequent workshops and electronic communication with workshop participants.

Stakeholder engagement:

Service use and carer representatives from All Wales People First Groups in Wales; Teaching and Research Advisory Committee (TRAC) University of South Wales; Service User and Carer Involvement Group Swansea University; Health Board Service User and Carer Involvement groups; Nursing students in all Welsh AEIs; Educational colleagues in all six AEIs in Wales; Service colleagues in all Health Boards in Wales and Independent Sector; Chief Nursing Office Wales; RCN Wales.

Documents have been utilised by each AEI in development of individual curricula and implementation of models of supervision and assessment to ensure integration of theory and practice.

Appendix B: First phase Wales Workshop Schedule (December 2018-April 2019)

Date	Venue	Time	Organisation
18.12.18.	Room 3, MPEC Centre, Princess of Wales Hospital, Bridgend	10-3pm	Wales Practice Education Facilitator Forum
08.01.19.	Room 114, Haldane Building, Swansea University	10-1pm	Regional SCPHN & District Nursing Group
16.01.19.	Glyndwr Building Room 143: Service user/carer/student group	2-4pm	Swansea University
29.01.19.	Seminar rooms 2&3, Cochrane Building Cardiff University	10-5pm	Cardiff & Vale University Health Board
30.01.19.	Glyndwr Building Room 143, Swansea University	1-5pm	Swansea University
04.02.19.	Royal Glamorgan Hospital Seminar Room 3	1.30-4.30pm	Cwm Taf University Health Board
08.02.19.	Aneurin Bevan Building EM120, University of South Wales	9-1.30pm	University of South Wales
13.02.19.	Prince Charles Hospital Lecture Theatre	1-5pm	Cwm Taf University Health Board
14.02.19.	Singleton Hospital Chapel	1-5pm	ABMU Health Board
18.02.19.	Royal Glamorgan Hospital Seminar Room 3	1.30-5pm	Cwm Taf University Health Board
21.02.19.	Aneurin Bevan Building service user, carer & student session	1-3pm	University of South Wales
21.02.19.	Service user, carer & student session	1-3pm	Bangor University
27.02.19.	Ysbyty Glan Clwyd service user, carer & student session	9.30-12.30pm	Betsi Cadwaladr UHB/Bangor AEI
27.02.19.	Room 3 Old Crèche Building Ysbyty Glan Clwyd, Bodelwyddan	1-5pm	Betsi Cadwaladr UHB/Bangor AEI
28.02.19.	Lecture theatre post grad centre Ysbyty Gwynedd	9.30-12.30pm	Betsi Cadwaladr UHB/Bangor AEI
28.02.19.	Lecture theatre post grad centre Ysbyty Gwynedd	1-5pm	Betsi Cadwaladr UHB/Bangor AEI
01.03.19.	Room 1, 2 & 3 in Archimedes Centre Wrexham	9.30-12.30pm	Betsi Cadwaladr UHB/Glyndwr AEI
07.03.19.	Moving and Handling Training Room Withybush Hospital	1-5pm	Hywel Dda University Health Board
08.03.19.	Ystradgynlais Community Hospital Conference room	1-5pm	Powys Teaching Health Board
11.03.19.	Llandrindod Hospital Care Cabin, Llandrindod Wells	1-5pm	Powys Teaching Health Board
13.03.19.	Newtown Hospital meeting room	1-5pm	Powys Teaching Health Board
15.03.19.	Lecture Room 2, Morriston Hospital Education Centre	1-5pm	ABMU Health Board
21.03.19.	Neath Port Talbot Hospital Education Centre	1-5pm	ABMU Health Board
22.03.19.	Boardroom, Prince Phillip Hospital, Llanelli	1-5pm	Hywel Dda University Health Board
25.03.19.	Boardroom, Glangwilli Hospital	1-5pm	Hywel Dda University Health Board
27.03.19.	Training rooms 1 and 2, Bronllys Hospital	1-5pm	Powys Teaching Board
28.03.19.	Lecture room A, Princess of Wales Hospital, Bridgend	1-5pm	ABMU Health Board
01.04.19.	Llanfrechfa Grange Hospital Main Hall	9-1pm	Aneurin Bevan University Health Board
02.04.19.	Bronglais Hospital Venue Main Meeting Room	1-5pm	Hywel Dda University Health Board
08.04.19.	Regional Event Christchurch Centre Newport	10-4pm	Wales regional stakeholders

Second phase Once for Wales 2020 presentation events (July-Dec 2019)

Event no.	Date	Time	Venue	Organisation
1.	23.07.19.	9-4pm	Main Lecture Theatre	University of South Wales
2.	7/14/20.08.19.	9-12pm	Aneurin Bevan Building	University of South Wales
3.	6/12/19.09.19.	9-12pm	Aneurin Bevan Building	University of South Wales
4.	17.09.19.	10.30-12/2-3.30	Ysbyty Glan Glwyydd	Betsi Cadwaladr UHB
5.	18.09.19.	10-12/2-4	Ysbyty Gwynedd	Betsi Cadwaladr UHB
6.	19.09.19.	10-12/2-4	Archimedes Centre Wrexham	Bangor/Glyndwr Universities
7.	23.09.19.	2-3.30	Lecture Theatre Princess of Wales Hospital	Cwm Taf Morgannwg UHB
8.	25.09.29.	10-12	Lecture Theatre, Withybush Hospital	Hywel Dda UHB
9.	26.09.19.	11-2	OU Cardiff	Open University
10.	30.09.19.	1-2.30	Library Seminar Room Bronglais	Hywel Dda UHB
11.	02.10.19.	10-12/2-3.30	Morrison Hospital	Swansea Bay UHB
12.	08.10.19.	1-2.30	Ystradgynlais Hospital	Powys UHB
13.	10.10.19.	2-3.30	Post Grad Centre Prince Phillip Hospital	Hywel Dda UHB
14.	15.10.19.	10-12/2-3.30	Singleton Chapel	Swansea Bay UHB
15.	16.10.19.	1-2.30	Prince Charles Hospital Lecture Theatre	Cwm Taf Morgannwg UHB
16.	17.10.19.	10.30-12.30	Board Room Glangwilli Hospital	Hywel Dda UHB
17.	22.10.19.	1-2.30	Hafren Ward Bronllys Hospital	Powys UHB
18.	24.10.19.		Aneurin Bevan Building	University of South Wales
19.	25.10.19.	10-12	Neville Hall Hospital	Aneurin Bevan UHB
20.	31.10.19.	1-2.30	Conference Room Llanidloes Hospital	Powys Health Board
21.	12.11.19.	1-3	Neville Hall Hospital	Aneurin Bevan UHB
22.	13.11.19.	2-3.30	Neath Hospital Lecture Theatre	Swansea Bay UHB

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