Mentor Preparation for Practice Assessor and Practice Supervisor roles - aide memoire for Lecturers delivering up date in absence of IT access

Areas to cover:

1. Any questions and concerns to start with?
2. What is new for student support and supervision?
3. Introduction to new NMC education standards
4. Key changes to pre reg progammes
5. Key changes to Standards for Student Supervision and Assessment
6. Role of PS, PA and AA
7. Transition arraignments in Leeds

In addition to our traditional 3 year University based student nurses, **new learners** to support:

* Associate/ assistant practitioner roles - employer led; in- house
* Nursing Associates – NMC regulated (education; practice standards; register; code) – employer “owned”. Known as Trainee Nursing Associates (TNAs) – difference between student nurse and TNA
* Apprentice Nurses - 4 years; same curriculum and NMC standards as traditional student nurses – employer “owned” Known as Degree Nursing Apprentices (DNAs)

**Changes to student practice assessment documents** (PADs):

1. To reflect new NMC pre – registration standards
2. To move all learners onto electronic v. paper documents via PebblePad and Pebblepocket software (ePADs)
3. To move towards a pan England PAD - at this point LU and LB are part of Pan Midlands, Yorkshire and East working group – aim of one standard PAD for ALL nursing students regardless of University

**New NMC Education standards published 2018 – must be in place by September 2020 – but can “run out” students on old programmes**

**Key changes:**

* NMC SLAiP (2008) standards will cease to apply - now known as SSSA
* The term ‘mentor’ will no longer be used and the traditional role of a mentor will change as supervision and assessment roles separated
* The sign-off mentor (SOM) role will cease to exist
* Practice learning and support of students will officially be the responsibility of every registered practitioner, as stipulated in the NMC Code (2018)
* The 40% mentor- student contact requirements will be removed
* Triennial review will no longer be a requirement for Practice Assessors
* Other registered professionals (non-nurses / midwives) can participate in the supervision of students
* “***Students are empowered to be proactive and to take responsibility for their learning”*** (NMC S4SSA p.5) – move towards coaching approaches e.g. CELL model in Leeds

1. **Role of Practice Supervisor (PS)**

Any registered health professional after preparation can supervise students, act as a role model and provide feedback to support the student ***“..to meet their proficiencies and programme outcomes.”*** They will contribute to student practice assessment documents by “.. ***periodically recording relevant observations on the conduct, proficiency and achievement of the students they are supervising****”* and **“*contribute to student assessments”*** and “***engage with Practice Assessors***”. May be one or more PS for each student per placement.

1. **Role of Practice Assessor (PA)**

Must be registered nurse/midwife for student nurses/ midwives or registered nursing associate for TNAs. (PA does not have to be same field as student, if has appropriate equivalent experience for field). Student must have named Practice Assessor for a practice placement or series of placements. Practice Assessors conduct assessments to confirm achievement of proficiencies and progression, informed by feedback from PSs. They ***“..make and record objective evidence based assessments………. drawing on student records, direct observations, and student self – reflection and other resources.***” The Practice Assessor “..***periodically observe[s] the student across environments in order to inform decisions..”***

***N. B. PA CANNOT ACT AS PS AND PA FOR SAME STUDENT ON A PLACEMENT***

In the transition period in Leeds, current up dated mentors/sign off mentors will become first wave of PAs with preparation. Current SLIP programme at Leeds Uni and Leeds Beckett prepares staff for both Mentor and Practice Assessor role. Eventually NMC approved SLIP mentorship programme will be replaced with a PA preparation programme as NMC require PAs to “***undertake preparation or evidence prior learning and experience“***  to demonstrate specific PA competencies.

PSs can be any registered HP with suitable preparation - will be done as part of preceptorship or e -learning packages , and eventually will be integrated into pre reg programmes so students will exit with supervisory skills

1. **Role of Academic Assessor (AA**) (Expect this to be University staff, NMC Registered.) Academic Assessor works”… ***in partnership with Practice Assessor to evaluate and recommend student for progression for each part of the programme..”.***  Collates and confirms information on student’s achievements in practice and academic work. Academic Assessor is allocated to the student for each part / year of the programme then changes for the next part / year.

Across Leeds there will be a transitional period for implementing the new standards:

Likely to be:

* All student nurses from University of Leeds need Mentors and SOMs until September 2023
* From September 2020, year 1 and 2 student nurses, and year 1 and 2 Trainee Nursing Associates from Leeds Beckett will come under new SSSA standards so need PAs and PSs NOT mentors.
* Year 3 student nurses Leeds Beckett will continue on old standards so will need mentors and assessors until they complete. Most will compete by end of 2021 but there will be some student nurses around who may be on the old standards for longer

SO ALL MENTORS WILL HAVE CHANGE IN ROLE AT SOME POINT OVER NEXT 3 YEARS. BUT FOR MOMENT ALL NEED TO CARRY ON WITH TRIENNIEL REVIEWS, SOM training AND NEW MENTORS DOING SLIP PROGRAMMES (which prepares for both mentor and PA role)

DCC

9/2019