

Programme Audit/Major Modification report

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| Programme provider: | Nottingham, University of |
| In partnership with: (Associated practice placement providers involved in the delivery of the programme) | Chesterfield Royal Hospital NHS Foundation Trust Derby Teaching Hospitals NHS Foundation Trust Nottingham University Hospitals NHS Trust United Lincolnshire Hospitals NHS Trust Sherwood Forest Hospitals NHS Foundation Trust |
| Date of review: | 04 Jun 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: | Sheila Brown |

| Outcome of Approval Panel Meeting | |
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| Outcome: | Recommended for approval with recommendations |
| 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 university is advised to obtain confirmation in writing from Derby Teaching Hospitals NHS Foundation Trust that they support the implementation of SSSA. (NMC circular 03/2011)</p> |
| Date conditions met: | |
| Programme start date: | 23 Sep 2019 |

Summary

Summary of modification request

The pre-registration BSc (Hons) midwifery programme at the University of Nottingham (UoN) sits within the midwifery department in the school of health sciences. The current programme was approved in June 2015. This major modification is presented for the implementation of the Standards for supervision and assessment (SSSA) (NMC, 2018) to the current approved BSc programme. No changes have been made to the programme learning outcomes.

The following cohorts of students will transfer to the SSSA from September 2019; September 2017, January 2018, September 2018 and January 2019.

The programme documentation confirms evidence of effective partnership working between UoN, practice learning partners (PLPs) and students to support the implementation of the SSSA.

The documentary evidence and online teleconference discussion held with the programme team confirm that the changes required for the transition and implementation of the current pre-registration BSc (Hons) midwifery programme approved against the Standards of pre-registration midwifery education (NMC, 2009) meet the SSSA.

The major modification to the programme is recommended to the NMC for approval. There's one NMC recommendation.

Feedback from key stakeholders

Presenting Team

The presenting team provided the rationale for the proposed implementation of SSSA within the current approved programme and told us this change is in response to PLPs requests. We found that the team are committed to ensuring that student midwives are provided with a supportive learning environment within theory and practice settings and that this commitment is upheld by this proposed modification to the programme.

Mentors, sign-off mentors, practice teachers and employers

There's sufficient documentary evidence and findings from the teleconference held

with the programme team that confirms PLPs support the implementation of the SSSA within the current BSc (Hons) midwifery programme.

Students

The programme team told us that students have been involved in the university discussions with practice learning partners (PLPs) and the subsequent decision and plan to implement SSSA. This was confirmed within the documentary evidence.

Service users and carers

There's evidence of service user involvement in the preparation and implementation of the SSSA within the school of health sciences at UoN.

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

- To monitor student experiences following the implementation of SSSA.
- To monitor the experience of practice supervisors, practice assessors and academic assessors following the implementation of SSSA.

Outcome recommendation

This major modification is recommended to the NMC for approval. There's one NMC 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:

Unchanged since the original approval, 16 June 2015.

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| Outcome: | Standard met |
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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: | |
| Documentary evidence and discussion at the teleconference with the programme team confirm that the lead midwife for education (LME) has led the development of the modification to the current BSc (Hons) midwifery programme to ensure compliance with SSSA. The LME has worked in partnership with the midwifery education team, student midwives and PLPs. It's evident that the LME is involved in the development, delivery and management of the midwifery programme and in the plans for a new curriculum. | |
| Outcome: | Standard met |
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| Date standards met: | |
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| 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: | |
| Unchanged since the original approval, 16 June 2015. | |
| Outcome: | Standard met |

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| Date standards met: | |
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| <p>Standards for admission to, and continued participation in, pre-registration midwifery programmes</p> |
| <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> <p>Representatives of partner service provider organisations should be directly involved in the selection process.</p> <p>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.</p> <p>4.2 Literacy and numeracy</p> <p>AEIs are required to ensure that applicants for pre-registration midwifery education programmes have provided evidence of literacy and numeracy that includes prior</p> |

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:

Unchanged since the original approval, 16 June 2015.

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| Outcome: | Standard met |
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Standard 5: Interruptions to pre-registration midwifery education programmes

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| <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: | |
| Unchanged since the original approval, 16 June 2015. | |
| Outcome: | Standard met |
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| Date standards met: | |
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| 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: | |
| Unchanged since the original approval, 16 June 2015. | |
| Outcome: | Standard met |
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| Date standards met: | |
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| 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: | |
| Unchanged since the original approval, 16 June 2015. | |
| Outcome: | Standard met |
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| 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: | |
| Unchanged since the original approval, 16 June 2015. | |
| Outcome: | Standard met |

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| 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: | |
| Unchanged since the original approval, 16 June 2015. | |
| Outcome: | Standard met |
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| Date standards met: | |
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| 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: | |
| Unchanged since the original approval, 16 June 2015. | |
| Outcome: | Standard met |
| Date standards met: | |
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| Standard 11: Student support | |
| <p>Midwife teachers and midwife mentors must meet the NMC's standards to support learning and assessment in practice.</p> | |
| What we found: | |
| <p>Assurance has been provided by the midwifery education team, with documentary evidence of agreement with PLPs, that there's a clear strategy for transition</p> | |

arrangements and preparation of midwives in relation to the SSSA.

There's evidence of locally agreed plans between the UoN and PLPs outlining the transition arrangements for preparation of current mentors to practice supervisors, and of current mentors to practice assessors. Preparation of academic staff to undertake the role of academic assessors has also been outlined. Current mentors will be provided with a three-hour preparation session to transition to the roles of practice supervisor and to the role of practice assessor. New staff will be provided with a one-day preparation session to undertake the role of practice supervisor and a one-day session to undertake the role of practice assessor. Student midwives in UoN will be provided with a one-day preparation session within the pre-registration midwifery programme to prepare them to undertake the role of practice supervisor following completion of their preceptorship. Registered midwives who are band five, six and seven will be prepared to be practice supervisors, and midwives who are band six and seven will be prepared to be practice assessors. PLPs will provide preparation sessions and bi-annual updates for practice supervisors and practice assessors.

Documentary evidence and findings from the approval process confirm that academic assessors will be identified and allocated through the UoN academic assessor allocation process. Existing academic staff who have a recognised teaching qualification will be provided with a three-hour preparation session to support them to undertake the role of academic assessor. Existing or new academic staff who do not hold a teaching qualification will be required to undertake a preparation programme within the UoN to prepare them for the role of academic assessor. UoN plan to hold a database of academic assessors.

PLPs will nominate a designated practice representative who will manage the allocation of students to practice supervisors and to practice assessors. Students will be allocated to a nominated registered midwife practice supervisor for midwifery placements and to another registered health professional recognised as a practice assessor in non-midwifery placements by PLPs. Students will also be allocated to a registered midwife practice assessor. The PLPs will ensure that allocated practice supervisors are not simultaneously the practice assessor for the same student. It's clear from the documentary evidence that processes are in place to ensure students will be allocated a different practice assessor for each subsequent year of the programme. Students will also be allocated to an academic assessor from the midwifery education team. There will be a UoN academic assessor allocation process to ensure that students are allocated to a different academic assessor for each part of the education programme and to ensure that they are not simultaneously undertaking the role of practice supervisor or practice assessor for

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| <p>the same student.</p> <p>The practice supervisor will support the student on a day to day basis and liaise directly with the student’s allocated practice assessor to ensure continuity of student support, learning and assessment in the practice learning environment. It’s clear from the documentary evidence and confirmed by the programme team that communication between the practice assessor and supervisor and also between the practice and academic assessor will be scheduled at intervals and recorded in the practice assessment document. This communication enables monitoring of the student’s achievement of the proficiencies and informs evidence-based decisions for the student’s progression to the subsequent year of the programme.</p> <p>Documentary evidence confirms the academic assessor will collate all evidence-based sources about the student’s conduct, proficiency and achievement and make recommendations to the assessment board regarding the student’s progression.</p> <p>A handbook for midwives clearly explains the roles of practice supervisor, practice assessor and academic assessor and roles are also clarified in the student facing practice assessment document.</p> | |
| Outcome: | Standard met |
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| Date standards met: | |
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| 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: |
| Unchanged since the original approval, 16 June 2015. |

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| Outcome: | Standard met |
| Date standards met: | |
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| Standard 13: Scope of practice experience |
| <p>Where the opportunity is available, students should be involved in supporting women birthing in a variety of settings.</p> <p>Student midwives must be involved in the care of a small group of women throughout their childbirth experience, including antenatal, intrapartum and postnatal care.</p> |
| What we found: |
| <p>Practice learning opportunities are currently arranged to support students to achieve the requirements of the programme and will remain unchanged from the original programme approval. Students are provided with opportunities to support women birthing in a variety of settings and to care for a small caseload of women.</p> <p>The documentary evidence and discussion with the programme team provides assurance that the transition arrangements for implementation to the SSSA continues to ensure safe and effective co-ordination of learning within practice environments. The PLPs will nominate a designated practice learning representative in each area to ensure coordination of student/practice learning. This person's title will vary but will be made clear to students during their preparation for practice learning experiences.</p> <p>Practice learning experiences are designed to meet the learning outcomes and proficiencies of the programme and are tailored to the student's stage of learning and to meet their diverse individual needs. The evidence confirms that students are allocated a practice supervisor and practice assessor for the allocated periods of practice learning. Students have the opportunity to learn and receive feedback from</p> |

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| <p>other registered and non-registered professionals. Mechanisms remain in place to enable students to raise any concerns about their practice learning.</p> <p>We are assured that the organisation of practice learning at programme level complies with SSSA requirements.</p> | |
| Outcome: | Standard met |
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| Date standards met: | |
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| Standard 14: Supernumerary status during clinical placement | |
| <p>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.</p> | |
| What we found: | |
| Unchanged since the original approval, 16 June 2015. | |
| Outcome: | Standard met |
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| Date standards met: | |
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| Standard 15: Assessment strategy | |
| <p>Clinical practice must be graded and be counted as part of the academic award.</p> <p>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.</p> <p>A student midwife shall achieve these standards under the supervision of a sign-off mentor.</p> | |
| What we found: | |
| <p>We found there's no change to the grading of practice learning or timelines within the assessment strategy.</p> <p>Practice assessment documents have been updated to outline the roles and responsibilities of the practice learning team (practice supervisors, practice assessors and academic assessors) and their individual contributions to the assessment and progression of students in accordance with the SSSA. The communication between the practice supervisor and practice and academic assessor is recorded in the practice documentation. It's clear that the academic assessor evaluates and confirms student achievement to inform their discussion with the practice assessor to evaluate and make recommendations for progression for each part of the programme.</p> <p>The evidence provides assurance that the programme complies with SSSA requirements in relation to the assessment and progression of students.</p> | |
| Outcome: | Standard met |
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| Date standards met: | |
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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: | |
| <p>The student's ongoing record of achievement (ORA) has been adapted to enable practice supervisors to contribute to and document observations on the student's conduct, proficiency and achievement. The practice supervisor's contribution to student assessment and progression is also incorporated. The ORA reflects the practice assessor role and the academic assessor's role and contribution.</p> <p>The evidence provides assurance that the supervision and assessment of practice learning complies with the SSSA requirements.</p> | |
| Outcome: | Standard met |
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| Date standards met: | |
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| 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: | |
| Unchanged since the original approval, 16 June 2015. | |

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| Outcome: | Standard met |
| Date standards met: | |
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| <p><u>NMC Circular 03/2011</u></p> <p>Resources to support programme intentions</p> <p>Programme providers must provide evidence at programme approval that resources are currently available to support programme intentions.</p> | |
| <p>What we found:</p> <p>The midwifery education team confirmed that there are suitable systems, processes and staff resources within the AEI and PLP organisations to ensure safe and effective coordination and support of practice learning through the implementation of the SSSA.</p> <p>Practice learning team meeting minutes provide evidence of AEI support of the implementation of SSSA and of partnership working between the AEI and all PLPs. There are robust mechanisms in place to support student learning in practice to meet the implementation of SSSA. All PLPs, except for Derby Teaching Hospitals and NHS Foundation Trust, provided written confirmation of their support of the implementation of the SSSA including supported time for the practice supervisors and assessors. The programme team were recommended to obtain this written confirmation from Derby Teaching Hospitals NHS Foundation Trust. (Recommendation one)</p> <p>The head of school confirmed that there is adequate support within the school to implement SSSA. The programme team confirmed the academic assessor role has been incorporated into academic workload.</p> | |
| Outcome: | Standard met |

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| Date standards met: | |
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| Evidence and references list |
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| NMC programme approval report: midwifery, 5 May 2019 |
| UoN BSc (Hons) midwifery mapping tool submitted by AEI, 3 June 2019 |
| UoN BSc (Hons) midwifery record of major modification teleconference, 4 June 2019 |
| UoN BSc (Hons) midwifery notes from partnership event SSSA implementation, 16 January 2019 |
| UoN BSc (Hons) midwifery notes from partnership event SSSA implementation, 30 April 2019 |
| UoN BSc (Hons) midwifery letters of support from head of midwifery for SSSA, undated |
| UoN BSc (Hons) midwifery practice learning committee meeting, 13 Dec 2018 |
| UoN BSc (Hons) midwifery letter of support from head of school, 3 April 2019 |
| UoN BSc (Hons) midwifery programme management committee meeting notes, 12 Dec 2018 |
| UoN school of health sciences SSSA preparation and implementation context document, undated |
| UoN BSc (Hons) midwifery student preparation for SSSA implementation and transfer, undated |
| UoN BSc (Hons) midwifery overview and timeline to support transfer to SSSA, undated |
| Pan Midlands, Yorkshire and east practice learning group lesson plans for practice supervisors and assessors, undated |
| Pan Midlands, Yorkshire and east practice learning group lesson plans to prepare academic assessors, updated and undated |

UoN BSc (Hons) midwifery mentor update session, April 2019
 UoN BSc (Hons) midwifery practice supervisor and practice assessor 2019 guideline, 4 June 2019
 NMC part two: standards for student supervision and assessment, 17 May 2018
 UoN BSc (Hons) midwifery programme/student handbook 2018.19, August 2018
 UoN BSc (Hons) midwifery case loading document, November 2018
 UoN BSc (Hons) midwifery practice assessment document year three e-practice document, April 2019
 UoN BSc (Hons) midwifery example of practice module handbook, 2 May 2019
 UoN BSc (Hons) midwifery year one ongoing achievement record, undated

| Personnel supporting programme approval | |
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| Members of Approval Panel | |
| NMC QA visitor | |
| Programme Presenters | |
| Associate professor and LME, UoN | |
| Assistant professor division of midwifery, UoN | |
| Director of quality assurance and associate professor, school of health sciences, UoN | |
| Were any service providers visited? | |
| <i>Not required for this modification.</i> | |
| Meetings with others | |
| Mentors / sign-off mentors | |
| Practice teachers | |
| Service users / Carers | |
| Practice Education Facilitator | |
| Director / manager nursing | |
| Director / manager midwifery | |

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| Education commissioners or equivalent | |
| Designated Medical Practitioners | |
| Other (please specify) | |

If there were no representatives present during the approval event please state why:
Not required for this modification.

Meetings with students

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| Nursing | | | | | |
| Adult | | Year 1 | Year 2 | Year 3 | Year 4 |
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| Mental Health | | Year 1 | Year 2 | Year 3 | Year 4 |
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| Children's | | Year 1 | Year 2 | Year 3 | Year 4 |
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| Learning Disabilities | | Year 1 | Year 2 | Year 3 | Year 4 |
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| Midwifery (3 year) | | Year 1 | Year 2 | Year 3 | |
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| Midwifery (18 month) | | Year 1 | Year 2 | | |
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| SCPHN | | HV | SN | OH | FHN |
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| Learning and Assessment in | | Mentor | | Practice Teacher | Teacher |

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| Practice | | | | |
| Nurse Prescribing | | V100 | V150 | V300 |
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| Specialist Practice | | Adult | Mental Health | Children's |
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| | | Learning Disability | General Practice Nursing | Community Mental Health Nursing |
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| | | Community Learning Disabilities Nursing | Community Children's Nursing | District Nursing |
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| Additional evidence viewed | | | | |
| No additional evidence was viewed. | | | | |

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Issue record

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| Author: | Sheila Brown | Date: | 11 Jun 2019 |
| Checked by: | Bernie Wallis | Date: | 01 Aug 2019 |
| Approved by: | Andrea Bacon | Date: | 01 Aug 2019 |
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