

Faculty of
Health



The New All Graduate Nursing Programme



Discovery is just the beginning

September 2010

the guardian

Nursing to become graduate-level job

All new nurses in UK will have to spend at least three years training to degree level from 2013.

NURSING*times*
nursingtimes.net the future of nursing

All new nurses must have degrees

The government has rubber-stamped plans for nursing in England to become a degree-only profession

NMC Nursing &
Midwifery
Council

Standards for
pre-registration
nursing education

NEW

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The All Graduate Nursing Programme Plan



Part 1

Level of
Supervision:
Direct

Theory Modules: <ul style="list-style-type: none"> Professional Values & Academic Skills Introduction to Nursing Practice & Decision Making 	Practical Placement 1.1 9 weeks	Theory Modules: <ul style="list-style-type: none"> Health in Society Nursing Practice 1 	Practical Placement 1.2 9 weeks
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Part 2

Level of
Supervision:
Close

Theory Modules: <ul style="list-style-type: none"> Professional Values & Evidence Based Practice Nursing Practice 2 	Practical Placement 2.1 9 weeks	Theory Modules: <ul style="list-style-type: none"> Nursing in Society Nursing Practice 3 	Practical Placement 2.2 9 weeks
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Part 3

Level of
Supervision:
Indirect

Theory Modules: <ul style="list-style-type: none"> Academic & Practice Enquiry Nursing Practice 4 	Practical Placement 3.1 9 weeks	Theory Modules: <ul style="list-style-type: none"> Transition to Qualified Practitioner 	Practical Placement 3.2 (Sign Off) 12 weeks
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Discover *The Assessment of Practice Documents*

- | | |
|--|---|
|  2 documents per year | 6 documents in total |
|  Documents numbered | 1.1 and 1.2 = Year 1
2.1 and 2.2 = Year 2
3.1 and 3.2 = Year 3 |
|  Documents colour coded by field | Cream = Generic
Green = Adult
Blue = Mental Health
Mauve = Child
Yellow = L. Disabilities |
|  Ongoing Achievement Record | To be used throughout the programme |

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Discover *The All Graduate Nursing Programme*

The Four Domains of Nursing



The NMC (2010) Standards specify 4 domains of nursing which student nurses must demonstrate competence in.

These will be assessed in practice by you the mentor.

All 4 domains are assessed in every placement.

The assessment criteria for each domain increases in complexity over the student's 3 year programme.

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The Four Domains of Nursing

- Each domain has a page like this one
- The learning outcomes which the student must achieve are written as bullet points in the box indicated

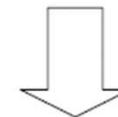
All Fields 1.1

The NMC Competency Framework

Professional Values

To achieve the required standard of practice the student must:

- Recognise when individuals are at risk and take action to maintain safety
- Practise in accordance with the code: Standards of conduct, performance and ethics for nurses and midwives (NMC 2008)
- Promote informed choice, decision making and consent
- Act in accordance with the roles, responsibilities and functions of a nurse
- Apply current legislation to protect the vulnerable irrespective of difference
- Practice in accordance with recognised ethical and legal frameworks



Seek feedback from service users and their carers about the student's ability to:

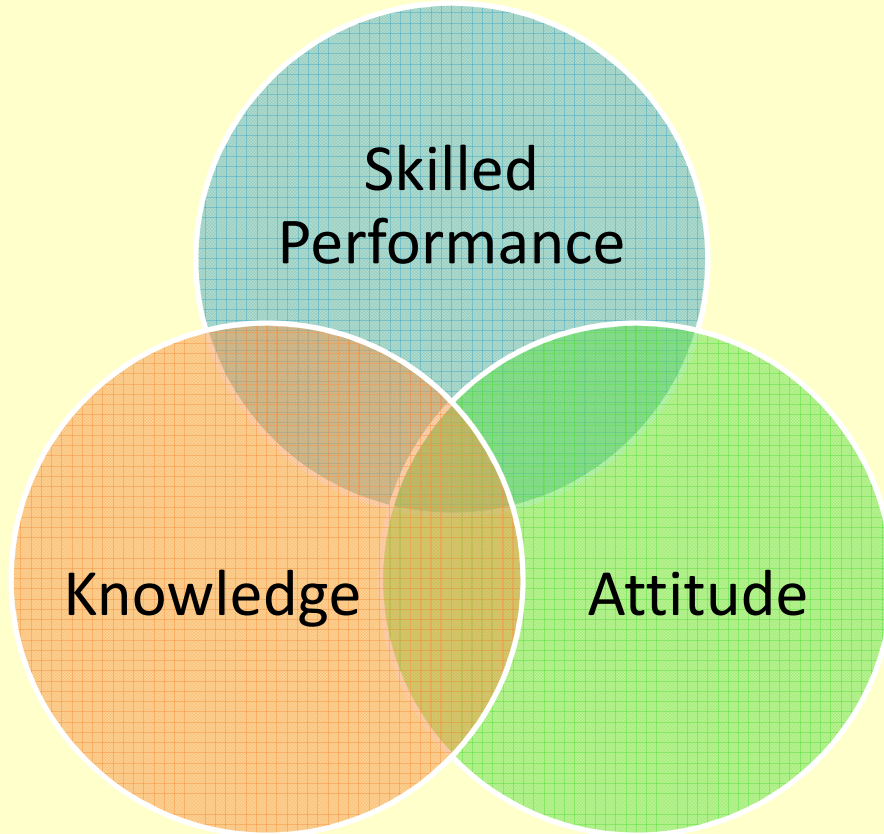
- Maintain privacy and dignity
- Be polite, courteous and respectful

This feedback should be recorded on the final interview pages at the back of this document

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3 Components of Evidence

Students will be required to produce evidence of achievement which incorporates 3 elements:

- The **performance** the student has demonstrated in practice.
- The **knowledge** the student has applied in practice.
- The **attitude** the student has demonstrated in practice.

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The 3 Components of Evidence

- Student must use the learning log to record evidence of their achievements whilst in practical placements
- Evidence must show that the student has demonstrated the required:
 - skilled performance
 - knowledge
 - attitude



Professional Values		
Learning Log		
Students should record evidence that demonstrates breadth of achievement in their placement		
Date	Include information about:	Assessor Signature
	<ul style="list-style-type: none">• the things you have done in practice	
	<ul style="list-style-type: none">• the knowledge you have applied in practice	
	<ul style="list-style-type: none">• the attitude you have demonstrated about your professional values.	

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Assessing Skills and Attributes

- Each domain has a skills and attributes list
- Student's must achieve all skills and attributes where the N/O box (no opportunity) has been blanked out in order to pass
- The requirements of this section increase in complexity in each academic year.

All Fields 1.1

Professional Values

Applied Practice – Skills and Attributes Criteria for the level of performance can be found on the penultimate pages of this document	U1	A	N/O	P1	P1*
• Recognise and report when an individual may be vulnerable especially					
- Children					
- Young people					
- Vulnerable adults					
• Recognise the impact of NMC policies and guidance on the care of service users					
• Respond promptly and correctly to requests from service users and staff					
• Recognise and work within own limitations					
• Seek help from mentor or other member of staff in situations beyond own level of expertise or competence					
• Maintain a professional attitude at all times					
• Be mindful of and sensitive to each individual's values, beliefs and needs					
• Seek consent prior to undertaking all social and nursing skills					
• Maintain confidentiality					
• Maintain privacy and dignity					
• Refer complaints to appropriate staff					
• Present a professional image with regard to dress, behaviour and language used					
• Demonstrate a willingness to accept responsibility for own actions					
• Recognise and act appropriately in situations that may impact upon personal safety					
• Act as patient advocate					
• Acknowledges diversity					
• Asks questions of mentor regarding evidence base and practice					
• Keep own personal security details safe and secure (This may include security tags and computer login details)					

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Discover *Linking Knowledge and Practice*

- Each domain has a linking knowledge and practice page
- This must be completed by the student whilst on placement
- This must be reviewed by the mentor as part of the practical assessment
- The requirements of this section increase in complexity in each academic year.



All Fields 1.1

Professional Values
LINKING KNOWLEDGE AND PRACTICE

What type of document have you chosen?

Patient Information Leaflet	Clinical Document	Reflection	Article	Policy or Procedure
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Cite the document used:

Summarise the main points from this document?

What have you learnt from this document?

How did this information influence your professional values?

How will you apply what you have learnt to other situations?

What steps will you take to build on what you have learnt about professional values?

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Service User Feedback

Service user will be invited to offer feedback about the care they have received from student nurses.

Mentors will record this feedback and take it into account when assessing the student nurses practice.

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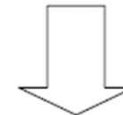
Service User Feedback

- Service users should be invited to comment on the care they have received from student nurses
- Each domain offers guidance to mentors on the type of things they might ask service users about
- Comments should be fed back to the student and be recorded on the final interview sheet

Professional Values

To achieve the required standard of practice the student must:

- Recognise when individuals are at risk and take action to maintain safety
- Practise in accordance with the code: Standards of conduct, performance and ethics for nurses and midwives (NMC 2008)
- Promote informed choice, decision making and consent
- Act in accordance with the roles, responsibilities and functions of a nurse
- Apply current legislation to protect the vulnerable irrespective of difference
- Practice in accordance with recognised ethical and legal frameworks



Mentors should seek feedback from service users and their carers about the student's ability to:

- Maintain privacy and dignity
- Be polite, courteous and respectful

This feedback should be recorded on the final interview pages at the back of this document

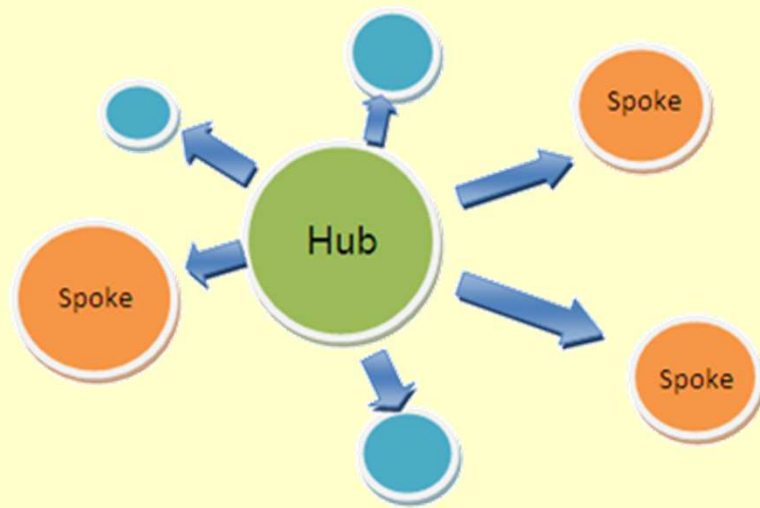
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Pathway Experiences



Pathway experiences should encourage the student to focus on the patient's experience of healthcare

Student nurses will be allocated to a hub placement and from this base they will undertake relevant spoke placements.

The aim is to enhance the students awareness and understanding of:

- The role of members of the caring team
- The services and support which contribute to care delivery.
- How the multidisciplinary and inter-agency teams work together to benefit patients

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Pathway Experiences

- Pathway experiences may be organised locally
- Students must have a nominated supervisor whilst on a pathway experience
- All pathway experiences should be logged
- Pathway supervisors should record feedback about the student in the assessment of practice document
- Mentors should consider this feedback when assessing the student's level of performance

Pathway Experiences

Log of Pathway Experiences

Please list all pathway experiences and visits undertaken during this placement

Name and Address of Pathway Experience	Name and Title of Supervisor	Dates Attended

Record of Student Visits

Activity or area visited:

Date attended:

Student to complete:

What have you learnt from this experience?

How will this enhance your nursing practice?

Supervisor's summary of the student's ability

Please comment on professionalism, communication, care delivery and team working.

Supervisors Signature: _____ Name: _____

Student Signature: _____ Date: _____

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Grading the Level of Performance

P1

In each academic year the level of performance required to achieve a pass grade increases. The abbreviation “P” indicates a pass and the number attached indicates the year.

P1 = Pass year 1 P2 = Pass year2 P3 = Pass year 3



Where a student has exceeded the pass criteria a * may be added to the grade to indicate this. This should only be awarded where the student has excelled in performance.



Mentors have told us that they also need clarification about what constitutes a fail in practice and so we have added guidance about the level of performance that indicates an unsuccessful grade must be awarded.

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The Required Level of Performance

- Guidance about the level of performance is broken down into
 - practice
 - knowledge
 - attitude
- Indications that a student is not performing at the required level are included to aid decisions about awarding an unsuccessful grade
- If a mentor wishes to award an unsuccessful grade or a pass * grade they should contact their practice placement manager or placement support team to discuss this

All Fields 1.1

Year 1: Required Level of Performance: Practice, Knowledge & Attitude

In order to be awarded a "Pass" grade the student must be consistently achieving the pass criteria indicated below by the end of the practice learning opportunity:

Level of Supervision: Direct

Pass (P1)	Unsuccessful (U1)
Practice <ul style="list-style-type: none"> Actively participates Actively engages with service users Delivers care safely Expresses self with clarity and honesty Uses language appropriate to the situation Performs specified skills with few prompts Organises self Performs with an awareness of legal and professional limitations Adheres to the NMC Guidance on professional conduct for nursing and midwifery students (2010) 	Practice <ul style="list-style-type: none"> Does not routinely participate or engage with service users Unsafe care delivery Lacks self organisation Requires repeated prompting in familiar tasks Does not express self with clarity or honesty Inappropriate use of language Acts outside professional and legal limitations. Does not adhere to the NMC Guidance on professional conduct for nursing and midwifery students (2010)
Knowledge <ul style="list-style-type: none"> Has a grasp of up-to-date theory which underpins routine practice Asks questions when unsure Can make some connections between pieces of information Can offer explanations for the activities undertaken Shows an awareness of how nursing knowledge and research influence the way care is planned and delivered 	Knowledge <ul style="list-style-type: none"> Lacks essential knowledge Does not ask questions Has no awareness of the rationale for care Does not make connections between pieces of information
Attitude <ul style="list-style-type: none"> Appropriate professional attitude Considers the service user first Recognises appropriateness of own actions Demonstrates self awareness Responds appropriately to feedback Commitment to professional development 	Attitude <ul style="list-style-type: none"> Demonstrates an unprofessional attitude Does not consider the service user first Unaware of own inappropriate responses Lacks self awareness Unprofessional response to feedback Uncommitted
Pass* (P1*)	Absent (A)
The student has exceeded the pass criteria indicated above	A decision cannot be made about the student's ability because of insufficient attendance.

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The Level of Performance

- The interim interview must be conducted by the mentor in the mid third of the placement
- The student must have clear feedback about their current level of performance
- The relevant box should be signed by the mentor to indicate progress to date
- An action plan should be completed when a student is not performing at satisfactory level



Interim Assessment (Mentor to complete)

Projected Achievement (if current level of performance is maintained and continued)		No Opportunity	Unsatisfactory	Further Development Needed	Satisfactory
Required Level of Performance		The student has had no opportunity to practice	The student's practice is currently unsafe.	The student is currently functioning below the standard required.	The student is currently functioning at the standard required.
Domain of Nursing ↓					
1	Professional values				
2	Communication and interpersonal skills				
3	Nursing practice and decision making				
4	Team working and self management				
Immediate Required Action >		An Action Plan <u>must</u> be negotiated and implemented (on the following pages). Support from PPM and DPL <u>must</u> be sought.			Optional further development planning to enhance practice
<p>When undertaking this interview please consider how receptive the student is to feedback</p> <p>Specific areas of good practice:</p> <p>Specific areas requiring further attention:</p> <p>Service user feedback indicates:</p> <p>Does sickness/absence pattern require an action plan? YES NO</p> <p>Mentor Signature/s: _____ Date: _____</p> <p>Student Signature: _____ Date: _____</p>					

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Grading The Level of Performance at The Final Interview

- The final interview must be conducted by the mentor in the last week of the placement
- The student must have clear feedback about their current level of performance
- The relevant box should be signed by the mentor to indicate the grade awarded
- The white copy of this sheet must be submitted at Birmingham City University. The pink copy should be filed in the Ongoing Achievement Record

Final Assessment Sheet (please print clearly in black pen)

Evidence from the student's ongoing achievement record and assessment of practice documents must be used to support this judgement

Student Name:		Mentor Name/s:			
BCU Student Number:		Placement:			
Cohort:		Dates of Placement:			
	Domain of Nursing	Grade			
		U1	A	P1	P1*
1	Professional values				
2	Communication and interpersonal skills				
3	Nursing practice and decision making				
4	Team working and self management				
Required Level of Performance		U1 = unsuccessful A = attendance insufficient P1 = meets pass criteria P1* = exceeds pass criteria			
Mentor Signature/s: _____ Date: _____					
Student Signature: _____ Date: _____					

In signing that the student has passed all 4 domains the mentor is indicating that the student is currently displaying a satisfactory standard of fitness to practice.

*Pink copy to Ongoing Achievement Record
White copy to be submitted*

Further Information and Assistance



Available from:

Practice Placement Managers and Educators

Placement Support Teams

Department of Practice Learning Staff

www.bcu.ac.uk/health/dpl-mentors