

# Pan London Practice Learning Group

## Roles and Responsibilities

Supported by



University of Hertfordshire **UH**



**PLPLG**  
*Developing London's Future Nurses Together*

# Aims and Learning Outcomes

- ▶ To transfer from current mentor roles to new roles of Practice Supervisor (PS) and Practice Assessor (PA);
- ▶ Examine interpersonal and communication skills for providing feedback to students related to their performance
- ▶ Demonstrate knowledge related to the role of PS/PA working in partnership with Academic Assessor (AA) to supervise and assess students
- ▶ Discuss the new NMC standards and proficiencies relevant to the student's programme of study
- ▶ Demonstrate self-reflection, linked to own development needs and revalidation

# Changes to the NMC

- ▶ Effective 28th January 2019
- ▶ Changes to student preparation
- ▶ Changes to standards for supervision and assessment of students in placement
- ▶ Pan-London Practice Assessment Document (PAD) will take effect September 2019
- ▶ New roles and responsibilities
  
- ▶ NMC Standards for Supervision and Assessment - <https://www.nmc.org.uk/globalassets/sitedocuments/education-standards/student-supervision-assessment.pdf>

# NMC Standards for Student Supervision and Assessment

- ▶ Outcome focused
- ▶ Allow for local innovation in programme delivery
- ▶ Designed to work across all programmes and settings
- ▶ Flexible however must fulfil the NMC standards
- ▶ Students must be supported to learn in practice
- ▶ May include supernumerary status for students
- ▶ Level of supervision depends on needs of individual students and may decrease in line with confidence and competences
- ▶ Appropriate adjustments should be made in accordance with human rights legislation

# Practice Learning

- ▶ Complies with the NMC Standards designed to meet proficiencies and outcomes relevant to the programme
- ▶ Appropriate systems, processes, resources and individuals to ensure safe and effective coordination of learning
- ▶ Named person for each practice setting to actively support students and address concerns
- ▶ Students aware of the support and opportunities available
- ▶ Students empowered to be proactive and to take responsibility
- ▶ Opportunities to learn from a range of relevant people
- ▶ Inclusive learning experiences tailored to stage of learning and programme outcomes
- ▶ All healthcare practitioners contribute to practice learning

# Learning in practice

**ALL healthcare professionals contribute  
to student learning, supervision and  
assessment**



# General Discussion

- ▶ What changes in roles and responsibilities are you aware of?
- ▶ How will these impact on the workplace and on the student?

# Learning in Practice

Practice  
Supervisor

Practice  
Assessor

Academic  
Assessor

Student

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graph BT; Student --> Supervisor[Practice Supervisor]; Student --> Assessor[Practice Assessor]; Student --> Academic[Academic Assessor];
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# Practice Supervisor

- ▶ Role model
- ▶ Supports learning within scope of practice to enable student to meet proficiencies and outcomes
- ▶ Provides feedback on progress
- ▶ Has current knowledge and experience of area
- ▶ Contributes to student's record of achievement
- ▶ Contributes to student assessments
- ▶ Shares relevant observations with practice assessor and academic assessor
- ▶ Raises concerns when appropriate (with support)

# Practice Assessor

- ▶ Conduct assessments with feedback from practice supervisors
- ▶ Make and record objective, evidence-based assessments
- ▶ Maintain current knowledge and expertise
- ▶ Work in partnership with nominated academic assessor
- ▶ Ensure sufficient opportunities to observe student in the setting
- ▶ Gather and coordinate feedback on student performance
- ▶ Have an understanding of the student's learning and achievement
- ▶ Collaborate with academic assessors at scheduled relevant points in programme
- ▶ May not be practice supervisor and academic assessor for same student
- ▶ Support learning in line with NMC standards

# Activity

- ▶ Using the worksheet you have been given, consider who is responsible for each activity
- ▶ There may be more than one answer to some!

# PLPAD 2.0 OAR Documentation and Assessment

## Practice Supervisor

*Completes:*

- ▶ Initial interview per placement
- ▶ Mid-point professional values
- ▶ Contributes to Assessment of proficiencies based on scope of practice
- ▶ Signs off Service User Feedback
- ▶ Signs /completes off inter-professional working page

## Practice Assessor

*Completes:*

- ▶ Signs off initial interview per placement
- ▶ Mid-point and final interview per placement
- ▶ Final professional values per placement
- ▶ Episode (s) of care
- ▶ Medicines Management
- ▶ Completes OAR at end of each placement & at programme progression

# Academic Assessor

- ▶ Confirm student achievement of proficiencies and programme outcomes in the academic environment
- ▶ Make and record objective, evidence-based decisions
- ▶ Maintain current knowledge and expertise
- ▶ Works in partnership with a nominated practice assessor to evaluate and recommend the student for progression for each part of the programme,
- ▶ Have an understanding of the student's learning and achievement in practice
- ▶ Collaborate with practice assessors at relevant points in programme structure

# Assessment Activity

Consider the following scenarios and for each identify who is the most appropriate person to deal with these:

- ▶ A Learning Disabilities student nurse on placement is struggling with confidence issues
- ▶ An adult student nurse on a general medical ward starts to re-sheath a needle after drawing up an antibiotic
- ▶ A second year child student nurse on placement in the Children's Emergency Department is struggling with drug calculations for their medicines management
- ▶ A Mental Health student nurse on placement in CAMHS Eating Disorder unit has complained about being given an action plan on time-keeping
- ▶ A first year student is coming towards end of placement and needs the PAD document signing off

# References

- ▶ [www.nmc.org.uk/globalassets/sitedocuments/education-standards/student-supervision-assessment.pdf](http://www.nmc.org.uk/globalassets/sitedocuments/education-standards/student-supervision-assessment.pdf)