



# **UWE Nursing & Midwifery**

## **Standards for Student Supervision & Assessment (SSSA) (NMC 2018)**

**Realising Professionalism: Standards for education & training – Part 2: Standards for student supervision & assessment (SSSA) (NMC 2018)**

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## Introduction

The Nursing & Midwifery council (NMC) has introduced new Standards for Education entitled 'NMC Realising professionalism: Standards for education & training' (NMC 2018). These replace the 2008 Standards for Learning & Assessment in Practice (SLAiP) and move away from the current arrangements for 1:1 mentor support & assessment requirements of students. (Health Education England 2018). The NMC recognises that traditional methods of supervision has been labour intensive (NMC 2018), initiating a move towards alternative approaches to supervision & assessment.

The NMC Standards for student supervision & assessment (SSSA) set out expectations for the learning, support and supervision of students in the practice environment (2018). The key principles are:

- Effective practice learning - All students are provided with safe, effective and inclusive learning experiences
- Supervision of students – Practice supervision enables students to learn and safely achieve proficiency and autonomy in their professional role
- Assessment of students & confirmation of proficiency – Student assessments are evidence based, robust and objective

This document aims to summarise the principles of the NMC (2018) Standards for student supervision and assessment and ensure clarity of the roles and responsibilities of Practice Supervisors (PS), Practice Assessors (PA) & Academic Assessors (AA). A cohesive and standardised approach to supervising and assessing students in practice will ensure the safety of women, babies and their families whilst supporting students to develop as midwives.

([Nursing & Midwifery Council](#) (2018) Realising Professionalism: Standards for education & training, NMC: London)

*During the 2020 Pandemic and NMC Emergency Standards, the NMC removed the 2008 Standards for Learning & Assessment in Practice (SLAiP); implementation of NMC Realising professionalism: Standards for education & training (NMC 2018); has been expedited across all Nursing & Midwifery Programmes from September 2020. As such any pre-existing documentation the term mentor / sign off mentor should be read as Practice Assessor. The term Academic in Practice / Academic Personal Tutor should be read as Academic Assessor.*

# Key Roles & Responsibilities

## Students

All student nurses & midwives must be proactive in their practice learning, documenting evidence to support verification and assessment of progression and competence. Completing evidence and reflection sections in their practice documentation to support initial, review and assessment meetings, ensuring such meetings are organised and planned in advance with the allocated Practice Assessor (PA) and Academic Assessor (AA).

ARC will provide details of clinical placements and relevant points of contact, students should access ARC and contact practice areas and the allocated PA in a timely manner.

## Practice Supervisors

All NMC registered nurses and midwives as well as other registered health and social care professionals may supervise nursing and midwifery students.

Practice Supervisors (PS) – ‘support and supervise students, providing feedback on their progress towards and achievement of, proficiencies and skills (NMC, 2018: 3.3). PS will facilitate safe and effective learning, role modelling professional behaviour and contribute to student assessment through regular recording in the practice documentation, of student conduct, competence and achievement.

Practice supervisors will work closely with student nurses/midwives and will support learning and development in the clinical area in order to verify your care episodes and associated documentation. PS will complete the practice documentation when students have demonstrated the essential skills to achieve the NMC competencies/proficiencies. PS will provide regular written feedback on student progress, professional development and behaviour; this feedback informs ongoing development and contributes evidence for the assessment of practice.

## Practice Assessors

Designated NMC registered nurses and midwives may assess nursing and midwifery students, cannot simultaneously be a practice supervisor and assessor for the same student. All students have one PA allocated for each part of the programme. PA confirm student achievement of essential skills, NMC competencies/proficiencies and module/programme outcomes for clinical practice learning.

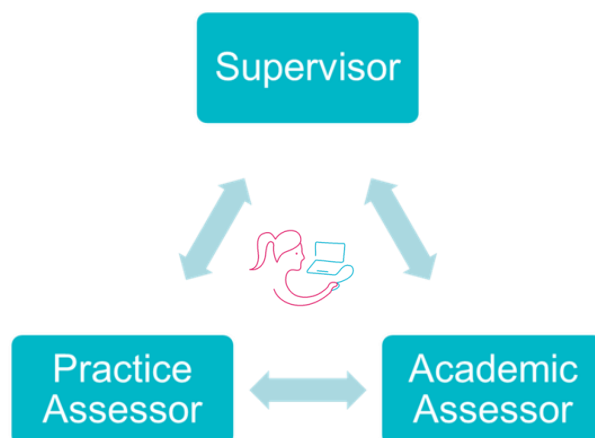
Practice Assessors (PA) – ‘conduct assessments to confirm student achievement of proficiencies and programme outcomes for practice learning.... Assessment decisions by practice assessors are informed by feedback sought and received from practice supervisors’, direct observation, student evidence and self-reflection and other resources such as feedback from women and/or their families. (NMC 2018: 7.1 & 7.2)

Practice Assessors will undertake an initial meeting, mid-point formative tri-partite reviews and the final end of year summative assessment. PA will review progress in completing essential skills and NMC competencies/proficiencies along with professional attitudes, values and behaviours; at the final end of year assessment PA will confirm completion of the requirements and support progression with the designated Academic Assessor (AA). Development and conduct must meet the expectations of professional behaviours relevant to the year of programme and required outcomes. Any failure to meet the required standards must instigate a development plan.

## Academic Assessors

Designated NMC registered nursing / midwifery practice teachers contribute to the learning and assessment in practice. Academic assessors assess mid-point formative tripartite reviews and collate and confirm student achievement of module / programme clinical practice outcomes and make recommendations for progression in partnership with the PA.

Academic Assessors (AA) – ‘all students will be assigned a different academic assessor for each part of the education programme’ (NMC 2018: 6.1).



## SSSA Training & Support

In order to support registered professionals with the transition and understanding of the NMC (2018) SSSA there are a variety of resources available for registrants to access and develop in the provision of quality education in practice.

### The NMC (2018) Standards:

<https://www.nmc.org.uk/standards-for-education-and-training/standards-for-student-supervision-and-assessment/>

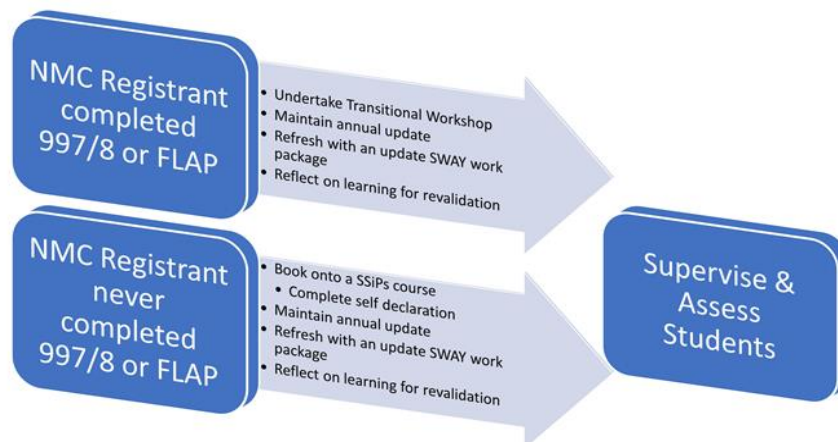
### NMC Support Hub – Supporting information on standards for student supervision & assessment:

<https://www.nmc.org.uk/supporting-information-on-standards-for-student-supervision-and-assessment/>

### Health Education England Future Nurse Future Midwife resources:

<https://www.hee.nhs.uk/our-work/future-nurse-future-midwife?fbclid=IwAR31IhW60YioHnUcHVeVvVs7F9KQ7o1ShU7SJ8SjZf04gS2IIYvm3UcIMn8>

## University of the West of England (UWE) Practice Support Net (PSNET)



### Supervision & Assessment Support:

<https://www.uwe.ac.uk/about/faculties-and-departments/practice-support-net/programme-guidance/supervision-and-assessment>

### Training resources available:

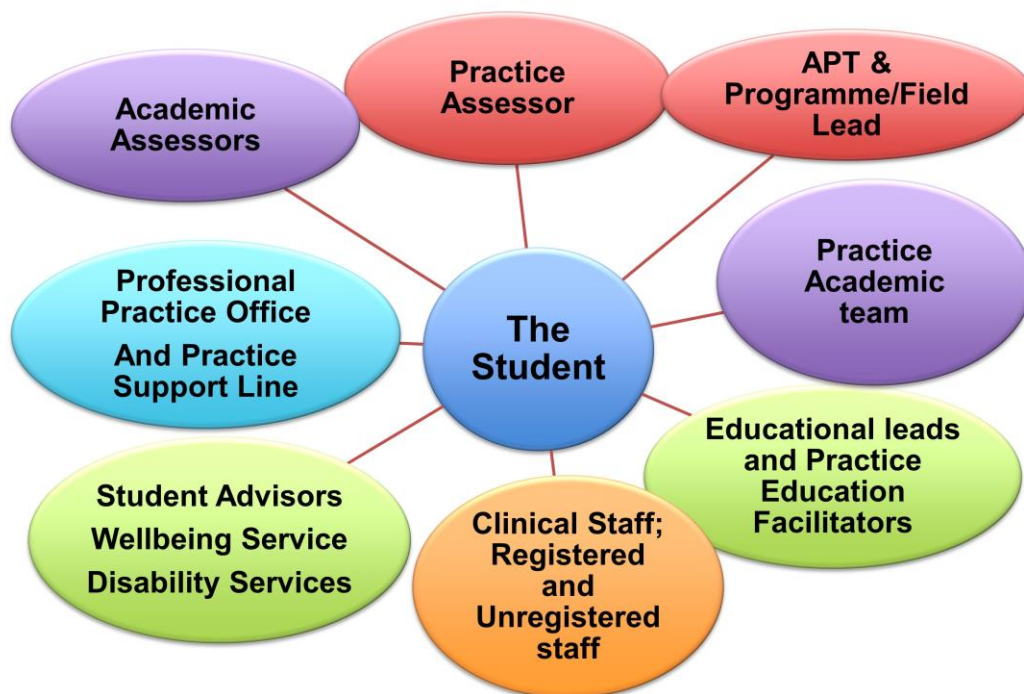
- Annual Update – SSSA Workshop
  - Complete annually
    - Nursing
    - Midwifery
- Transitional workshop – Panopto recording

- All registrants to complete once to transition to the roles of Practice supervisor and / or practice assessor
- Practice Supervisor - Assessor refresh / development work package
  - Complete if you require a refresh or evidence of learning for revalidation
    - Nursing
    - Midwifery
- Supporting students in practice (SSiP)
  - Complete if you have not undertaken a programme of education previously (FLAP or 997/8)

## UWE Practice Academic Teams

UWE has a robust practice academic team supporting students and practice supervisors / assessors in clinical practice.

### Student Support Available

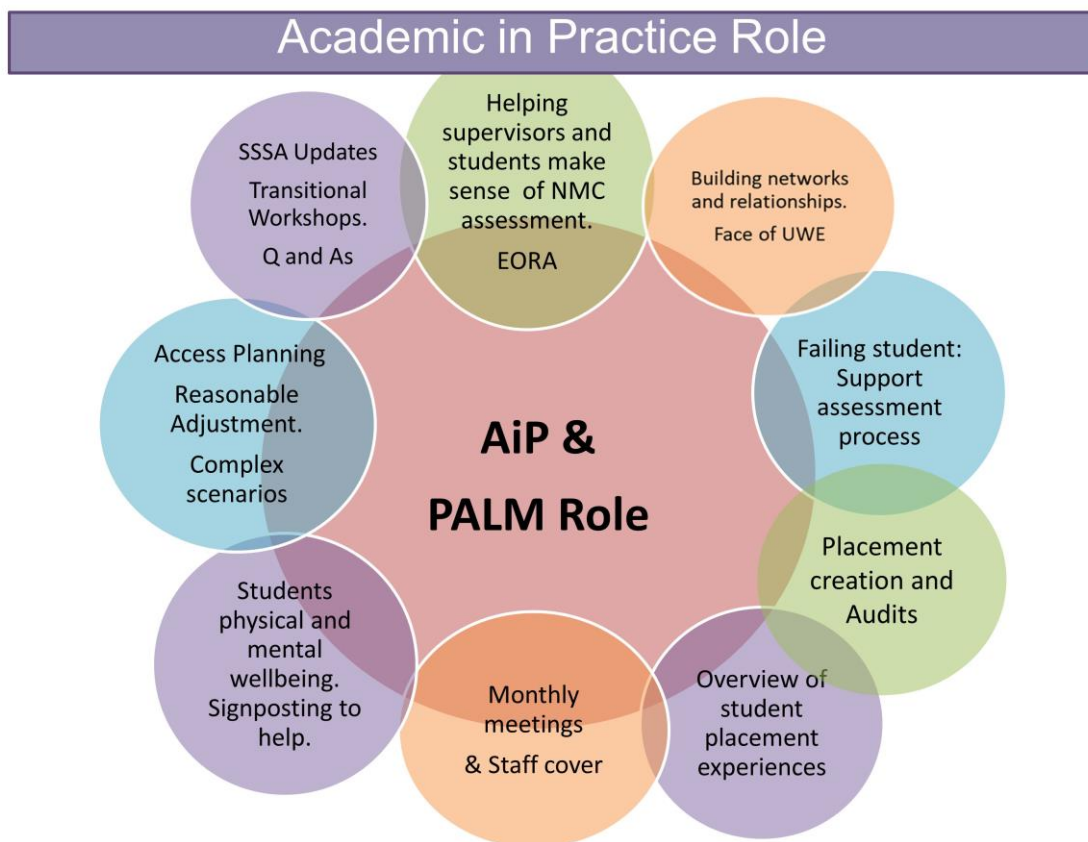


Academics in practice (AiP) or Practice Associate Lecturer in Midwifery (PALM) are readily available to support with questions or concerns raised by students or supervisors-assessors in clinical practice.

AiP/PALM offer support with regular workshops and drop in sessions – advertised locally or via PSNET.

All members of the practice team can be accessed via UWE emails / phone numbers (see PSNET) or via the generic support email [hscpsl@uwe.ac.uk](mailto:hscpsl@uwe.ac.uk) where any queries will be directed to the relevant team member.

Additionally, Practice Partner Education Leads support practice supervisors – assessors in clinical areas and can access AiP / PALM team members.

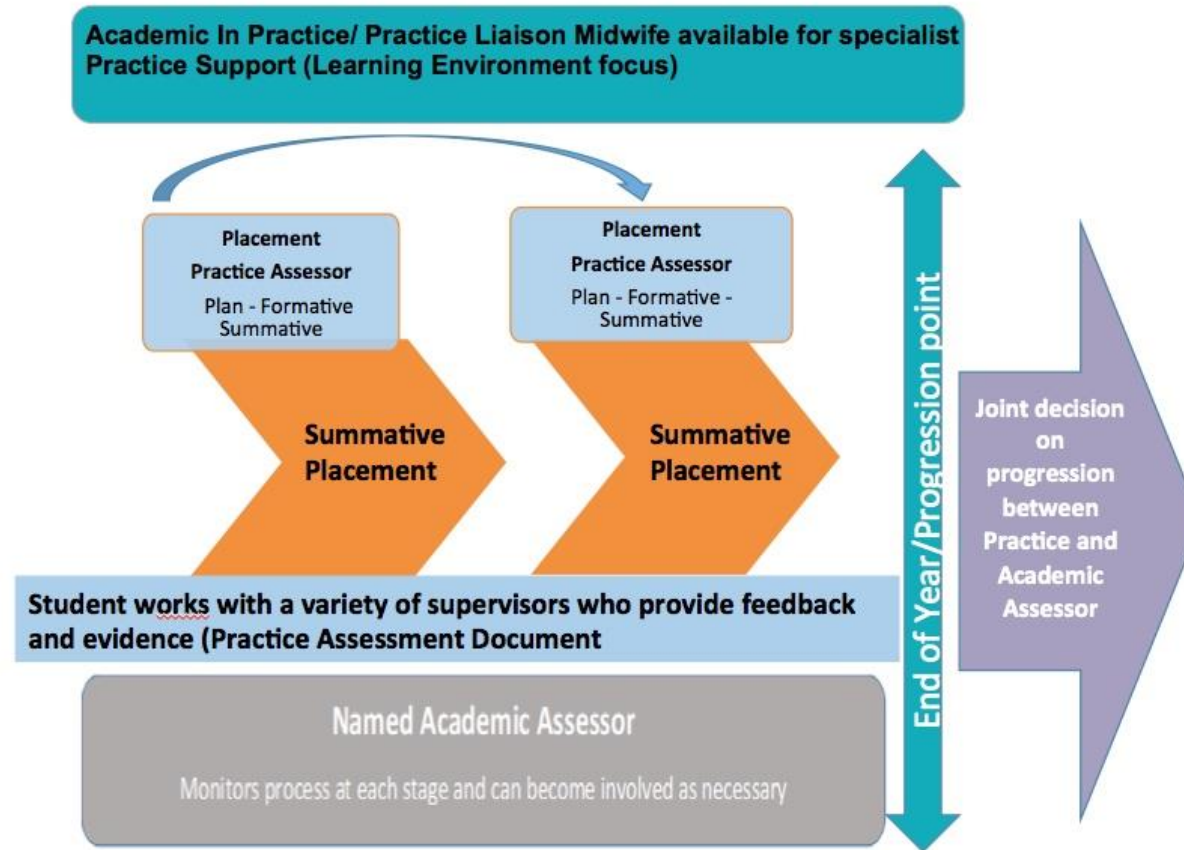




## Implementing the NMC Standards for student supervision and assessment (2018)

	<b>Practice Supervisor</b> this is usually a Nurse/Midwife, but can also be any registered healthcare professional	<b>Practice Assessor</b> This must be a Registered Nurse/Midwife who is nominated and prepared for role	<b>Academic Assessor</b> This must be a Registered Nurse/Midwife who is nominated by the university	<b>Non-registered healthcare worker</b> For example, this may be a nursery nurse or support worker	<b>Person receiving care or family member</b>
Can I undertake student orientation?	Yes	Yes	If appropriate but unlikely	If deemed appropriate	No
Can I undertake the initial meeting with the student?	No, the Practice Assessor is better placed to do this to prepare the student for the assessment	Yes – you should complete this to set the expectations for the student	No	No	No
Can I record my observations regarding the student's conduct and achievement of proficiency?	Yes – if you have the knowledge and expertise relating to the competency. It is the role of the Practice Supervisor to contribute to assessment in this way.	You may record your periodic observations of the student's performance but you cannot act as the <b>Practice Supervisor</b> and <b>Practice Assessor</b> for the same student.	No - you cannot act in both roles for the same student.	No	No
Can I give provide feedback to inform the assessment?	Yes – this is really important to inform the assessment of the student, which is undertaken by the Practice Assessor	Yes - you may record your periodic observations of the student's performance	No - you cannot act in both roles for the same student.	Yes – please complete feedback to inform the assessment of the student, which is undertaken by the Practice Assessor	Yes – please complete the service user feedback section
If I am concerned about the student's performance, should I write an action plan?	No – if you have concerns, please record them in the student's document and contact the <b>Practice Assessor</b>	Yes - in partnership with the <b>Academic Assessor</b>	Yes - in partnership with the <b>Practice Assessor</b>	No – if you have concerns please record them in the feedback section and contact the <b>Practice Assessor</b>	No – please complete the service user feedback form and speak to the student's <b>Practice Supervisor</b>
Can I complete the formative or final summative assessment?	No	Yes	No	No	No

## Supervision & Assessment in Practice – an overview



## Appendix 1

<b>Standards for Student Supervision and Assessment (SSSA) (NMC 2018)</b>			
<b>ROLES &amp; RESPONSIBILITIES</b>			
<b>PRACTICE SUPERVISORS (PS)</b>	<b>PRACTICE ASSESSORS (PA)</b>	<b>STUDENT NURSE / MIDWIFE</b>	<b>ACADEMIC ASSESSOR (AA)</b>
All NMC registrants are capable of supervising students, serving as role models for safe and effective practice.	Students on an NMC approved programme are assigned a nominated practice assessor for a practice placement / series of practice placements.	Students will be supported in clinical practice by appropriately qualified & skilled registrants who contribute to a holistic assessment.	The nominated AA works in partnership with the nominated PA to evaluate & recommend the student for progression.
Students may also be supervised by other registered health and social care professionals.	Practice Assessors must be NMC Registered and prepared for the role	Assessment decisions will be made in partnership with the student, the PA & AA	Based on the practice assessment the AA recommends the student for progression at each part of the programme
<b>PS Responsibilities:</b>	<b>PA* Responsibilities:</b>	<b>Student Responsibilities:</b>	<b>AA Responsibilities:</b>
<p>Support practice learning by providing ongoing assessment &amp; feedback to the student with a focus on their knowledge, performance &amp; professional behaviour.</p> <p>Confirm the student's EU records</p> <p>Confirm proficiencies &amp; skills</p> <p>Confirm time sheets</p>	<p>Meet with the student at the beginning of the placement to plan practice learning.</p> <p>Periodically observe the student in order to inform decisions for assessment &amp; progression.</p> <p>Review a range of evidence to make assessment &amp; progression decisions.</p> <p>Complete the initial, interim and assessment records.</p>	<p>To be fully conversant with practice documentation requirements to meet NMC competency</p> <p>Meet with the PA at the beginning and agreed interim / assessment points identifying learning and development needs.</p> <p>Be proactive in seeking learning opportunities, taking responsibility for learning.</p> <p>Accurately record practice documentation, clinical experiences &amp; EU records</p> <p>Reflect on progress and complete documentation before each review / assessment.</p>	<p>Review student progress at designated points in the programme.</p> <p>Make decisions about student progression with the PA.</p> <p>Review and verify student achievement, recording decisions in the practice documentation.</p>
<b>*The same person cannot simultaneously act as the PS &amp; PA for the same student</b>			

## Appendix 2

<b>Role</b>	<b>Responsibilities</b>
Academic Personal Tutor	General support & guidance during the programme
Academic in Practice (AiP)	Quality Assurance for Practice Learning and Support
Practice Associate Lecturer in Midwifery (PALM)	Quality Assurance for Practice Learning and Support
Academic Assessor	Competence in Practice & eligibility for progression / completion

## Appendix 3

# PRACTICE ENQUIRY TRIAGING TO APPROPRIATE PERSON

PRACTICE RELATED ENQUIRY

PRACTICE SUPPORT LINE  
TEL: 01173281152 / Email: [hscpsl@uwe.ac.uk](mailto:hscpsl@uwe.ac.uk)  
**TRIAGE QUERY**

**PASTORAL ISSUE =**  
APT & WELL-BEING SERVICES

**PRACTICE ISSUE =**  
ACADEMIC ASSESSOR (AA)  
EXAMPLES:

- NON-ACHIEVEMENT OF PROFICIENCIES, SKILLS, ETC
- ASSESSMENT ISSUES
- PAD/OAR/eORA ISSUES
- FOR COMPLETION OF FEEDBACK/SIGN OFF

**LEARNING ENVIRONMENT ISSUE =**  
ACADEMIC IN PRACTICE (AIP) / PRACTICE ASSOCIATE LEACTURER IN MIDWIFERY (PALM)  
EXAMPLES:

- SUPER-NUMERARY ISSUE & PROTECTED TIME TO LEARN
- PRACTICE ASSESSOR/PRACTICE SUPERVISOR ISSUES
- AUDITS OF LEARNING ENVIRONMENT

### AA'S TO SEEK ADVICE FROM:

- PRACTICE MODULE LEADS, PROGRAMME / PROFESSIONAL / CO-PROGRAMME LEADS
- AIP'S/PALM'S FOR THE AREA THE STUDENT IS PLACED TO SUPPORT ACTION PLAN DEVELOPMENT AND INITIATE STUDENT SUPPORT IN PRACTICE

### ANY SIGNIFICANT ISSUE THAT NEEDS ESCALATION:

- INFORM PROFESSIONAL LEAD/CO-PROGRAMME LEAD WHO IN TURN CAN INFORM PROGRAMME LEAD
- IF NECESSARY FURTHER ESCALATION TO Practice Learning Portfolio Lead / Director of Practice Learning or Lead Midwife for Education