NMC Emergency Standards and student deployment during the COVID-19 pandemic
Management of the Nursing Pan London Practice Assessment Document

This updated version was revised on 28 May 2020.

Context
The NHS Staff Council has produced guidance for the deployment of student nurses during the COVID-19 emergency. This includes template job descriptions and banding advice. These have been shared with all potential employers and include reference to two groups of students:

1. Year 2 undergraduate, beginning of Year 3 undergraduate, or Year 1 postgraduate nursing students (referred to as ‘mid programme students’)
2. Undergraduate and postgraduate Nursing students in the final 6 months of their programme (referred to as ‘aspirant nurses’)

Health Education England Student Support Guidance during COVID-19 states that these students will be employed in clinical practice working with appropriate support and supervision within an appropriate delegation framework.

This guidance provides information regarding the management of the Pan London Practice Assessment document in line with the Nursing and Midwifery Council Emergency standards for nursing and midwifery education:

<table>
<thead>
<tr>
<th>Standard</th>
<th>Statement</th>
<th>What does this mean</th>
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<td>E1</td>
<td>Students in the final six months of their programme may complete their programmes in clinical placements while ensuring all learning outcomes are met</td>
<td>Students remain on the programme and require opportunities to meet the learning outcomes to complete their PAD.</td>
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E1.2  Students completing their programme in placements under standard E1 will be provided with protected learning time  
Students will be facilitated to meet their learning outcomes within their PADs. Completion of initial, midpoint and final interview, including professional values. Opportunity to attend virtual drop-in sessions with link lecturing team.

E5  All students will receive support, supervision and assessment in line with the Standards for Student Supervision and Assessment (NMC 2018).  
Students continue to be supported to meet outstanding learning outcomes within their PAD.

E5.1  Exceptionally, the same person may fulfil the role of Practice Supervisor and Practice Assessor. The assessment is to be conducted by a registered nurse, midwife or nursing associate with suitable equivalent qualifications for the programme the student is undertaking, and who is not on the temporary register.  
One person can fulfil the role of Practice Supervisor and Practice Assessor.

Completing the Practice Assessment Document (PAD) and Ongoing Achievement Record (OAR)

Each PAD is referred to as a Part and there are three Parts to be completed during the programme. There are four key components in the Nursing PAD:

1. Professional Values
2. Essential Skills Clusters (PAD 1.0) or Proficiencies (PAD 2.0)
3. Episode of Care
4. Medicines Management

Students may already have been assessed for essential skills/proficiencies, episode of care and medication management in previous placements. The students are advised to prepare in advance and be very clear regarding areas they still need to achieve during this extended placement. Students will maintain a regular record of their learning and skills in the additional record of activities / communication pages in the PAD and where possible have this countersigned by a registered health or social care professional.
**Initial, midpoint and final interview**: These must be completed by the Practice Assessor. Students are being advised to be sensitive to the workload and pressures on staff and therefore be flexible if interviews cannot occur at the required time and for example if a midpoint interview is due students are encouraged in this instance to complete their own self-assessment and rearrange a time for the identified registered nurse to complete this. It is appreciated that formal weekly meetings during the final placement of the programme may not be possible currently.

**Professional values**: These must continue to be assessed passed at the midpoint and final interviews.

**Essential Skills Clusters (PAD 1.0) or Proficiencies (PAD 2.0)**: For a number of students many of their essential skills will already have been met in previous placements and so it is important to identify which areas still need to be met to complete the Part. By the end of each part all essential skills or proficiencies must be passed.

**Episode of Care**: If this has not been assessed in a previous placement it is suggested that the episode of care is assessed early in the placement. If the episode of care cannot be assessed by the Practice Assessor, the student can discuss this summatively with their Academic Assessor.

**Medicines Management**: If this has not been assessed for the part this must be completed with the Practice Assessor in the practice setting.

**Ongoing Achievement Record**: The pages for the end of the placement and the end of the part must be completed by the Practice Assessor at the final interview.

**Management of concerns regarding student performance**

Staff are reminded of the need to alert the Academic Assessor or Link Lecturer if any issues regarding student conduct and performance are identified so that a joint approach to student support can be initiated and an action plan developed if needed. During the current situation we would suggest that concerns should be raised with the Account Manager in the first instance. The process for raising concerns regarding student performance is outlined in the PAD.

**Management of progression**

On completion of the extended placement students will have a virtual meeting with their Academic Assessor or a nominated representative as set out in the Faculty strategy for SSSA. The meeting will focus on reviewing the PAD and OAR thus ensuring that communication and feedback from the Practice Assessor inform the decision regarding progression.