

## Practice Education Facilitator (PEF) and Care Home Education Facilitator (CHEF) National Priorities for July 2021- March 2023

### Priority 1: Enhance awareness of, engagement with, and implementation of nursing and midwifery professional practice and regulatory changes

This will include:

- Supporting the NMAHP and Health and Social Care’s workforce awareness of, engagement with and implementation of relevant Nursing and Midwifery policy and regulatory requirements which impact on professional practice. This includes, but is not limited to the:
  - Standards for Midwives
  - Standards for Nurses
  - Current Standards for Post-registration and forthcoming Standards for Community and Public Health Nursing arising from NMC 2021 consultation
  - Principles of Preceptorship
- Championing the changes and alterations to current Nursing and Midwifery practice required to accommodate new/enhanced proficiencies outlined in the platforms and annexes of the Standards of Proficiency for Registered Nurses (NMC 2018) and within the domains of the Standards of Proficiency for Midwives (NMC 2019)
- Providing support and ongoing development of NMAHP practitioners supervising and assessing learners in line with NMC regulatory requirements. This includes but is not limited to:
  - Participating in the partnership arrangements for the preparation of Practice Supervisor, Practice Assessor and Academic Assessor roles
  - Embedding the roles of Practice Supervisor and Practice Assessor e.g. promoting discussion of the role development at annual appraisal and revalidation
  - Contributing to, and working with regional and local Future Nurse and Midwifery Programme Boards (or equivalent) to develop and implement resources to support supervision and assessment roles
- Contributing and responding to ongoing local and national evaluation of the Practice Supervisor and Practice Assessor roles, including the wider impact of the practice education infrastructure on the quality of the learning environment.

### Priority 2: Supporting recovery and extending the breadth and capacity for practice learning experiences into contemporary health and care environments

This will include:

- Strengthening of the recovery of all Nursing and Midwifery pre- and post-registration practice learning experiences (PLEs), but especially those with smaller numbers of students i.e., midwifery, child, learning disabilities and mental health following the impact of COVID on PLE availability
- Scoping the use of existing PLEs and maximising every opportunity to identify and utilise new PLEs across the health and care sector but particularly within the community, private, independent and third sector environments (e.g., care homes, voluntary/charitable organisations)
- Reviewing midwifery placement availability to meet EU directives, in particular for spontaneous births
- Retaining capacity within current PLE's, for example by:
  - Working with partner Universities and Further Education Colleges to ensure equitable utilisation of all current, and newly identified, PLEs
  - Utilising national capacity tools to maximise PLE opportunities
  - Testing of suggested national approaches to PLE recovery from the Capacity and Capability Group and wider UK/International initiatives based on best evidence
- Collaboratively engaging with academic and practice staff to explore different ways of working arising through organisational change and service redesign, increasing use of digital platforms and all opportunities for partnership working with NHS Boards/Scottish Care/Scottish Social Services Council/Care Inspectorate and voluntary/charitable organisations
- Sustaining newly created/approved PLEs through introducing local support networks; strengthening peer support for Practice supervisors and Practice Assessors and their managers
- Providing support for National Services Scotland (NSS), NHS 24 and Health Improvement Scotland (HIS) placements that are within the geographical boundaries of NHS Boards during this period of placement recovery to maximise PLE opportunities.

### **Priority 3: Enhance and sustain the quality of the practice learning environment for all learners**

This will include:

- Informing, supporting and implementing the new changes within the Quality Management of the Practice Learning Environment (QMPL) system, utilising emerging data to support practice learning environments effectively where required
- Encouraging Practice Supervisors and Practice Assessors to promote engagement of pre and post registration students (e.g., undergraduate, return to practice, non-medical prescribing, Specialist Community Public Health Nursing) in the provision of practice learning feedback

- Supporting Senior Nurses and Midwives/Team leaders to utilise emerging data themes from Excellence in Care to inform improvements in the practice learning environments
- In partnership with Senior Nurses and Midwives/Team Leaders and their respective teams:
  - Supporting the enhancement of a culture of learning, feedback and reflection through role modelling
  - Promoting and facilitating critical reflection and provision of contextual information regarding educational resources that support personal wellbeing (e.g. clinical supervision, values based reflective practice), professional development (e.g. TURAS Learn) and which enhance supervision and assessment roles (e.g., NES Practice Supervisors and Practice Assessors' learning resource)
- Keeping up to date with and/or contributing towards the evidence base for practice learning across health and care sectors

This may also include:

- Supporting the development of the workforce through involvement with Widening Participation to Nursing & Midwifery, HNC articulation, schools and careers events, work experience and modern apprenticeships
- Exploring and implementing opportunities for seamless transition for Nursing and Midwifery students to their registered roles
- Supporting newly qualified Nurses and Midwives' professional orientation, induction and development through implementation of Flying Start NHS®, local induction programmes and other professional development activities in line with the Preceptorship Framework in Scotland
- Adopting innovative methods of communication with PLEs (e.g., MS Team/podcasts)
- Contributing to the delivery of the “Train the trainers – Facilitation of Learning Toolkit” and supporting the use of technology to strengthen local education capacity and capability and support succession planning for education roles
- Supporting the development and introduction of the forthcoming midwifery career and education framework to promote opportunities for career progression in Scotland.