

## Future Nurse and Midwife Programme Board

Held on Monday 26 November 2018 10am till 12 noon

### Note of Meeting

1	<b>Welcome and Review of Note of Meeting 12 September 2018</b>	
	<p>In the absence of Fiona McQueen, (Chair) LW welcomed everyone to the meeting and introductions took place. Special welcome to new members Leanne Patrick from the University of Stirling who will represent the Scottish Student Council and Ann Kirkwood who is the college development network representative.</p> <p>The notes of the meeting were reviewed, an amendment noted for section 4 and accepted by the group. It was agreed that the notes could be published on website as agreed previously.</p> <p>The actions were confirmed as completed by the group except action around student IT which is in progress.</p>	
2	<b>Workplan and reporting mechanism updates and introduction of RAG report</b>	
	<p>KD introduced to the group a reporting mechanism developed since the last meeting to provide governance and progress information around the workplan. This report will be known as the RAG report. In addition, three weekly meetings have been arranged for all accountable officers to report progress around their respective workplan areas and information from these meetings will be added to the RAG report moving forward.</p> <p>The group felt that it was important to have the RAG report shared monthly to keep abreast of progress of the workplan areas specifically identifying green and red areas. In addition, the group agreed that the RAG report should be a standard discussion item on the agenda moving forward.</p> <p>From the information contained with the RAG report a presentation was prepared by KD to provide an overview of the accountable officer updates. This presentation can be cascaded more widely and utilised locally for updating colleagues and this will be available on the FNMPB webpage of the NES website following the meeting.</p>	
3	<b>NMC Standards Update</b>	
	<p>LW noted that two questions had been sent to AT in advance of the meeting as key areas for further clarification/information sharing and that these had been identified through discussion with practice and HEI partners. The questions related to Gateway evidence requirements and assessment and supervision intelligence from the other three UK countries. AT was also asked to provide a general update.</p> <p>The following points from the update by AT (NMC) were to be noted:</p> <p><b>General Update</b></p> <ul style="list-style-type: none"><li>• <b>Midwifery Standards</b> - NMC are going to council on 28.11.18 seeking permission to go out to consultation on the draft standards of proficiency</li></ul>	

for midwifery and the draft standards for pre-registration midwifery programmes. It is hoped that this will allow the consultation to start February 2019. The consultation will run for 12 weeks and will be undertaken by an independent research company. The consultation will be for professionals, midwives who work in all spheres of practice and other professionals. In addition, there will be a version of the consultation for members of the public and an easy to read version for those with disabilities. There will be focus groups with women and families again being undertaken by an independent research company. The draft standards are available in the council paper bundle and AT agreed to share the link with the group.

**Action:** AT will circulate the link to the draft midwifery standards to the group

- **Consultation on Return to Practice** closed on 16.11.18. There was an excellent response, and work is currently ongoing on the analysis of information collected and decisions considered with the intention to present to council at the beginning of next year.
- **Post Registration** The independent evaluation for specialist community public health nursing and specialist nurse qualifications is due to complete at the end of this year. Some qualitative work is still ongoing however this is on time and will provide the evidence base around development of these standards starting in spring next year.

**Future Nurse Update (education and training standards which includes supervision and assessment)**

- Standards to support supervision and assessment and some supporting information available on the NMC website.  
<https://www.nmc.org.uk/supporting-information-on-standards-for-student-supervision-and-assessment/> Supporting information in relation to the practice assessor role will be available in January 2019.
- In terms of what others in UK are doing, there is a mixed picture. Some of the educational institutions have been moving ahead with their supervision and assessment approach, whilst others have embraced a more collaborative approach across practice and education in developing their model, which is working well.
- Some areas in England are steering towards using the CLIP (Collaborative Learning in Practice) model for supervision and assessment in practice. (This model follows a coaching ethos where one person coaches a group of students and that group of students are responsible for the co-ordination, planning and delivery of care). This model is already established in some areas. It was however noted by FNMPB members that this has mainly been used within hospital ward environments and that consideration of whether different settings across Scotland should have different models or if one model should be used for all settings requires further discussion and deliberation.

**Action:** AT agreed to circulate CLIP model links to the group for more information and consideration.

- Some Trusts are opting for a group approach to supervision and assessment. There has been some anxiety from programme leaders of prescribing programmes for those learning to be prescribers and how the supervisor and the assessor roles are different. They are considering how they can widen the supervisor and the assessor roles to other professions.
- England are going ahead with some approvals of nursing programmes in 2019. Ireland, Wales and Scotland have agreed a 2020 start. England's HEIs and partners will be first to be approved against the new standards. The first of these is expected in to take place December 2018 but may be deferred until January 2019.
- A national programme board in England has now been established with the first meeting in October 2018. This board has an independent chair who is Professor Dame Jill McLeod Clark and the second meeting is due to take place early December.
- England has not created a national Practice Assessment Documentation however there is a Pan London document.

The FNMPB members felt it was important to consider different models of supervision and assessment, and that these should be underpinned by agreed national principles. These will offer a flexible guide for staff involved in supervision and assessment. AW/LW agreed to take this to the deputy nurse directors group for discussion. It was also agreed that models would be discussed further across the Practice Education networks to inform an options paper, and that the student perspective should be included in this process.

This should be within the care sector it was noted that it may be beneficial to integrate the CHEFs into more of a coaching role in the future to support the model/s roll out.


**Action:** AW/LW to discuss principles with deputy nurse directors group

**Action:** NSGPL to take forward discussion around regional and local models to align with gateway submission dates.

#### **Gateways**

- AT confirmed that institutions in England that are going approval for a 2019 start will be required to submit gateway 1 evidence (policy, procedures evidence) by 31 December 2018, they will submit gateway 2 and 3 together. For those that are seeking approval for a 2020 start they will submit gateway 1 evidence by 30 April 2019. Once HEIs have confirmed the date for their approval event this will trigger gateway 4 date.
- It was noted that if Scotland are taking a collective approach to aspects of the standards then this will require co-ordination. Scotland will have a collective approach to gateway 2 around supervision and assessment plans. Gateway 3 curricula will provide the individual unique HEI programme information in relation to the standards then move to gateway 4 which is the approval visit.
- AT confirmed that finalisation of dates after March 2019 should be available for gateway 4 visits for universities soon.

**Action:** AT confirmed that she would hold further discussions with HEI

	<p>representatives including if submitted dates are realistic in terms of timelines.</p> <p><b>Action:</b> AT will circulate webinars link to group members.</p>	
4	<p>Accountable Officer Progress Report</p> <p>KD presented an update from accountable officers in terms of the of the progress in relation to the workplan.</p> <p> Update for meeting 26Nov18.pptx</p> <p><b>Action:</b> It was agreed that AB would add KD presentation to the website to allow this to be used as a resource by local networks.</p> <p><b>Points to note:</b></p> <ul style="list-style-type: none"> <li>• There has been some revision of deadlines, 1.1-1.2 moved forward as these are progressing in advance of previous deadline.</li> <li>• In relation to 1.5 and 1.6 three stakeholder meetings have been set up using Go To Meeting (October, November, December) which has or will include representation from across Scotland including students, mentors, PEFs, CHEFs, HEIs and practice staff. The focus of the meetings is to gather views and opinions to support supervision and assessment transition. The feedback so far has focused around guiding principles in relation to identification, preparation and ongoing development of supervisors and practice assessors in particular. It has also been clear that suitably prepared assessors and supervisors are required, and this could possibly be supported with the development of an eLearning module.</li> <li>• The group were keen that this was discussed following collation of the feedback from the Go To workshops by NSGPL and a proposal for agreement of a way forward brought to the next meeting for approval. This could be in partnership with the deputy nurse directors' group.</li> <li>• Further discussion of lone practitioners, such as those in remote and rural environments, to undertake assessor role and responsibilities is warranted.</li> <li>• 2.2 QMPLE feedback score as one of the quality measures within the Care Assurance System (CAIR) - Excellence in Care has progressed. Measures are to be presented to the Excellence in CAIR programme board for approval. If approved this will be the QMPLE score completed. QMPLE score, only provides feedback in relation to placements (around 20 questions) and forms part of the overall CAIR Dashboard. The QMPLE score is based around 4 sub sets of the 20 questions namely, belonging, the learning environment, orientation and support &amp; supervision. The second score is around the number of students who submitted feedback against the number of students who could have provided feedback. This will help with improving feedback participation and identify where feedback is coming from. The intention is that the QMPLE score is piloted appearing on the CAIR dashboard mid-2019.</li> <li>• Workstream 3 – SCEPRN meeting held on 24 October 2018. Areas where a</li> </ul>	

	<p>national approach may be warranted were discussed. Clinical simulation, was considered -, opportunities and how much simulation will need to be undertaken. Consideration of virtual reality was also discussed. Some key skills cannot be taught using simulation alone. More discussion will take place at the December visioning event around key assessment skills and how some of these are addressed for prescribing practice partners. Other areas discussed by SCERN included dementia education, physiology, trauma, learning disability, palliative and end of life care and public health content in programmes.</p> <p>Discussion around anatomy and physiology enhancement of knowledge and using the QA framework for Bioscience and in relation to prescribing will be discussed further at the next SCEPRN.</p> <ul style="list-style-type: none"> <li>• Workstream 5 - Visioning event arranged for 6 December 2018.</li> </ul> <p><b>Action:</b> KD to invite Ruth Paterson to join the programme board representing the education prescribing network.</p> <p>It was suggested by KW that communication for practice could be strengthened. It is important that practice understand new and different ways of working which will affect everyone. PEF/CHEF network will be one mechanism to help to ensure a consistent message to mentors and others to raise awareness while transitioning to the new standards and proficiencies.</p>	
5	<p><b>National Approaches</b></p> <p>Articulation – Ann Kirkwood has taken this to SQA, this work is in its infancy.</p> <p>Action: JC agreed to contact SQA for update on progress and report back at next meeting.</p>	
6	<p><b>Standing Items</b></p> <ul style="list-style-type: none"> <li>• Post Registration Transforming Roles</li> <li>• Widening Participation</li> <li>• Midwifery Standards progress update</li> </ul>	
	<p><b>Post Registration Transforming Roles</b></p> <p>The 2<sup>nd</sup> meeting of the national transforming roles education sub-group has taken place. Updates were shared on nursing, midwifery and allied health profession groups. For nursing this includes general practice nursing, district nursing, school nursing, health visiting, advanced nurse practitioners, clinical nurse specialists. It is acknowledged that education commenced in undergraduate programmes needs to connect with learning in postgraduate education pathways to ensure seamless transitions.</p> <p><b>CNO Commission Widening Participation – update</b></p> <p>A meeting of the subgroup taking this work forward took place on 15<sup>th</sup> November. The action plan was updated, and key points discussed at the meeting were:</p>	

	<ul style="list-style-type: none"> <li>• Various activities taking place across Scotland to promote nursing and midwifery including a radio campaign throughout November and an initiative in NHS Grampian/Lothian with primary school children to tackle gender stereotypes.</li> <li>• The recruitment to NES of a specialist lead in RPL. This post will help take forward recommendation 3 which relates to a common progression pathway to support articulation into nursing and midwifery education. A website will also be developed to support this pathway.</li> </ul> <p><b>Midwifery Standards – progress update</b></p> <p>Covered in agenda item update by AT. It was agreed that consultation participation is key.</p>	
7	<b>Discussion – key messages to be communicated</b>	
	It was agreed that draft key messages will be circulated to group members for comment to allow this to be moved forward.	
8	<b>Actions</b>	
	<p><b>Agenda Item 3 - Actions</b></p> <ul style="list-style-type: none"> <li>• AT – Circulate link to draft midwifery standards to the group</li> <li>• AT – Circulate CLIP model links to the group</li> <li>• AW/LW – Discuss principles with deputy nurse directors group</li> <li>• AW/NSGPL – Discussion to be held at next meeting around regional and local models to align with gateway submission dates</li> <li>• AT – To discuss further with HEIs reality of submitted gateway dates</li> </ul> <p><b>Agenda Item 4 – Actions</b></p> <ul style="list-style-type: none"> <li>• AB - Add RAG presentation to the NES website FNMPB page</li> <li>• KD – To invite Ruth Paterson to join the programme board as education prescribing network representative</li> </ul> <p><b>Agenda Item 8 – Actions</b></p> <ul style="list-style-type: none"> <li>• AB to extend future meetings to 12.30.</li> </ul>	
9	<b>Any Other Business</b>	
	<p>Thank you to Susan Key who is leaving the group to retire.</p> <p><b>Action:</b> AB to extend the meetings from 10am till 12.30.</p>	
10	<b>Date of Future Meetings</b>	

	7 February 2019, NHS Education for Scotland, Westport, Edinburgh 10am till 12.30. 29 May 2019, NHS Education for Scotland Westport, Edinburgh, 10am till 12.30 28 August 2019, NHS Education for Scotland, Westport, Edinburgh, 10am till 12.30 27 November 2019, NHS Education for Scotland, Westport, Edinburgh, 10am till 12.30 26 February 2020, NHS Education for Scotland, Westport, Edinburgh, 10am till 12.30	

## Appendix 1 – Membership

<p>CNOD, Scottish Government</p> <ul style="list-style-type: none"> <li>• Fiona McQueen (CHAIR) – apologies</li> </ul>
<p>Nursing and Midwifery Council (NMC)</p> <ul style="list-style-type: none"> <li>• Anne Trotter – in attendance via telephone</li> </ul>
<p>Nursing and Midwifery Council Thought Leadership Group</p> <ul style="list-style-type: none"> <li>• Ross Cheape NHS Forth Valley - apologies</li> <li>• Karen Thompson NHS Lanarkshire – in attendance</li> </ul>
<p>NHS Education for Scotland (NES)</p> <ul style="list-style-type: none"> <li>• Karen Wilson NMAHP Director – in attendance</li> <li>• Lesley Whyte Associate Director (Nursing) – in attendance</li> <li>• Susan Key Associate Director (Midwifery) – in attendance</li> <li>• Kathy Duffy Head of Programme (Practice Education) – in attendance</li> <li>• Jane Cantrell Head of Programme (Pre-Registration Education and HCSWs) – in attendance</li> <li>• Allison Brown – Admin Officer (Notes) – in attendance</li> </ul>
<p>Council of Deans</p> <ul style="list-style-type: none"> <li>• Maria Pollard, University of West of Scotland – in attendance</li> <li>• Lynn Kilbride, University of Dundee – in attendance</li> <li>• Andrea Cameron, Abertay University – in attendance</li> </ul>
<p>Chair of the National Strategic Group for Practice Learning</p> <ul style="list-style-type: none"> <li>• Alice Wilson, Deputy Nurse Director, NHS Dumfries and Galloway – in attendance</li> </ul>
<p>Scottish Executive Nurse Directors Group</p> <ul style="list-style-type: none"> <li>• Caroline Hiscox – NHS Grampian – apologies</li> <li>• Nicky Berry – NHS Borders - apologies</li> </ul>
<p>Scottish Care</p> <ul style="list-style-type: none"> <li>• Swanran Rakhra – in attendance</li> </ul>
<p>Scottish Collaboration for the Enhancement of Pre-Registration Nursing Group (SCEPRN)</p> <ul style="list-style-type: none"> <li>• Maggie Carson University of Edinburgh – apologies</li> <li>• Julia Scott, University of Stirling – in attendance</li> </ul>
<p>Royal College of Nursing</p> <ul style="list-style-type: none"> <li>• Ellen Hudson – in attendance</li> </ul>
<p>Fiona Gibb Lead midwifery educator, Robert Gordon University – in attendance via telephone</p>
<p>John Lee, Professional Advisor for NMAHP Education, CNO Directorate, Scottish Government – in attendance</p>
<p>Royal College of Midwives</p> <ul style="list-style-type: none"> <li>• Mary Ross-Davie, Country Director for Scotland – in attendance</li> </ul>
<p>Queens Nursing Institute Scotland</p> <ul style="list-style-type: none"> <li>• Clare Cable, Chief Executive and Nurse Director – in attendance</li> </ul>
<p>Professor Alex McMahan Executive Director, Nursing and Midwifery and Allied Healthcare Professionals Executive Lead, REAS and Prison Healthcare NHS Lothian – apologies</p>
<p>Scottish Student Council</p> <ul style="list-style-type: none"> <li>• Leanne Patrick – in attendance</li> </ul>
<p>Colleges Representative Ann Kirkwood – apologies</p>