

Deployment of student nurses during the COVID-19 emergency (Revised January 2021)

Introduction

In March 2020 Health Education England (HEE) published detailed guidance for Nursing and Midwifery Students on the introduction of the Nursing and Midwifery Council's (NMC) Emergency Education Standard. The HEE guidance set out how students could support the NHS during the COVID-19 outbreak and what this would mean for them. It was withdrawn in September 2020. However, following a request in January 2021 from the Secretary of State for Health the NMC has reviewed this position and reinstated [emergency arrangements for final year students](#) and in addition have introduced two additional emergency standards for first year nursing and midwifery students.

The NHS Staff Council issued guidance to support the first wave of students deployed in paid placements during 2020. This has now been revised in partnership and provides further information for employers on the job description and banding for the potential paid placements that final year students could be deployed under the new provisions for 2021.

Emergency Education Standards

The updated emergency education standards :

- enable first year nursing and midwifery students to focus on academic and online learning rather than participating in clinical placements while the system is under pressure due to the pandemic
- enable final year nursing students to opt in to undertake twelve week paid clinical placements while the emergency standard is in place (this provision does not extend to student midwives)
- give education institutions and their practice learning partners more flexibility to ensure students get appropriate support and supervision.

All other undergraduate nursing and midwifery students and post-graduate diploma/masters students will continue to have supernumerary status when on clinical placements. The emergency education standards allowing extended clinical placements will not apply to these programmes, and these students will continue with their studies as planned.

Normal education arrangements should continue wherever possible. The standards are not mandated and students have the choice whether to opt in or not.

Further information is available on the NMC [Webpage](#) and in the [revised HEE guidance](#)

Matching and banding of job description for final year students on paid placement

To assist employers this document contains the following: -

- Template job description and banding advice for
 - Student nurse extended clinical paid placement – Band 4

Review

The NHS Staff Council will review this guidance in light of service need and developments with the Covid-19 pandemic.

1. Deployment of student nurses into Band 4 roles

This section covers the deployment of final year nursing students who choose to take up this offer, into Band 4 roles.

[The Guidance for Nursing and Midwifery Students](#) on the introduction of the Nursing and Midwifery Council's (NMC) Emergency Education Standard states that final year students can be employed in clinical practice working with appropriate support and supervision within an appropriate delegation framework for up to 1 FTE. If a student opts to work less than full time then the remaining part of their time will be unpaid and spent in academic study.

The template job description provided on pages (4-5) detail the job purpose and clinical activities of the role. It can be adapted by employers to reflect specific needs and settings. However, the NHS Staff Council advice regarding job matching and banding of this role is based on the content of the job description as published in this guide. Therefore, any major changes made locally may impact on the banding advice. As always, individual employers are responsible for ensuring that they adhere to the principles of the NHS job Evaluation scheme and ensure that their staff are paid fairly and equitably, even during this extraordinary time.

The Staff Council's Job Evaluation Group (JEG) has issued the advice below based on the national job profiles within the [Combined Nursing Profile suite](#).

This advice allows these temporary banding decisions to be confirmed for use locally by employers of the students during the Covid-19 emergency. The normal requirement for employers to match and consistency check job descriptions locally will be temporarily deferred during the emergency. Employers are advised to review this as appropriate as soon as circumstances allow.

JEG will keep its matching and banding advice under review and take account of any amendments made to the job documentation detailed below following feedback from employers.

Covid-19 student template job description	National profile matched to	Banding
Student nurse (final year extended clinical placement)	Associate Practitioner/Nursery Nurse	4

TEMPLATE JOB DESCRIPTION – STUDENT NURSE FINAL YEAR EXTENDED CLINICAL PLACEMENT

JOB DETAILS:

Job Title	Student nurse (final year extended clinical placement)
Pay Band	4

ORGANISATIONAL ARRANGEMENTS:

Managerially Accountable to:	
Reports to: Name Line Manager	
Professionally Responsible to:	Registered Practitioner (expected to be a nurse)

Job Summary/Job Purpose:

This role will enable student nurses in the final year to use their knowledge and skills appropriately during the COVID-19 crisis whilst progressing their nurse education and training

Students undertaking this role will be expected to –

- Implement care packages under the supervision of a registered nurse e.g. on-going assessment, planning, management and evaluation of care
- Carry out nursing care programmes
- Actively pursue all opportunities and use protected learning time to develop competencies to enable successful application to the NMC for future registration

DUTIES/RESPONSIBILITIES:

1. Delivers high quality, compassionate, evidence-based care to patients following the initial assessment by the Registered Practitioner using person-centred approaches which promote health and independence.
2. Under supervision of the Registered Practitioner ensures that all patients have appropriate individualised clinical assessments/ risk assessments providing accurate feedback to the team as necessary.
3. Demonstrates effective approaches to monitoring signs and symptoms of physical, mental, cognitive, behavioural and emotional distress, deterioration

- or improvement and liaises with the Registered Practitioner in an appropriate and timely manner to review / reassess care needs as required.
4. Contributes to the on-going assessment of the patient providing information to inform assessments.
 5. Evaluates the effectiveness of care delivered and liaises with the Registered Practitioner to discuss and agree changes to the plan of care as required.
 6. Actively involves patients in their care, encouraging independence and supporting them to improve and maintain their mental and physical health and wellbeing.
 7. Respects the privacy, dignity, needs, beliefs, choices and preferences of patients and carers.
 8. Obtains the appropriate consent for the identified care to be undertaken, ensuring the patient/ client has a good understanding and knowledge of the decision-making process and is provided with accurate and appropriate information.
 9. Maintains clear and accurate patient records using both digital and paper-based records.
 10. Recognises and effectively responds to emergency situations escalating support from the Registered Practitioner in a timely and appropriate manner.
 11. Works in accordance with local policy and practice, including safeguarding and raising concerns.
 12. Uses a wide range of communication methods, including verbal, non-verbal and written, to interact with a variety of individuals including patients, carers, and members of the multi-professional team in a manner which is safe, effective, compassionate and respectful.
 13. Works as an effective member of the multi-disciplinary team, actively promoting team and interdisciplinary relationships.
 14. Provides support and guidance to other staff as appropriate, e.g. support workers within the clinical area
 15. Recognises and consistently works within boundaries of the role and their acquired skills and knowledge whilst developing competencies to progress their nurse education and training e.g. skills in leadership and medicines management.