

Programme Audit/Major Modification report

Programme provider:	East Anglia, University of
In partnership with: (Associated practice placement providers involved in the delivery of the programme)	Norfolk and Norwich University Hospitals NHS Foundation Trust James Paget University Hospitals NHS Foundation Trust The Queen Elizabeth Hospital King's Lynn NHS Foundation Trust West Suffolk NHS Foundation Trust East Suffolk and North Essex NHS Foundation Trust
Date of review:	01 Aug 2019
Type of Modification	Desktop
Provision reviewed:	Registered Midwife - 36M
Title of current programme:	BSc (Hons) Midwifery
Title of modified programme if changed:	
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:	Miss Angela Poat

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	<p>Recommendation one: The programme team are advised to consider revising the programme handbook documentation to make more explicit the role of practice supervisor, practice assessor and academic assessor, and their responsibilities for student supervision and assessment in practice (SSSA) (NMC, 2018). (Standard 11)</p>
Date conditions met:	
Programme start date:	02 Sep 2019

Summary

Summary of modification request

The University of East Anglia (UEA), an established approved education institution (AEI), provides a three-year BSc (Hons) midwifery programme which is approved to meet the Standards for pre-registration midwifery education (NMC, 2009) and the Standards to support learning and assessment in practice (SLAiP) (NMC, 2008).

This major modification is to approve the transfer of the current pre-registration midwifery programme from the SLAiP (NMC, 2008) to the SSSA (NMC, 2018). The modification is therefore solely limited to the process for students' learning and assessment in midwifery practice.

Consultation has taken place regarding the proposed modification with key stakeholders including practice learning partners (PLPs), student midwives, midwives and service users.

The UEA is part of the pan Midlands, Yorkshire and East practice learning group (MYEPLG) who have collaborated towards implementing the SSSA (NMC, 2018). A partnership decision has been made between the AEI and PLPs to transfer all cohorts (September 2017, 2018 and 2019) of midwifery students to the SSSA from September 2019.

Documentary evidence confirms the modification of the assessment of practice (AoP) documents and student facing documentation reflect the SSSA (NMC, 2018). There are no changes to the programme learning outcomes or assessment methods and competencies which continue to meet the Standards for pre-registration midwifery education (NMC, 2009). However, who is eligible to contribute to the assessment of practice is changing in line with the new SSSA roles of practice supervisor, practice assessor and academic assessor. The AoP documentation is updated to reflect these changes.

A review of documentary evidence and discussion in a teleconference with representatives from the AEI provides assurance that the SSSA are met at programme level.

The major modification is recommended to the NMC for approval.

Feedback from key stakeholders

Presenting Team

Not applicable - Desktop review

Teleconference with QA visitor and UEA staff: deputy director of education, quality, assurance and enhancement; lead midwife for education (LME); director of education; course director for pre-registration midwifery programme; and an administrator took place on 1 August 2019.

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

There is supporting information for students about the new practice supervisor, practice assessor and academic assessor roles and responsibilities and their contribution to students' supervision, progression and assessment. However, the programme handbook could provide more clarity about the roles. (Recommendation

one)

Recommendation one: The programme team are advised to consider revising the programme handbook documentation to make more explicit the role of practice supervisor, practice assessor and academic assessor, and their responsibilities for SSSA (NMC, 2018). (Standard 11)

Any other risks to public protection

None identified

Areas for future monitoring

- The implementation of the SSSA

Outcome recommendation

The modification is recommended to the NMC for approval. There is one recommendation.

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:

There are no changes to this standard as a result of this major modification.

Outcome:	Standard met
-----------------	--------------

Date standards met:	
----------------------------	--

Revised outcome:	
-------------------------	--

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 confirms that the lead midwife of education (LME) has worked with the director of practice education on the development and implementation of the SSSA. Consultation has taken place regarding the proposed modification with key stakeholders including PLPs, student midwives, heads of midwifery, midwives and service users through face to face meetings and SSSA transition workshops. A partnership decision has been made between the AEI and PLPs to transfer all cohorts of midwifery students to the SSSA from September 2019. Students have consented to this transfer.</p> <p>The UEA is part of the pan MYEPLG who have also worked closely in partnership with PLPs and AEIs in the implementation of the SSSA (NMC, 2018) to ensure equity and consistency across shared practice placement areas.</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:	
There are no changes to this standard as a result of this major modification.	
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:

There are no changes to this standard as a result of this major modification.

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:	
There are no changes to this standard as a result of this major modification.	
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</p>	

18 months full time.	
What we found:	
There are no changes to this standard as a result of this major modification.	
Outcome:	Standard met
Date standards met:	
Revised outcome:	

Standard 7: Transfer between approved educational institutions	
It is the responsibility of AEs to decide whether or not to accept an application for transfer.	
What we found:	
There are no changes to this standard as a result of this major modification.	
Outcome:	Standard met
Date standards met:	
Revised outcome:	

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:	
There are no changes to this standard as a result of this major modification.	
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:	
There are no changes to this standard as a result of this major modification.	
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:	
There are no changes to this standard as a result of this major modification.	
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>There is evidence of engagement with academic staff, student midwives and PLPs regarding the implementation of the SSSA. They have been informed of the changes to meet the SSSA through programme development meetings, practice management meetings and stakeholder workshops.</p> <p>Documentary evidence confirms the changes to student supervision and assessment are clearly outlined within the AoP document. Descriptions and further guidance about the roles can also be found on a named site on the UEA website.</p> <p>There is a 'Guidelines for theory and practice assessments handbook 2019-20' for students about the new roles, supervisors, practice assessors and academic assessors, their responsibilities and how they contribute to students' assessment and progression. There is also some information in the programme handbook. However, this would benefit from more clarity of the three new roles and their responsibilities and contribution to students' assessment and progression. (Recommendation one)</p> <p>The SSSA are clearly mapped to the revised AoP documentation. There is a clear transfer plan for existing students to the SSSA commencing in the new academic year 2019-2010.</p> <p>A collaborative approach for the preparation and ongoing support for the new roles of practice supervisor, practice assessor and academic assessor are clearly evidenced and meet the SSSA requirements. The UEA has an agreement with a neighbouring AEI to adopt their SSSA preparation training materials for new practice supervisors and practice assessors. This will ensure consistency of information in shared practice learning environments.</p> <p>These training resources are being developed in collaboration with PLPs, midwifery and nursing students/apprentices; experts by experience and other regional AEIs.</p> <p>The UEA school of health sciences will offer four routes to prepare practice supervisors and assessors: practice supervisor preparation; practice assessor preparation for transferring mentors; practice supervisor and assessor preparation; and, a 20 credit level seven module, 'Enhancing teaching, learning and assessment in clinical education', which is part of the postgraduate certificate in clinical</p>

education.

PLPs will identify suitable staff to adopt the role of practice assessor and supervisor and this will be identified through local appraisal and revalidation processes. Practice supervisors will receive preparation via the core mentor updates sessions being run monthly, then all new practice supervisors will be invited to engage with preparation sessions which will be face to face and/or on-line delivery. Current sign-off mentors will be prepared to assume the role of practice assessors from September 2019.

The responsibility of the preparation of practice supervisors and practice assessor role will be joint between the AEI and the PLPs. The designated placement coordinator will be responsible for managing the databases of practice assessors and practice supervisors in a similar manner to that which already exists. This ensures that practice assessment is undertaken by a suitably prepared person in accordance with the SSSA.

Documentary evidence and discussion confirms there are sufficient midwifery lecturers to ensure that an academic assessor can be assigned to students with a different academic assessor for each part of the programme. The academic assessor will work in partnership with the practice assessor to evaluate and recommend the student for progression for each part of the educational programme. The academic assessor will facilitate communication and collaboration with the practice assessor and this communication can take a variety of forms.

Each practice area will continue to be supported by a link lecturer and a multi-professional practice education facilitator who support students and practice staff.

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:	
There are no changes to this standard as a result of this major modification.	
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:	
Practice learning experiences are not affected by this modification. Students are placed within a variety of practice learning settings during the three-year programme. Case loading is included in each year of the programme. Evidence of this experience is required as part of the portfolio requirements for the assessment of practice in each module and is not affected by the implementation of the SSSA.	
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:	
There are no changes to this standard as a result of this major modification.	
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:	
<p>The structure of the programme has not been affected by the implementation of SSSA and thus the progression points are unaffected. The process of grading of practice also remains unchanged. However, who can contribute to the assessment of practice has changed in line with the new SSSA roles of practice supervisor, practice assessor and academic assessor. The AoP document is updated to reflect these changes and meets the SSSA.</p> <p>Communication between the practice supervisor, practice assessor and academic assessor will enable a comprehensive summative assessment in practice. The AoP clearly identifies the availability of feedback sheets for written feedback about students that will be used as evidence to inform the summative assessment and recommendations for progression. The AoP contains action plans to support students requiring extra support or failing to achieve. Practice supervisors and practice assessors have access to policies to raise and escalate concerns when necessary.</p> <p>The practice supervisor will provide regular feedback to both the student and the practice assessor to facilitate the student's achievement and progression.</p> <p>The allocation of practice assessors will be overseen by the nominated person within the practice learning area to ensure that student midwives are supported and assessed by an appropriately prepared and experienced midwife.</p> <p>At the beginning of each part of the programme the student will be allocated to an academic assessor by the programme course director or the LME. The academic assessor will work in partnership with the practice assessor to evaluate and recommend the student for progression for each part of the programme.</p> <p>There is explicit detail that all practice assessors and academic assessors must have due regard.</p>	
Outcome:	Standard met

Date standards met:	
Revised outcome:	

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:	
The ongoing achievement record (OAR) is incorporated in the AoP document and has been modified to align with the SSSA. The OAR provides practice supervisors the opportunity to feedback and record the student's progression and achievements and contributes to facilitating the planning of future learning.	
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:	
There are no changes to this standard as a result of this major modification.	
Outcome:	Standard met
Date standards met:	
Revised outcome:	

<u>NMC Circular 03/2011</u>
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:
Documentary evidence confirms that the UEA and PLPs work in partnership to provide suitable practice learning environments for pre-registration midwifery students. Evidence demonstrates suitable systems, processes, resources and individuals are in place to ensure safe and effective coordination of learning within the practice learning environments. (SSSA R1.4)
The UEA has partnership agreements with the PLPs clearly outlining their commitment to provide resources and practice learning experiences for students. This commitment includes the allocation of suitably prepared practice supervisors and practice assessors.
Assurance is provided that resources are in place for the implementation of the

SSSA.	
Outcome:	Standard met
Date standards met:	
Revised outcome:	

Evidence and references list
<p>UEA mapping tool for modification SSSA RM programmes BSc (Hons) Midwifery, 12 June 2019</p> <p>Midwifery AoP year one, two and three practice assessment document 2019-20, undated</p> <p>Student presentation: changes to practice assessment from September 2019 applied to midwifery, 12 March 2019</p> <p>BSc (Hons) midwifery long programme practice placement preparation sessions mapped to modules, updated April 2019</p> <p>Midwifery pre-registration course committee agenda, 16 October 2018, 21 March 2019</p> <p>Deputy director of practice education role descriptor, undated</p> <p>Director of practice education role descriptor, undated</p> <p>Draft operational partnership plan, version 3 applied to midwifery, 11 June 2019</p> <p>Guidelines for theory and practice assessments handbook, 2019-20</p> <p>UEA practice education handbook 2019-20</p> <p>Raising concerns process, undated</p> <p>Midwifery specific clarification for raising concerns, undated</p> <p>Link lecturer role guidance, 2019</p>

Practice placement coordinator role descriptor, final undated
 Raising and escalating concerns relating to practice, full policy 2018-19
 SSSA transition workshops for stakeholders: agenda, undated
 Educational audit of clinical practice form template, undated
 Midwifery presentation for stakeholder event, 8 February 2019
 Midwifery stakeholder event, 10 May 2019
 Stakeholder meeting, 10 May 2019
 Allocations of academic assessors, undated
 Assessment of theory and practice guidelines, draft, undated
 BSc (Hons) midwifery course handbook version 9, 2019-20
 Midwifery pre- registration programmes management committee, 21 March 2019; 25 June 2019
 Operational partnership plan - SSSA applied to midwifery, undated
 Resource to support mentor transition - presentation.pdf, undated
 Role of academic assessor flowchart, undated
 BSc (Hons) midwifery programme specification 2019-20 with SSSA roles, 19 July 2019
 UEA and East Suffolk and North Essex Foundation Trust agreement, undated
 UEA and West Suffolk NHS Trust agreement, undated

Personnel supporting programme approval

Members of Approval Panel

Not applicable - Desktop review

Programme Presenters

Teleconference took place on 1 August 2019.

QA visitor and UEA staff:

- deputy director of education, quality, assurance and enhancement;
- LME;
- director of education;

- course director for pre-registration midwifery programme; and
- administrator

Were any service providers visited?

Not applicable - Desktop review

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)	

If there were no representatives present during the approval event please state why:

Not applicable - Desktop review

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	RPHN
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					

No additional evidence viewed

Mott MacDonald Group Disclaimer

This document is issued for the party which commissioned it and for specific purposes connected with the captioned project only. It should not be relied upon by any other party or used for any other purpose.

We accept no responsibility for the consequences of this document being relied upon by any other party, or being used for any other purpose, or containing any error or omission which is due to an error or omission in data supplied to us by other parties.

Issue record

Author:	Angela Poat	Date:	02 Aug 2019
Checked by:	Judith Porch	Date:	15 Aug 2019
Approved by:	Helen Shapcott	Date:	16 Aug 2019