The Role of the Practice Supervisor and Assessor during the Emergency Period

The Emergency Standards for Nursing and Midwifery Education (NMC 2020)

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This update will provide:

• An overview of the Emergency Standards

• A review of the role Practice Supervisor and Assessor (NMC 2018)

• Enable transition from the mentor / sign off mentor role to Practice Supervisor and Assessor

• Clarify the Practice Supervisor and Assessor role for the duration of the NMC Emergency Standards

• Consider the student role and responsibilities

• The use of ‘Protected Learning Time’ as a learning strategy

• Additional sources of support and information
Overview of the Emergency Standards (NMC 2020)

- All health and social care registrants may be practice supervisors.
- Current practice supervisors may act as assessors.
- Temporary registrants may supervise but not assess student practice.
- The mentor role is superseded by the practice supervisor and assessor role.
- Students are not supernumerary.

Yr 2 and yr 3 first 6 months can complete P/T contracted placements (80% practice).
Year 3 final 6 months can complete their programme on full time contracted placements.
‘NMC registered nurses, midwives, nursing associates and other registered health and social care professionals’

(NMC 2018)

Roles and Responsibilities will include

- Being a role model
- Support learning within your scope of practice
- Provide appropriate supervision and feedback
- Have relevant knowledge and experience of your clinical area
- Contribute to assessment by providing feedback
- Confidently share observations and feedback with practice and academic assessors
- Raise concerns appropriately using the relevant protocols
## How the Practice Supervisor role is applied

### Effective practice Learning
- The Code (NMC 2018a) requires us to support learners to develop practice
- Students are no longer supernumerary but require protected learning time
- Students need support to realise learning opportunities
- Increased pastoral support needs

### Supervision of Students
- Provide feedback to the practice assessor and student
- Supporting students to develop practice by reinforcing their student role whilst they complete a contracted placement
- Address concerns promptly with the student and their practice assessor

### Assessment of students and confirmation of proficiency
- If confident and not a temporary registrant, supervisors may be an assessor.
- Click on [this link](#) to clarify knowledge and skills for the practice supervisor and assessor role. The organization education link will provide additional support
- Document concerns about a student’s level of achievement to help the practice assessor and student plan a way forward. The [Essential Guide, P11](#) provides guidance on documenting feedback
The Practice Assessor

The practice assessor will be a registered nurse, midwife, nursing associate, or specialist community public health nurse (SCPHN). For prescribing programmes, the practice assessor can be any qualified and experienced prescriber. ’

(NMC 2018)

Roles and Responsibilities

- Conduct assessments to CONFIRM achievement of proficiency and programme outcome for practice learning
- Seek relevant feedback and evidence to ensure that an objective, evidence-based assessment has been made
- Maintain and develop current knowledge and expertise relevant for the proficiencies and programme outcomes being assessed
- Are able to link with academic assessors to review student progression
- Able to work with the student to inform decisions regarding assessment
- Have knowledge of the student programme and assessment process
How the Practice Assessor role is applied

Effective practice Learning

- The Practice Supervisor and Practice Assessor roles can be the same person
- Communicate with colleagues supervising practice
- Promote the student role; the contract element may cause uncertainty
- Clarify expectations and record discussions. The Essential Guide, P9-11 provides guidance on the interview process, nature of evidence and feedback.
- Ensure the student works within their scope of practice

Supervision of Students

- Review progress regularly; provide feedback to help a student develop their practice
- Be honest, if you have a concern speak to the student
- Liaise with the Practice Supervisor and the Academic Assessor to monitor progress
- Confirm the evidence you will require to ‘confirm’ the assessment, a suggested evidence proforma has been provided to students. They are available in the HSS Covid 19 area

Assessment of students and confirmation of proficiency

- Review the feedback and evidence to confirm achievement and document decision
- Managing concerns in a timely manner and seek support from the Academic Assessor
- Liaise with the Academic Assessor to clarify decisions. The assessment strategy explains roles and responsibilities. Click on the relevant link to access this: Year 3, last 6 months / Year 2 and year 3, 1st 6 months.
Protected Learning Time

‘as time in a health or care setting during which students are learning and are supported to learn.’

(NMC 2018)

• Students are completing contracted placements
• They will have workloads to achieve.
• They may become task focussed and not appreciate the opportunities to develop their practice

Strategies

• Coaching can encourage students to take the lead
• Question more and encourage rationale
• Be clear about expectations.

‘better a guide on the side than sage on the stage’

Durgahee 1998
Protected Learning Time

Pause the powerpoint

• Click on the picture to follow the link; this may take a moment. Listen to the Practice Supervisor/ Assessor's concern

• Review the strategies for promoting protected learning time in the Essential Guide Page 5
A recap of Andy’s concern

‘Hi I am a Practice Assessor to Jenny. She is a second year student nurse on her second placement of the year. During the Covid 19 period she has opted into a paid placement as a band 3. In her first 2 weeks of placement, she has not undertaken any supervised drug rounds with qualified staff as the ward has been extremely busy. Also drug administration is not part of the role of a band 3. Jenny believes she should be given this opportunity and not just undertake the allocated tasks. How can I support the dual role of student and band 3 nurse’

• What actions might you take?

• How would you clarify Jenny’s role in relation to her contract and assessment requirements?

• What is the risk if Jenny is not supported to develop her knowledge and skills as a Year 2 student?
Student Role and Responsibilities

- Knows assessment requirements and submission dates
- Confirms theory timetable
- Organises Interview
- Discusses concerns promptly
- Understands scope of practice
- Utilises protected learning opportunities effectively
- Is questioning of themselves and others
- Proactive in clarifying learning needs
- Collates evidence ready for assessment
Helping students to manage their placements

Jo is a second year student who has opted in to complete practice during the emergency period. This means she has her time split as 80% practice; 20% theory. The placement is nearing the midway point and Megan, as her practice supervisor, has been asked to review Jo’s placement with her.

View the clip of the midway discussion.

• What are the key issues?
• Using knowledge, skills and professional attributes as a guide, document the interview (additional guidance in the Essential Guide Page 11)
• Review the Assessment Process and Concerns Protocol
• Who could Megan gain support from?
What Megan did next…..

• Not confident to be the assessor at this stage
• Contacted Practice Education team
• When next possible, I spoke to the Practice Assessor
• Clarified assessment requirements
• Documented interview within the student’s portfolio.
• Practice Assessor liaised with Academic Assessor
• Academic Assessor offered support to Jo, including contact details for student services at the university
• Development plan identified and recorded
In summary

- The Practice Supervisor and Practice Assessor can be the same person.
- A Temporary Registrant may act as a Practice Supervisor but not a Practice Assessor.
- If you are a Practice Supervisor you can act as a Practice Assessor. You will need to consider your scope of practice.
- The Sign-off midwife mentor has been superceded by the Practice Supervisor and Assessor role.
- Students are completing placements in locations ‘out of area’. They will have elected to undertake placements outside the placement ‘footprint’ of their university.
- You may not be familiar with the assessment process and will need to seek additional support from the student’s education provider.
- The student is an employee and will need support to identify their scope of practice.
- Students will no longer be supernumerary but will require protected learning time.
Further Actions

• You can complete a reflection as evidence of your update
  - Download the NMC reflective template [here](#)

• Download and complete the practice supervisor/ assessor criteria

• Contact your practice education link to identify additional support / training opportunities

• If you are acting as a practice assessor for the first time you may consider using a buddy approach as a support

• Clarify support links and contact details
  - Organisation Practice Education Team
  - Link Midwifery lecturer
  - Academic Assessor
  - University Practice Learning Adviser Team  [upla@bournemouth.ac.uk](mailto:upla@bournemouth.ac.uk)
References and Resources

References


Resources

Bournemouth University Placement information

- **HSS Placements** – general information about placement guidance and support
- **COVID 19 specific information** – this area contains guidance about placements during this time
- **Essential Guide** – This guide includes hints and tips about managing placements

The Standards for Student Supervision and Assessment (NMC 2018)

- **The role of the Practice Assessor and Practice Supervisor**

Guidance for students and Educators including well being links

- **NMC Covid19 area**

Students portfolios can be found at the online platform of [OPALBU.com](http://OPALBU.com). There is a simple registration process. If you need assistance please contact the UPLA team (upla@bournemouth.ac.uk)