

Programme Audit/Major Modification report

Programme provider:	Salford, University of
In partnership with: (Associated practice placement providers involved in the delivery of the programme)	Manchester University Hospitals NHS Foundation Trust Royal Bolton NHS Foundation Trust Wrightington, Wigan and Leigh NHS Foundation Trust Pennine Acute Hospitals NHS Trust Stockport NHS Foundation Trust Tameside and Glossop NHS Foundation Trust Jane Crookall Maternity Unit, Isle of Man
Date of review:	06 Jan 2020
Type of Modification	Desktop
Provision reviewed:	Registered Midwife – 18M Registered Midwife - 36M
Title of current programme:	BSc (Hons) Midwifery (156 weeks) BSc (Hons) Midwifery (Post RN) BSc (Hons) Midwifery (Post RN)
Title of modified programme if changed:	Not applicable
Academic level of current programme:	England, Wales, Northern Ireland <input type="checkbox"/> Level 5 <input checked="" type="checkbox"/> Level 6 <input type="checkbox"/> Level 7 SCQF <input type="checkbox"/> Level 8 <input type="checkbox"/> Level 9 <input type="checkbox"/> Level 10 <input type="checkbox"/> Level 11
Academic level of modified programme if changed:	England, Wales, Northern Ireland <input type="checkbox"/> Level 5 <input type="checkbox"/> Level 6 <input type="checkbox"/> Level 7

	SCQF <input type="checkbox"/> Level 8 <input type="checkbox"/> Level 9 <input type="checkbox"/> Level 10 <input type="checkbox"/> Level 11
Reviewer:	Hilary Lumsden

Outcome of Approval Panel Meeting	
Outcome:	Recommended for approval
Conditions and NMC standard(s)/requirement(s) they relate to:	<p>Resources None identified</p> <p>Admission and progression None identified</p> <p>Practice learning None identified</p> <p>Fitness for practice None identified</p> <p>Quality assurance None identified</p>
Date conditions to be met:	
Recommendations and NMC standard(s)/requirement(s) they relate to: Note: recommendations will be assessed through the AEI annual self-assessment report	None identified
Date conditions met:	
Programme start date:	BSc (Hons) Midwifery (156 weeks) - 1 September 2020 BSc (Hons) Midwifery (Post RN) - 1 June 2020



Protecting the public through
quality assurance of nursing
and midwifery education



Summary

Summary of modification request

The University of Salford (UoS) is an established approved education institution (AEI). The AEI is approved to deliver a three-year BSc (Hons) midwifery programme and a BSc (Hons) midwifery (post registered nurse (RN) shortened pre-registration midwifery programme against the Standards for pre-registration midwifery education (NMC, 2009) since 26 April 2011.

The school of health and society at UoS presented a modification to the pre-registration midwifery programmes to transfer students from the Standards to support learning and assessment in practice (SLAiP) (NMC, 2008) to the Standards for student supervision and assessment (SSSA) (NMC, 2018). The modification is therefore solely limited to the process for students' learning and assessment in midwifery practice.

There has been effective partnership working with heads of midwifery (HoMs) and practice learning partner (PLP) organisations in Greater Manchester (GM) who support and have contributed to the discussions for the transfer to the SSSA. The timeline for planning the implementation of the SSSA has been ongoing since 2018.

All practice assessment documentation and student handbooks have been updated to include information about the SSSA. The AEI is preparing academics and practitioners for their new roles to meet the SSSA.

Students have been consulted and informed of the proposed changes in a timely manner. All existing students on the three-year pre-registration midwifery programme will transfer to the SSSA from September 2020. Students studying the shortened pre-registration midwifery programme will transfer to the SSSA from June 2020.

A review of documentary evidence and a teleconference call with AEI representatives provided clarification of the modification of the practice assessment record and evaluation (PARE) and ongoing achievement record (OAR) against the SSSA. The proposed changes meet the SSSA at programme level.

The modification is recommended to the NMC for approval.

Updated 30 January 2020:

AEI observations completed. The AEI confirmed the factual accuracy of the report.

Feedback from key stakeholders

Presenting Team

A teleconference was held on 6 January 2020 with the lead midwife for education (LME), associate dean of school, midwifery lecturer and regulatory body education manager.

Mentors, sign-off mentors, practice teachers and employers

Not applicable - Desktop review

Students

Not applicable - Desktop review

Service users and carers

Not applicable - Desktop review

Examples of notable and innovative practice and standards they relate to

None identified

Potential risks to compliance of education standards and standards they relate to

None identified

Potential risks to the student learning environment and standards they relate to

None identified

Any other risks to public protection

None identified

Areas for future monitoring

Implementation of the SSSA.

Outcome recommendation

The major modification is recommended to the NMC for approval.

NMC Standards

Please refer to the [Standards for Pre-Registration Midwifery Education \(NMC, 2009\)](#), current programme specific circulars accessed via the [NMC Website](#), EU Directive 2005/36/EC Article 41 (1) and Article 31 (6-7), and Section one of the Mott MacDonald [QA Handbook](#).

Standards for the lead midwife for education

Standard 1: Appointment of the lead midwife for education

The NMC requires an approved educational institution (AEI) to do the following:

Appoint a lead midwife for education (LME) who is a practising midwife and has a recorded midwifery teaching qualification on the NMC register.

Confirm the appointment of an LME with the NMC

Use the LME for strategic liaison with external agencies such as purchasers of education provision for all matters affecting midwifery education.

What we found:

Standard unchanged since original approval on 26 April 2011.

Outcome:	Standard met
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Date standards met:	
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Revised outcome:	
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Standard 2: Development, delivery and management of midwifery education programmes	
The LME shall lead the development, delivery and management of the midwifery education programmes provided by the AEI, ensuring that they comply with the standards established by the NMC.	
What we found:	
<p>Documentary evidence and teleconference discussion confirmed that there is excellent commitment, communication and collaboration between the LME and HoMs from all PLPs and other local AEIs.</p> <p>The LME is a founding member of the GM midwifery education group (GMMEG). There is evidence that this group has worked in partnership with other AEIs and HoMs in discussions, development and operationalisation and implementation of the SSSA.</p> <p>The LME has been involved in awareness raising sessions with students from all cohorts.</p>	
Outcome:	Standard met
Date standards met:	
Revised outcome:	

Standard 3: Signing the supporting declaration of good health and good character	
In accordance with rule 6(1)(a)(ii) of the registration rules, the LME shall be responsible, at her discretion, for signing the supporting declarations of good health and good character for all midwifery applications to the register.	

What we found:	
Standard is unchanged since original approval on 26 April 2011.	
Outcome:	Standard met
Date standards met:	
Revised outcome:	

Standards for admission to, and continued participation in, pre-registration midwifery programmes
<p>Age of entry</p> <p>St. 4</p> <p>General requirements</p> <p>The following requirements for selection should be read and operated alongside programme providers' existing policies and procedures:</p> <p>4.1 Selection</p> <p>Wherever practicable, the selection process should include a face-to-face meeting.</p> <p>Programme providers (AEIs and their service partners) are encourage, wherever possible, to involve lay people and midwifery students in the selection process. Depending on local circumstances they may be involved directly or indirectly in selection.</p> <p>All individuals in the selection process should receive appropriate training, preparation and updating which includes equality and diversity.</p>

Representatives of partner service provider organisations should be directly involved in the selection process.

The views of the individuals directly involved in selecting applicants should be taken into account when making final decisions on whether to accept or reject an applicant.

4.2 Literacy and numeracy

AEIs are required to ensure that applicants for pre-registration midwifery education programmes have provided evidence of literacy and numeracy that includes prior achievement of basic skills sufficient to undertake a pre-registration midwifery programme of education to a satisfactory level of attainment.

4.3 Good health and good character

Applicants must demonstrate that they have good health and good character sufficient for safe and effective practice as a midwife, on entry to, and for continued participation in, programmes leading to registration with the NMC.

Applicants from overseas must meet the good health and good character as defined for UK applicants and additionally those requirements set out by the UK government for healthcare workers from overseas

4.4 Entry to the register

The NMC requires a self-declaration of good health and good character from all those entering the register for the first time. On completion of the midwifery programme the student will submit this self declaration. The declaration is either supported by the LME, whose name has been notified to the Council and who is responsible for midwifery education in the relevant AEI, or by her designated registered midwife substitute. AEIs must be able to provide evidence of having fulfilled this requirement.

What we found:

Standard is unchanged since original approval on 26 April 2011.

Outcome:

Standard met

Date standards met:	
Revised outcome:	

Standard 5: Interruptions to pre-registration midwifery education programmes	
<p>Programme providers must ensure that they have in place processes to manage interruptions to the study of programmes for whatever reason.</p> <p>When a student returns to a programme it is recommended they have a period of orientation appropriate to the length of interruption. Programme providers must ensure that the student's acquired knowledge and skills remain valid, enabling them to achieve the necessary standards required on completion of the course.</p>	
What we found:	
Standard is unchanged since original approval on 26 April 2011.	
Outcome:	Standard met
Date standards met:	
Revised outcome:	

Standard 6: Admission with advanced standing

<p>All applicants, other than those registered as a nurse level one (adult), must complete a minimum three years full-time pre-registration midwifery programme of education.</p> <p>Where a student is already registered with the NMC as a nurse level one (adult), the length of the pre-registration midwifery education programme shall be no less than 18 months full time.</p>	
What we found:	
Standard is unchanged since original approval on 26 April 2011.	
Outcome:	Standard met
Date standards met:	
Revised outcome:	

Standard 7: Transfer between approved educational institutions	
It is the responsibility of AEIs to decide whether or not to accept an application for transfer.	
What we found:	
Standard is unchanged since original approval on 26 April 2011.	
Outcome:	Standard met
Date standards met:	
Revised outcome:	

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Standard 8: Stepping off and stepping on to pre-registration midwifery education programmes	
Students can 'step off' a pre-registration midwifery programme of education.	
What we found:	
Standard is unchanged since original approval on 26 April 2011.	
Outcome:	Standard met
Date standards met:	
Revised outcome:	

Standards for the structure and nature of pre-registration midwifery programmes
Standard 9: Academic standard of programme
<p>Since September 2008 the minimum academic level for entry to the midwives' part of the register for those entering pre-registration midwifery programmes is degree level (NMC Circular 14/2007).</p> <p>Scotland – 360 academic credits, 60 of which must be at level nine.</p> <p>England, Wales and Northern Ireland – 300 academic credits, 60 of which must be at level H.</p>

What we found:	
Standard is unchanged since original approval on 26 April 2011.	
Outcome:	Standard met
Date standards met:	
Revised outcome:	

Standard 10: Length of programme	
<p>Article 31(6-7) of EU Directive 2005/36/EC now describes the length of midwifery programmes in years, months and hours.</p> <p>The length of a pre-registration midwifery programme of education should be no less than three years (equivalent to 156 weeks full time) and each year shall contain 45 programmed weeks.</p> <p>Three year direct entry programme – 4,600 hours (minimum requirement)</p> <p>Where the student is already registered with the NMC as a nurse level one (adult), the length of the pre-registration midwifery programme of education shall not be less than 18 months (equivalent to 78 weeks full time).</p> <p>Eighteen month midwifery programme (following qualification as an adult nurse) – 3,000 hours (minimum requirement).</p>	
What we found:	
Standard is unchanged since original approval on 26 April 2011.	
Outcome:	Standard met

Date standards met:	
Revised outcome:	

Standard 11: Student support
Midwife teachers and midwife mentors must meet the NMC's standards to support learning and assessment in practice.
What we found:
<p>The teleconference and documentary evidence confirm that supervision and assessment of all cohorts of student midwives (three-year programme) from September 2020 and student midwives on the BSc (Hons) pre-registration post RN midwifery programme from June 2020 will be in accordance with the SSSA (NMC, 2018).</p> <p>Documentary evidence and discussion during the teleconference confirm there is a collaborative approach for the preparation and ongoing support for the new roles of practice supervisor, practice assessor and academic assessor to meet the SSSA. There are clear guidelines which include the ongoing preparation, support and monitoring of the new roles which are clearly set out in guidance documents available both online and in hard copy. The documentation clearly identifies the practice assessors and academic assessors must have due regard.</p> <p>There will be support and oversight of practice supervision provided by link midwifery lecturers from the UoS, in collaboration with practice development midwives (or equivalent) in each partner NHS trust. Midwifery link teachers support student midwives in the practice area and also act as a link between student, practice supervisor and practice assessor.</p> <p>Practice supervisors and assessors will be allocated by the trust in accordance with the student's individual placement allocation. Practice supervisors will serve as role models to students and support learning in-line with their scope of practice. They will support and supervise student midwives and are prepared to</p>

provide feedback on student progress towards the achievement of proficiencies and skills in accordance with the PARE.

The practice supervisor will oversee the student in practice to ensure safe, effective learning. They will have current knowledge and experience in the area in which they are providing support and will receive ongoing support from both the practice assessor and academic assessor to participate in the practice learning of students.

Practice assessors will be responsible for the support and assessment of student midwives at one summative point in the academic year. The practice assessor will liaise closely with the link midwifery teacher and the student's academic assessor regarding student performance and achievement.

Practice supervisors will attend a yearly SSSA update facilitated by the link teacher and sign a self-declaration to undertake the role. Practice assessors are prepared by attending a yearly SSSA update as well as accessing learning materials online within their own organisation. Handbooks for practice assessors and supervisors have been updated in-line with the SSSA.

The AEI identified that midwifery academic staff will fulfil the role of academic assessor and confirm student midwives will not have the same academic assessor for consecutive years. The AEI will provide preparation for the role and a self-declaration is completed through the appraisal system with the LME. The academic assessor will conduct a tripartite assessment with the practice assessor and student to collate and confirm student achievement and proficiency in the final practice learning placement for each year.

Monitoring of the effectiveness of the practice learning environment continues to be undertaken in partnership with PLPs. The AEI will continue to complete biennial educational audits of practice learning environments to provide assurance of the effectiveness of the practice learning environment and compliance with the SSSA.

During the teleconference it was confirmed there are up-to-date practice supervisor and assessor registers in each PLP organisation.

Outcome:

Standard met

Date standards met:	
Revised outcome:	

Standard 12: Balance between clinical practice and theory	
Since September 2008, the practice to theory ratio of each programme is required to be no less than 50 percent practice and no less than 40 percent theory.	
What we found:	
Standard is unchanged since original approval on 26 April 2011.	
Outcome:	Standard met
Date standards met:	
Revised outcome:	

Standard 13: Scope of practice experience	
Where the opportunity is available, students should be involved in supporting women birthing in a variety of settings.	
Student midwives must be involved in the care of a small group of women throughout their childbirth experience, including antenatal, intrapartum and postnatal care.	

What we found:	
Documentary evidence confirms that the implementation of SSSA does not affect the approved model of caseloading. Standard is unchanged since original approval on 26 April 2011.	
Outcome:	Standard met
Date standards met:	
Revised outcome:	

Standard 14: Supernumerary status during clinical placement	
Students undertaking pre-registration midwifery education programmes cannot be employed to provide midwifery care during their training – all clinical experience should be education-led with students having supernumerary status for the duration.	
What we found:	
Standard is unchanged since original approval on 26 April 2011.	
Outcome:	Standard met
Date standards met:	
Revised outcome:	

Standard 15: Assessment strategy

Clinical practice must be graded and be counted as part of the academic award.

All outcomes within a progression point period (for example an academic year) have to be achieved and confirmed within 12 weeks of entering the next academic level. All assessments must be completed and have been passed prior to successful completion of the programme.

A student midwife shall achieve these standards under the supervision of a sign-off mentor.

What we found:

Discussions during the teleconference and documentary evidence confirm the assessment of students' proficiency and competence, EU directives and essential skills clusters (ESCs) (NMC, 2009) are all recorded in the PARE. These aspects of the approved programmes are not changing, as the programmes are still mapped against the Standards for pre-registration midwifery education (NMC, 2009). However, who is eligible to contribute to the assessment of practice has changed in line with the new SSSA roles of practice supervisor, practice assessor and academic assessor. The PARE is updated to reflect these changes.

The structure of the programme has not been affected by the implementation of the SSSA, therefore the progression points are unchanged. The process of grading of midwifery practice in the modified PARE also remains unchanged.

Communication between the practice supervisor, practice assessor and academic assessor will enable the summative assessment of students in practice. The PARE clearly identifies sections for written feedback, which will be used as a source of evidence to inform summative assessment and recommendations for student progression. Following summative assessment, the academic assessor reviews the PARE. Within the PARE, there is a clearly identified action plan process to support students failing to achieve. Practice supervisors and practice assessors have access to policies to raise and escalate concerns about students' performance, where necessary.

Teleconference discussion and documentary evidence shows that there are at least one and sometimes two midwifery lecturers linking with each NHS trust.

The link teachers will also be academic assessors to students in those trusts. The academic assessor will be changed for each part of the programme, swapping over each year so that the student has a different academic assessor in year two from year one and three. The academic assessor will collate and confirm student academic achievement, proficiencies and programme outcomes for each part of the programme and will maintain an understanding of the programme outcomes. There is a tripartite assessment at the end of each part/year in collaboration with the practice assessor; this will be a face-to-face meeting to make a decision about recommending the student for progression to the next part of the programme.

Outcome:	Standard met
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Date standards met:	
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Revised outcome:	
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Standard 16: Ongoing record of achievement

An ongoing record of achievement, including comments from mentors, must be passed from one placement to the next to enable judgements to be made on the student's progress.

What we found:

Documentary evidence confirms the OAR has been modified to align with the SSSA and is incorporated into the PARE. At the end of each summative assessment period, the practice assessor is required to verify progression and provide details regarding areas for the student's development.

The practice assessor will meet with their student and contribute to the student's OAR at the beginning of each stage of the programme; this will facilitate the identification of learning objectives which can be re-assessed at regular intervals

throughout the year. Practice assessors will also record objective, evidence-based summative assessments at the final progression point. The electronic OAR can be viewed by the student's academic assessor, practice supervisor, practice assessor and LME at any point during the student's programme.	
Outcome:	Standard met
Date standards met:	
Revised outcome:	

Achieving the NMC standards	
Standard 17: Competencies required to achieve the NMC standards	
Students need to be proficient in all standards by the end of their training in order to practise safely and effectively as a midwife without the need for direct supervision. A student must demonstrate competence in these standards to enter the register as a midwife.	
What we found:	
Standard is unchanged since original approval on 26 April 2011.	
Outcome:	Standard met
Date standards met:	
Revised outcome:	

[NMC Circular 03/2011](#)

Resources to support programme intentions

Programme providers must provide evidence at programme approval that resources are currently available to support programme intentions.

What we found:

The AEI provided confirmation there are resources in the university setting to support the implementation of the SSSA. Partnership agreements with PLP organisations are in place which confirm there are sufficient resources in practice learning environments to support the implementation of the SSSA and deliver the pre-registration midwifery programmes.

Monitoring of the effectiveness of the practice learning environment continues to be undertaken in partnership with PLPs. The AEI will continue to complete biennial educational audits of practice learning environments to provide assurance of the effectiveness of the practice learning environment and compliance with the SSSA.

Outcome:	Standard met
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Date standards met:	
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Revised outcome:	
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Evidence and references list

UoS programme specification BSc (Hons) midwifery 156 weeks, undated

UoS programme specification BSc (Hons) midwifery post RN, undated

UoS partnership and preparation strategy, April 2019

Option appraisal paper for the GMMEG team: plans for moving the midwifery students from Manchester and Salford University programmes over to the SSSA (NMC, 2018), 18 February 2019

Student cohorts/years/planned implementation date, undated

UoS the SSSA preparation strategy, 2 April 2019

GM post graduate workforce group recommendations to implement the SSSA, 29 March 2019

GM education group minutes, 15 January 2019, 11 June 2019, 9 July 2019 and 13 August 2019

Notes from supervision assessor resource meeting, 1 July 2019, 5 August 2019

Terms of reference GMMEG, undated

Supervision and assessment in practice workstream groups, undated

Additional midwifery factsheet, April 2019

PowerPoint presentation: midwifery curriculum development for September 2021 and transition to NMC SSSA – September 2020

GM factsheet SSSA managers information, April 2019

UoS midwifery programme board agenda, 1 May 2019

Mapping tool for modification of SSSA registered midwife (RM) programme factsheet, undated

Student discussion and consultation, undated

North West practice education group (NWPEG) practice assessor preparation and guidance, undated

NWPEG practice supervisor preparation and guidance, undated

Proposed PARE task and finish group, undated

NWPEG academic assessor self-declaration, undated

UoS process for academic assessors, undated

UoS process for practice assessors, undated

UoS academic assessor guidance, July 2019

AEI process for investigating issues and concerns in practice relevant to students on all NMC approved programmes, January 2019

Copy of PARE document, 36 month midwifery programme, undated

Copy of PARE document, 18 month midwifery programme, undated

PARE online learning resources for practice supervisor and practice assessor roles, undated

Personnel supporting programme approval	
Members of Approval Panel	
Not applicable – Desk-top review.	
Programme Presenters	
Desktop review. Teleconference was held on 6 January 2020 with the NMC visitor and UoS LME, associate dean of school, midwifery lecturer and regulatory body education manager.	
Were any service providers visited?	
Meetings with others	
Mentors / sign-off mentors	
Practice teachers	
Service users / Carers	
Practice Education Facilitator	
Director / manager nursing	
Director / manager midwifery	
Education commissioners or equivalent	
Designated Medical Practitioners	

Other (please specify)					
<p>If there were no representatives present during the approval event please state why:</p> <p>Desktop review</p>					
Meetings with students					
Nursing					
Adult		Year 1	Year 2	Year 3	Year 4
Mental Health		Year 1	Year 2	Year 3	Year 4
Children's		Year 1	Year 2	Year 3	Year 4
Learning Disabilities		Year 1	Year 2	Year 3	Year 4
Midwifery (3 year)		Year 1	Year 2	Year 3	
Midwifery (18 month)		Year 1	Year 2		
SCPHN		HV	SN	OH	FHN
Learning and Assessment in Practice		Mentor		Practice Teacher	Teacher

Nurse Prescribing		V100	V150	V300
Specialist Practice		Adult	Mental Health	Children's
		Learning Disability	General Practice Nursing	Community Mental Health Nursing
		Community Learning Disabilities Nursing	Community Children's Nursing	District Nursing

Additional evidence viewed

NMC approval letter RM short and long programmes, 28 June 2011

UoS RM approval report, 11 May 2011

CQC Quality inspection Stockport NHS Foundation Trust, 17 September 2019

Mott MacDonald Group Disclaimer

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Issue record

Author:	Hilary Lumsden	Date:	8 Jan 2020
Checked by:	Judith Porch	Date:	27 Jan 2020
Approved by:	Leeann Greer	Date:	4 February 2020