

Rapid Action Placement Oversight Group

Tuesday 2nd February 2021, 15.00 – 17.00

Virtual meeting via MS Teams

Meeting Note

Agenda Item	Discussion
1.	Welcome, introductions and apologies
2.	<p>Review of action notes 07.12.20 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: Device numbers/license costs</p> <ul style="list-style-type: none"> • In the short term one solution is to provide funding to health boards to enable them to purchase devices, IT equipment and licenses to support virtual placements. In terms of distribution of funds, a formula has been used which is based on AHP WTE and percentage of overall workforce. The priority area was AHP placements however it was noted that basing the formula on NMAHP WTE would not significantly change the outcome for health boards • NES are looking to finalise discussions with AHP Directors this week and will progress from there. The information will be shared with health boards and clearly state that in the first instance the funds are to support AHP practice placements but can be utilised across NMAHP placements. NES will include key contacts in the information including a named finance contact in each of the boards. • It was noted that having the funding to provide some IT kit in health boards will not overcome all the hurdles but will address some concerns around not being able to offer virtual placements • Recognise the need for collaborative working so that HEIs are involved in the distribution of IT kit to the students on placements most in need. • Agreed that it would be beneficial to have a mechanism in place to monitor and evidence the use of the funding in relation to supporting education recovery and students on placement • Acknowledged that there is still work to be undertaken in respect of what type and how many licenses will be required in the longer term. <p>Action 2.2 Student vaccinations</p> <ul style="list-style-type: none"> • Scottish Government have produced guidance which outlines students' access to vaccination while on placement and this has been added to the RAPOG page on NES website. The guidance states: <p><i>'For students who receive 1st dose in one health board area and then perhaps rotate to another board area by the time their 2nd dose is due – there is a role for the new board to vaccinate, but also a role for the individual themselves to contact the new board staff vaccine to say they are approaching 12th week in advance.'</i></p>

- The system in place is the same as for medical students/trainees.
- The guidance is welcomed but acknowledged that there remains some confusion over student access to second dose of the vaccination.

Action: KW will speak with Directors of Nursing to clarify guidance

Action: SG to take back the queries to the vaccination team for consideration

Action 3.2 early graduation and seamless employment

- This has been raised at SEND and health boards welcomed early registration of nursing students where possible. Midwifery education has continued largely uninterrupted so there may be less need for this
- CoD have engaged with HEIs and requested contact with health boards to ask what early graduation would look like and currently await feedback
- NES would be keen to hear the outcome of feedback from HEIs as this will help plan activities linked to indexing and registrations with NMC
- SG would like CoD to undertake this work for early graduation of AHP students Seamless employment of students was also discussed. This was welcomed for midwifery students but not necessarily to the shortening of the programme
- Most AHP students will graduate in May and could commence into workforce
- The relationship between AHP students and HEI and HEI and health board is quite different. The chance of a nurse student being on placement in the board where they are likely to be applying for a job is much higher
- NES will present plans for seamless employment of nursing and midwifery students and preceptorship at the forthcoming Summit between CNOD, CoDHS, Professional Organisations and SEND.

Action: CoD to provide feedback to future meeting

Action 3.5 Student placement FAQs

Revised FAQs available for review. Following discussions today further amendments may be required before these are finalised and added to the NES website

Action: KD to update the FAQs before they are added to NES website

3. Updates

3.1 Scottish Government

- Noted that following the new year there has been lots of correspondence around paid placement and all the issues around this
- On the back of changes to NMC standards, there is a webinar which all students are invited to and is scheduled for next week. The NMC have held similar sessions across the UK.
- Feedback via Practice Education Leads Forum highlighted good practice across HEIs where check ins and open sessions with lecturers have been introduced to support communication with students and their wellbeing. This was positively received and other HEIs looking to implement
- NES have been asked to seek clarity on an aspect of the guidance around students on NHS bank as HCSWs on fixed term contract. The guidance says that students should not work in the same area as their placement. Some students are specifically asking to work in their placement area due to familiarity. SG confirmed

this should only happen in exceptional circumstances and at the request of the health board. Important to retain the clarity around a student being on placement to learn as a student as opposed to a student who is employed as a HCSW.

3.2 Council of Deans

- No further updates from discussions with regulator and professional bodies
- Continuing to support students and practice placement providers
- Would welcome circulation of any good practice being implemented locally to support students so that this can be shared and generate interest
- At QMU 100 first year students just gone out on placement and they get together in groups of eight to feedback weekly to a member of staff. The students were having a great practice placement experience despite some anxieties
- First batch of simulated placements has just finished in Dundee with excellent feedback. Students gained so much from the simulated experience and the value this added. Would be great opportunity to share this experience more widely.

Action: LK to seek volunteer to share their experience of simulation placement

3.3 College Development Network

- The opportunity for HNC students to join the NHS bank has been welcomed by the colleges and their HNC CAP and Healthcare students. The sector would like consideration of extending this opportunity to HNC Social Services students.
- It was confirmed that HNC social services students can apply to the NHS bank the same as any other student
- The purpose of the open letter was particularly to mobilise students who could provide rapid deployment into the workforce during the pandemic as they are capable students with practice experience and could act as HCSWs
- Dundee University advised that they received communication about HNC students having difficulty obtaining placement hours, therefore posing a challenge for articulation into year two. CDN are concerned about this issue and are monitoring carefully as this has impact in relation to the widening access agenda. SFC are keen to be kept up to date on this issue.

Action: CDN to provide update on progress towards HNC CAP allowing articulation into Year 2 for the next meeting

3.4 Strategic Group for Practice Learning (SGPL)

- Placement challenges remain with local solutions being sought and HEI and practice partners working as hard as they can on securing and maintaining placements. Students are out across the majority of programmes but day to day it can mean changes to student allocation particularly for the larger NHS Boards due to rapid reconfiguration of services and changing workforce configuration due to COVID-19 related absence, self-isolation etc.
- Lack of community placements means more students going to acute care settings
- Securing community, child, learning disabilities and midwifery placements still an ongoing challenge
- Care home placements are reduced from pre- COVID-19 numbers
- Students being included in local staff vaccination programmes and getting access to staff COVID-19 testing as it is being rolled out

- PEF/CHEF redeployment is happening in several boards across the country. Practice Education Leads trying to maintain 50% compliment to support student placements
- Noted that under the new NMC emergency and recovery standards practice assessors can do both practice assessor (PA) and practice supervisor (PS) role
- Highlighted that the gold standard is to maintain the two different roles of PS/PA for the student. CHEFs supporting this within the care home sector
- Following a presentation from Public Health Scotland at Practice Education Leads Forum there was discussion as to whether vaccination hubs would become a substantive student placement and if students should become vaccinators. It was agreed that the use of vaccination hubs as a new substantive student placement would be a decision made locally between the HEI and practice placement provider as any new practice placement experience needs to meet NMC regulatory requirements e.g. educational audit and would need to have sufficient learning opportunities to enable to student to meet all their practice learning outcomes for the module.
- Vaccination hubs appropriate as a hub and spoke model – students previously have similar experience in relation to flu vaccination, principals would remain the same. i.e. students participate under supervision in all aspects but do not administer injection due to prescribing restrictions
- Students can be employed as HCSW and become full time vaccinators in this role – but the position in Scotland is that students will retain their supernumerary status and their position in the clinical area as learners.

The national vaccine protocols have now been published and question raised as to whether all nursing and midwifery students should all have access to learning this skill as part of their curriculum?

- NES would like to engage with CoD and discuss with HEIs what would be useful

Action: NES and CoD to discuss options for public health education

3.5

AHP Practice Based Learning Stakeholder Strategic Group/AHP Recovery Group

- PEEP is progressing and an offer sent to HEIs for participation in introductory sessions on 26.02.21 and 02.03.21 for those who have not previously been involved. For those HEIs who participated in the sessions last year an offer has been made of funding to support the design and preparation to deliver PEEP within their programme which may include case study/scenario development. A few HEIs have expressed interest in this opportunity
- Guidance to support student participation in Near Me consultations which originated in NHS Grampian has gone to Christopher Wroath to develop a national consensus approach
- Ongoing issues regarding paramedic placements and lack of opportunities from current placement providers
- SG will have internal discussions with medical and primary care colleagues to raise the profile of paramedic education

Action: SG discuss internally raising profile of paramedic role

- Article published in the British Journal of Healthcare Management around using webinars to support AHP in embracing virtual placements.

Action: HM to circulate the article

4.	<p>Communication update</p> <ul style="list-style-type: none"> NES have met with RCN, RCM and Unison (professional side). These organisations really value being kept up-to-date and discussions have been productive. This is particularly around hearing the student voice and that of the supervisor and assessor AHPFS is the professional bodies forum for Scotland and NES should engage with them outside of the RAPOG meeting to provide updates on the group's activities and hear direct from them any issues for consideration.
5.	<p>Contingency Plan</p> <ul style="list-style-type: none"> NES are pulling together criteria which can be implemented at a local level and will share this with those who attended the meeting and with CoDHS. <p>Action: NES to circulate information to RAPOG</p>
6.	<p>AOCB</p> <ul style="list-style-type: none"> Noted that there was some confusion in relation to the open letter to students about NHS bank and the version received by health boards did not contain the appendix. <p>Action: NES to re-circulate the correct version of the open letter to students</p>
7.	<p>Date of next meeting</p> <p>19th March 2021, 13.30 – 15.30 pm via MS Teams.</p>

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