

RAPOG Placement Principles Paper

In the event of future waves of COVID-19, RAPOG aim to work in partnership with NES, CoD HS, NHS practice and non-NHS practice providers to work to the following principles:

- There is no intention to return to paid practice learning experiences for Nursing, Midwifery and Allied Health Profession (NMAHP) students. Any change to this position would require wide consultation within Scotland (working closely with regulators and professional bodies as required) to establish the pros and cons of such a move and any potential impact this may have on students' progression / ability to complete programmes.
- NMAHP students' supernumerary status should be maintained on any practice learning experiences as far as possible in order to avoid delay to their progression and completion. This is an important element in being able to attract and retain a registrant workforce and recruit new graduates as well as supporting students to complete their programmes and enter the registered workforce as soon as is possible.
- Students already on practice learning experiences during a surge **should not be removed from the practice learning experience** (unless their COVID-19 risk assessment or occupational health assessments indicates otherwise). Nor should practice learning experiences be cancelled at a local level without following either the
 - Established AHP practice-based learning cancellation guidance, OR
 - Established local N&M capacity reduction guidance and processes

Where local N&M capacity reduction guidance and processes currently do not exist any proposal or request to remove students from, or cancel future practice learning experiences requires a discussion between the service manager / clinical nurse manager responsible for the area, the local lead with responsibility for practice education, and the respective university and should be integral to decision making in all redesign of healthcare services.¹

- All redesign of services should anticipate the impact of local or national outbreaks or waves of COVID-19 on practice learning environments with the aim of continuation of student supernumerary practice learning experiences and the NMAHP student learning opportunities for achievement of proficiency.
- Local partnership working is essential between practice learning provider and university partners to:
 - facilitate the mapping and ongoing availability of practice learning environments throughout any surges with local level decision-making to

¹ A nationally agreed nursing and midwifery governance process which requires to be undertaken in order to reduce student numbers within any practice learning environment is near completion and will be circulated as soon as available.

- maintain availability of NMAHP students' supernumerary practice learning experiences as much as possible
- identify the challenges and concerns from practitioners and co-producing operational solutions e.g. staggered start times, full use of the 24-hour clock for practice learning experiences, where appropriate.
 - universities will continue their endeavours to work collectively with all practice learning providers to consider novel and alternative options to enable practice learning experiences to continue. Whilst recognising that flexibility of the learning outcomes may need to be considered where possible to allow students to complete their studies in a suitable time frame especially where there has been service redesign due to COVID-19
- Co-ordination is required between universities and practice learning providers to enable individual student COVID-19 risk assessment outcomes to be matched with suitable practice learning environments (including virtual or prompt consideration of alternative programme arrangements).
 - Existing national forums² should work in partnership with CoDHS and NES to encourage the dissemination and sharing of good practice and innovation and provide a network of support during any COVID-19 surges.

² AHP Practice Based Learning Stakeholder Strategic Group, AHP Practice Based Learning Recovery Group, Nursing and Midwifery National Strategic Group for Practice Learning, Nursing and Midwifery Practice Education Leads Forum, Midwifery Education Group, SG and Scottish Heads of Midwifery Group, Scottish Collaboration for the Education of Pre-registration Nursing & National PEF & CHEF Forum.