

Rapid Action Placement Oversight Group

Friday 23rd April 2021, 10.00 – 12.00

Virtual meeting via MS Teams

Meeting Note

Agenda Item	Discussion
1.	<p>Welcome, introductions and apologies</p> <p>KW welcomed everyone to the meeting, noting new member representing UNISON Scotland.</p>
2.	<p>Review of action notes 02.02.21 and matters arising (Paper 1)</p> <p>The note was accepted as an accurate record of the meeting.</p> <p>Action log was reviewed, and updates as follows:</p> <p>Action 2.1 – still pockets of difficulty around vaccinations. Some issues remain with students on placement out with the region struggling to obtain vaccinations with the health board. Recognise that this is about communication and reaching the right people.</p> <p>Action: KW will liaise with vaccination co-ordinator in the health board concerned</p> <p>Action 5.1 - supernumerary vignettes are complete and have been included in the FAQs which are available on the NES website RAPOG page.</p> <p>Action 5.2 PEF/CHEF network have shared a poster NHS Tayside developed around practice assessor/supervisor ensuring people use the new terminology. This is a culture change that needs to be embedded and therefore any time the incorrect terminology is used, it should be corrected.</p>
3.	<p>Update on student placements</p> <ul style="list-style-type: none"> • Scottish Care met with CHEF network to discuss the barriers that have been encountered around the deficit in student placements in care home sector. A lot of the issues are operational within the providers, particularly relating to capacity and also capability as staff have not yet undertaken the training around the practice assessor/supervisor role • There have also been concerns raised from care home providers around footfall and the ongoing review in respect of Operation Copper. This needs to be addressed as care homes need to maximise the opportunity to employ newly qualified nurses • First step is to map the pockets where the barriers are occurring. Acknowledge that placements are required not just for nurses but for paramedics and HNC students on social care course • Need further work in term of promoting care homes as a provider for placements. Feedback has indicated that care homes would prefer more structured placements with blocks of a week or more and not have students come in for a day or two at a time

	<ul style="list-style-type: none"> • Joint webinars between NES and Scottish Care for care home providers to address misconceptions and encourage placements of students is being planned as well as facilitation of practice assessor/supervision sessions to address the CPD gaps of staff in care homes <p>Action: KD and Scottish Care to liaise to take forward webinars and practice assessor/supervisor sessions for case homes</p> <ul style="list-style-type: none"> • Feedback gathered via informal paramedic student representatives at Stirling University indicates students feel that they are not getting paramedic focused experience and skills. They do not believe that the care homes understand their placement needs. Acknowledge that all students go into care homes placements and its about preparation of student expectations • Students are really concerned for the future as they look ahead to second year and the level of autonomy required and do not feel prepared and feel there is a skills/ experience gap • Perhaps NES can support care homes via the CHEF network to help prepare care homes for paramedic students on placement but recognise that not every care home with paramedic placements has a CHEF. <p>Action: KD discuss with CHEF network what support can be provided</p> <ul style="list-style-type: none"> • A number of issues raised at SCoPE around paramedic student placements. First year student placements on the degree programme is a real challenge across the country. • The current crisis situation is in relation to third year students (64 students) on the GCU degree programme (established prior to the commissioning of the new programme which commenced Sept 2020) as they are at risk of not being able to graduate due to lack of placements in theatres, cardiology, obstetrics, paediatrics and A&E. Arrangements brokered at SCoPE for GCU third year student placements to be held anywhere in Scotland where there is availability and not be confined to local geographical area • Currently in the situation of 'double running' paramedic programmes as the DipHE programme run by SAS has students requiring placements. As this is a one-year programme they are both first and final year students. • 50% of the paramedic placements occur within SAS and the main problem relates to a lack of mentors. SAS still operate a system of staff opting in to become mentors. It is not expected that every paramedic take responsibility for students and this is a cultural shift which is at an early stage with a paper submitted to SAS Board. There are other issues such as social distancing requirements within SAS stations and the fact that DipHE students, who are employees of SAS, are obtaining their placements which are compounding the challenges for the new degree students • Can a joint letter from Carolyn Macdonald and Professor Amanda Croft be sent to health boards to try and reinforce the messaging around placements as it is not filtering through operationally on the ground. This will be raised at SEND again at a future meeting. <p>Action: KW and SG colleagues to discuss option for joint letter to health boards CP will re-raise paramedic placements at next SEND meeting</p>
4.	<p>Update on use of the confirmed additional funding</p> <ul style="list-style-type: none"> • SG press release was issued 23 March 2021 and confirmed additional £3.8m for innovative technology and increase in number of education staff with £4.9m confirmed. Updates requested in use of the funds.

	<ul style="list-style-type: none"> • CoDHS confirmed HEIs have received letter confirming the specifics of their funding and will start the process once the funding is received • NES have distributed money to health boards in respect of purchase of IT equipment to support students. Health boards are all at different stages in the purchase cycle • NES is planning an evaluation on the use of the funds and the impact further down the line and will share these plans with Scottish Government <p>Action: NES to share evaluation plans with Scottish Government</p> <ul style="list-style-type: none"> • Discussions have taken place with health boards around the PEF infrastructure and the incorporation of a PEF with midwifery background into each health board • Other focus is around the sustainable placements and means of supporting students in the smaller branches (mental health, learning disabilities and child health) and incorporating this into the SLA. Other focus around the uplift is the remobilisation of placements post COVID and expansion of placements into wider health and social care sectors. Confirmation of the uplifts to each health board will be completed by early May 2021 • Part of the funding is for a Senior Educator post (currently out to advert). One of the aspects of this post is to evaluate the impact of the additional funding. • Two-year post for Senior Educator in AHP Team has generated significant interest, advert now closed and shortlisting will commence shortly. • Provision of 7.2 WTE of PEL posts. NES business case agreed on basis of size of the catch-up placements problem and the size of the actual profession. Work is underway and is a different model as these posts will be employed by NES and will be uni-professional, which is being welcomed by the professions.
5,	<p>Updates on students requiring extra time to complete</p> <ul style="list-style-type: none"> • Noted no students graduating early. There are some areas that have ensured that students have gone into the area to which they will be employed to try and facilitate some of the advantages that came out of paid placements initiative. • No changes to the numbers discussed in last months meeting (516 students delayed, not all COVID related and delays between a few weeks to 3 months max) • Strategic Oversight Group have asked RAPOG to look not just at final year students but other years and stacking issues and the potential future impact on placements • There will be stacking issues, some of which is combatted by simulation placements but until NMC provide greater flexibility with the number of placement hours that can be achieved via simulation, it is just a case of ongoing management • Capacity and Capability Group can take forward ongoing issues and work to support and this group needs to broaden out to include AHP and in particular paramedics considering the issues discussed. <p>Action: KD to look at widening remit and membership of Capacity and Capability Group</p>
6.	<p>Student Wellbeing</p> <ul style="list-style-type: none"> • CoDHS had meeting with Scottish Government colleagues in Mental Health and Wellbeing Directorate around increase in access and use of HEI student health and wellbeing services • CoDHS have SLWG established to look at student health and wellbeing support and report expected June 2021 • Acknowledge that some first-year students have not had on campus experience. The levels of satisfaction reported by students increase when on placement and interacting with others

	<ul style="list-style-type: none"> RCN and UNISON noted the levels of negative student feedback have dropped significantly. RCN mentioned an issue reported around first year students on placement not having access to QMPLE and therefore cannot provide student experience feedback <p>Action: KD will pick up QMPLE access issues at the Practice Education Leads Forum</p> <ul style="list-style-type: none"> RCN expressed concerns over some negative anonymised feedback which should have been captured via the raising concerns mechanism. NES confirmed that work in underway via a SLWG regarding raising concerns linked to the new whistleblowing guidance and revised raising concerns policy for students is currently out for consultation.
7.	<p>Date of next meeting</p> <p>Scheduled for Tuesday 25th May 2021, 10.00 – 12.00 via MS Teams.</p> <p>Action: NES and SG colleague to discuss and agree frequency of future meetings</p>

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