

Programme Audit/Major Modification report

Programme provider:	Hull, University of
In partnership with: (Associated practice placement providers involved in the delivery of the programme)	Hull University Teaching Hospitals NHS Trust Northern Lincolnshire and Goole NHS Trust York Teaching Hospital NHS Foundation Trust Leeds Teaching Hospitals NHS Trust
Date of review:	24 Jul 2019
Type of Modification	Desktop
Provision reviewed:	Registered Midwife - 36M
Title of current programme:	BSc (Hons) midwifery (36 months) BSc (Hons) pre-registration midwifery (85 weeks) Postgraduate Diploma pre-registration midwifery (85 weeks)
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 checked="" 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:	Dr Jayne Marshall

Outcome of Approval Panel Meeting	
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 programme team are advised to have a strategy to closely monitor the two systems of student supervision, support and assessment which will be in operation to ensure midwives are compliant with the relevant NMC Standards. (Standard 11)</p> <p>Recommendation two: The programme team are advised to consider providing year one documents from September 2019 onwards which only focus on the SSSA. (Standard 11)</p>
Date conditions met:	
Programme start date:	16 Sep 2019

Summary

Summary of modification request

The University of Hull (UoH), an established approved education institution (AEI), is approved to deliver pre-registration midwifery programmes against the Standards for pre-registration midwifery education (NMC, 2009) and the Standards to support learning and assessment in practice (SLAiP) (NMC, 2008).

The pre-registration midwifery programme re-approved in May 2014 is offered as a three-year BSc (Hons) midwifery programme, and a shortened (85 week) pre-registration midwifery programme which has two routes: a BSc (Hons) midwifery award and a postgraduate diploma (PgD) midwifery award.

The AEI presented a modification to the approved pre-registration midwifery programmes to transfer students from the SLAiP (NMC, 2008) to the Standards for student supervision and assessment (SSSA) (NMC, 2018).

There is evidence of consultation about the proposed changes with key stakeholders including; other AEIs who share the same practice learning environments, practice learning partners (PLPs), heads of midwifery (HoMs)/midwifery managers, clinical leads, practice learning facilitators (PLFs), service users and student midwives across all cohorts.

The UoH is part of the pan Midlands Yorkshire and East practice learning group (MYEPLG) comprising of AEIs and PLPs who have strategically collaborated towards implementing the SSSA.

Following consultation with student midwives the university decided to continue with the SLAiP for existing cohorts of student midwives. Students commencing the pre-registration midwifery programmes from September 2019 will commence on the SSSA.

Documentary evidence confirms the assessment of student's proficiency and competence, EU directives and essential skills clusters (ESCs) (NMC, 2009) are all recorded in the practice assessment documentation (PAD). These aspects of the programme are not changing, as the programme is still mapped against the Standards for pre-registration midwifery education (NMC, 2009). However, who is able 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 PAD and ongoing achievement record (OAR) is updated to reflect these changes.

A review of the documentary evidence and a telephone conference with representatives from the AEI confirms that the proposed changes meet the SSSA.

The modification is recommended to the NMC for approval. There are two recommendations.

Feedback from key stakeholders

Presenting Team

Not applicable as a Desktop review

Teleconference call held on 24 July 2019.

QA visitor with:

Lead Midwife for Education (LME)

2 x midwifery lecturers

Mentors, sign-off mentors, practice teachers and employers

Not applicable, as a Desktop review.

Students

Not applicable, as a Desktop review.

Service users and carers

Not applicable, as a Desktop review.

Examples of notable and innovative practice and standards they relate to

Not applicable, as a Desktop review.

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 will be two supervision and assessment processes in place from September 2019, this could prove challenging for both midwives and students as in the first instance all practice supervisors will also be sign-off mentors.

The programme team are advised to have a strategy to closely monitor the two systems of student supervision, support and assessment to ensure midwives are compliant with the relevant NMC standards. (Recommendation one)

Recommendation one: The programme team are advised to have a strategy to closely monitor the two systems of student supervision, support and assessment which will be in operation to ensure midwives are compliant with the relevant NMC Standards. (Standard 11)

In addition, the programme team are advised to consider providing year one documents from September 2019 which only focus on the SSSA. (Recommendation two)

Recommendation two: The programme team are advised to consider providing year one documents from September 2019 onwards which only focus on the SSSA. (Standard 11)

Any other risks to public protection

None identified

Areas for future monitoring

- The implementation of the SSSA alongside the SLAiP

Outcome recommendation

The modification is recommended to the NMC for approval. There are two recommendations.

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:

The standard is unchanged since the original approval in May 2014.

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>There is evidence that the LME has been active in preparing the modification to transfer students on the September 2019 three-year programme and February 2020 85-week programme, and subsequent cohorts to the SSSA.</p> <p>Documentary evidence confirms the AEI has worked in collaboration with PLPs including HoMs, midwives, PLFs, students and service users. The UoH is part of the MYEPLG who has developed a strategic approach to preparing practice supervisors and practice assessors to meet the SSSA to ensure equity across shared practice learning environments.</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:	

The standard is unchanged since the original approval in May 2014.	
Outcome:	Standard met
Date standards met:	
Revised outcome:	

<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>

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:

The standard is unchanged since the original approval in May 2014.

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:	
The standard is unchanged since the original approval in May 2014.	
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:	
The standard is unchanged since the original approval in May 2014.	
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:	
The standard is unchanged since the original approval in May 2014.	
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:	
The standard is unchanged since the original approval in May 2014.	

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:	
The standard is unchanged since the original approval in May 2014.	
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:	
The standard is unchanged since the original approval in May 2014.	
Outcome:	Standard met
Date standards met:	
Revised outcome:	

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>Documentary evidence and discussion during the teleconference confirmed that following student consultation about the potential transfer to the SSSA 78 percent of</p>	

students opted to remain on the SLAiP.

This informed the decision that supervision and assessment of current students will remain on the approved SLAiP and students continue to be supported by mentors and sign-off mentors. All cohorts of student midwives from September 2019 will be in accordance with the SSSA (NMC, 2018).

Documentary evidence confirms that there is a collaborative approach to the preparation and ongoing support for the new roles of practice supervisor, practice assessor and academic assessor. There are clear guidelines which include the ongoing preparation, support and monitoring of the new roles which are clearly set out in guidance documents. Guidance about how to complete the PAD is also provided. The documentation clearly identifies that practice assessors and academic assessors must have due regard.

The UoH as part of the pan MYEPLG has developed a strategic approach to preparing practice supervisors and practice assessors to ensure equity across shared practice learning environments. The current mentorship programme has been including the SSSA into the programme content.

Existing sign-off mentors will remain on the current sign-off mentor register and will transfer to the practice assessor register once they have completed a two- hour conversion course to meet the SSSA requirements to undertake the role of practice supervisor or practice assessor. This is a standardised MYEPLG approach with local AElS who share practice learning environments with the UoH. Other methods of preparation include shared online resources, PowerPoint presentations and case studies. PLPs will also maintain registers of practice supervisors and practice assessors.

Prior to completing their pre-registration midwifery programme student midwives will be prepared for their future role as a practice supervisor on qualification as a midwife.

Documentary evidence and discussion confirmed that members of the midwifery teaching team have attended a one day "train the trainer" course at the university. They will cascade the two-hour teaching session to other members of the teaching team.

All midwife lecturers will attend a faculty one day workshop as per the MYEPLG preparation strategy for the role of academic assessor. There are sufficient midwifery lecturers; 11 in total: 8.6 full time equivalents to ensure that an academic assessor can be assigned to each student midwife for a year/part of the programme. This will

not be for consecutive years to meet SSSA requirements.

Students will also be supported by link lecturers. Link lecturers will liaise with practice learning coordinators to ensure the registers of practice supervisors and practice assessors are maintained and up to date as well as the register of sign-off mentors.

With two supervision and assessment processes in place from September 2019, this could prove challenging for both midwives and students as in the first instance all practice supervisors will also be sign-off mentors. However, the programme team do not envisage any significant problems. A designated placement coordinator, normally the manager of the practice learning environment or similar, will oversee and monitor the processes. Link lecturers and the PLFs will be available to troubleshoot as and when necessary.

The programme team are advised to have a strategy to closely monitor the two systems of student supervision, support and assessment which will be in operation to ensure midwives are compliant with the relevant NMC standards.

(Recommendation one)

In addition, the programme team are advised to consider providing year one documents from September 2019 which only focus on the SSSA. (Recommendation two)

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:	
The standard is unchanged since the original approval in May 2014.	
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. Case loading is included in practice modules and the students provide reflective accounts of their experiences in their PAD, including feedback from women and their partners.	
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:	
The standard is unchanged since the original approval in May 2014.	
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:

Documentary evidence confirms the structure of the pre-registration midwifery programmes has not been affected by the implementation of the SSSA and therefore the progression points and the 12-week rule are unaffected. The process of grading of practice also remains unchanged and consistent with the requirements of the Standards for pre-registration midwifery education (NMC, 2009).

Documentary evidence and discussion during the teleconference confirms the assessment of student's proficiency and competence, EU directives and ESCs are all recorded in the PAD. These aspects of the programme are not changing, as the programme is still mapped against the Standards for pre-registration midwifery education (NMC, 2009). However, who is able 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 PAD and ongoing record of achievement (ORA) is updated to reflect these changes.

The pre-registration midwifery programmes at the UoH use a common PAD that has been developed by six AElS in Health Education Yorkshire and Humberside region. The PAD provides a clear record of performance and skills development in line with the Standards for pre-registration midwifery education (NMC, 2009). The student midwives are advised of the roles and responsibilities of the practice supervisor, practice assessor and academic assessor within their respective programme handbook.

With the implementation of the SSSA communication between the practice supervisor, practice assessor and academic assessor will enable the summative assessment of students practice learning. The practice supervisor will complete their observations of students learning in practice, including any developmental plans which the practice assessor will evaluate to make a decision about student progression at the end of each summative assessment period.

The practice assessor will be identified at the beginning of each learning period and will undertake the grading of practice at each summative point in communication with the academic assessor and recommendations will be made for the student's

<p>progression.</p> <p>The AEI will keep a record through the new practice assessment record and evaluation (PARE) system of all practice assessors following SSSA preparation: all of whom will be on the NMC register as midwives. The annual mentor update will become the educational update for both practice supervisor and practice assessor and will be recorded on the PARE for assessors. In addition, the AEI will maintain a data base for academic assessors: all of whom are NMC registered midwives.</p> <p>The student midwives are advised of the roles and responsibilities of the practice supervisor, practice assessor and academic assessor within their respective programme handbook.</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 ORA is incorporated into the PADs and has been updated to align with the SSSA. There are sections in the ORA for the practice supervisor to complete their observations of students learning in practice which the practice assessor will evaluate to make a decision about student progression at the end of each summative assessment period.

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:	
The standard is unchanged since the original approval in May 2014.	
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. Documentary evidence provides assurance that there are partnership agreements in place with PLP organisations. These arrangements confirm there are sufficient resources in practice learning environments to support the implementation of the SSSA for the pre-registration midwifery programme.

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. Where placements are shared these are undertaken jointly through the PARE system.

Outcome:

Standard met

Date standards met:

Revised outcome:

Evidence and references list

Mott MacDonald mapping form: commentary and evidence, 17 June 2019

UoH notes of curriculum meeting, 2 May 2019

Pan MYEPLG guide to the implementation of the SSSA, 8 January 2019

Communication with Northern Lincolnshire and Goole NHS Trust
and midwifery lecturer, 5 March 2019

Meeting notes with HoMs and midwifery lecturers, undated

Consultation re SSSA with managers, midwives and students, undated, Student
feedback on proposed changes to practice supervision, undated

Midwifery mentor handbook, undated

Midwifery SSSA transition plan, undated

BSc (Hons) midwifery programmes (three-year and 85 weeks) one, three and six
PAD, undated

Practice Modules and PADs, undated

BSc (Hons) midwifery (three-year) programme specification, undated

BSc (Hons) midwifery (85 weeks) programme specification, undated

Postgraduate diploma midwifery (85 weeks) programme specification, undated

BSc (Hons) midwifery (three-year) programme handbook, March 2019

BSc (Hons) midwifery (85 weeks) programme handbook, March 2019

PG Diploma midwifery (85 weeks) programme handbook, March 2019

Personnel supporting programme approval

Members of Approval Panel

Not applicable – Desktop review

Programme Presenters

QA visitor held a teleconference call on 24 July 2019 with the UoH LME and two
midwifery lecturers

Were any service providers visited?

Not applicable – Desktop review

Meetings with others

Mentors / sign-off mentors	
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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 required, as a 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
<p>Additional evidence viewed</p> <p>No further evidence was reviewed</p>					

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Issue record

Author:	Jayne Marshall	Date:	25 Jul 2019
Checked by:	Judith Porch	Date:	18 Aug 2019
Approved by:	Andrea Bacon	Date:	19 Aug 2019