



# Education: The heart of safe and effective care

**31 October 2016**

# Introduction: The changing context

**Dr Geraldine Walters**  
**Director – Education, Standards and Policy**

# Our education function: what we currently do

- We set standards for approved education institutions (AEIs) who seek to run nursing and midwifery programmes
- We set standards for pre and post registration nursing and midwifery education
- We approve and quality assure nursing and midwifery programmes to ensure they meet our standards
- We act on risks that affect learning and patient safety and share relevant information with others

# Standards for education

- 12 sets of education standards
- Many are out of date, overly long and input driven
- Combination of standards for:
  - institutions
  - programmes
  - educationalists
  - individuals



# Scale of current education provision

79

Approved AEs each with multiple practice placement providers

Programmes in approval

1000



25,000

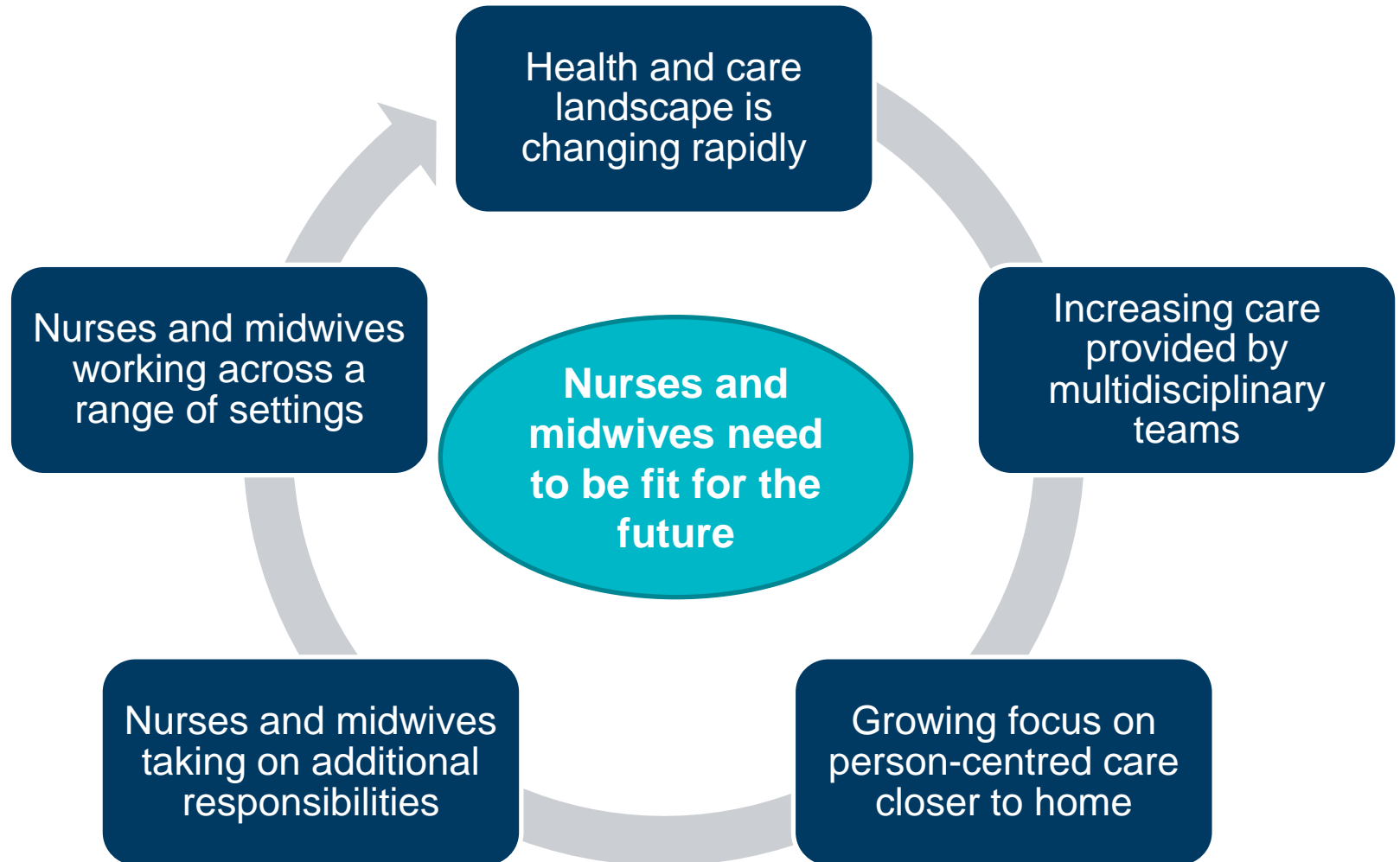
Completing students apply to enter our register each year

Total number of students on the academic and practice learning circuit each year



75,000

# Education: the changing context



# Reflections so far

- **What do stakeholders want?**
  - Emphasis on production of nurses who are intelligent critical thinkers, leaders, able to work safely in a variety of settings (hospital, community, acute physical illness and mental health) in the future
  - Confident and competent in terms of “technical ability”, now
- **What is the view of the current position? (IFF research)**
  - Actual standards – more or less OK
  - Vulnerability around learning in practice
  - Insufficient clarity around technical skills at the point of registration
- **Implications for:** Standards for learning and assessment in practice, four fields issues, hours in practice, nature of preceptorship, interplay of this work with degree apprenticeships. Four countries issues.

# A Scottish perspective on nursing education

**Fiona McQueen**  
**Chief Nursing Officer**



2030

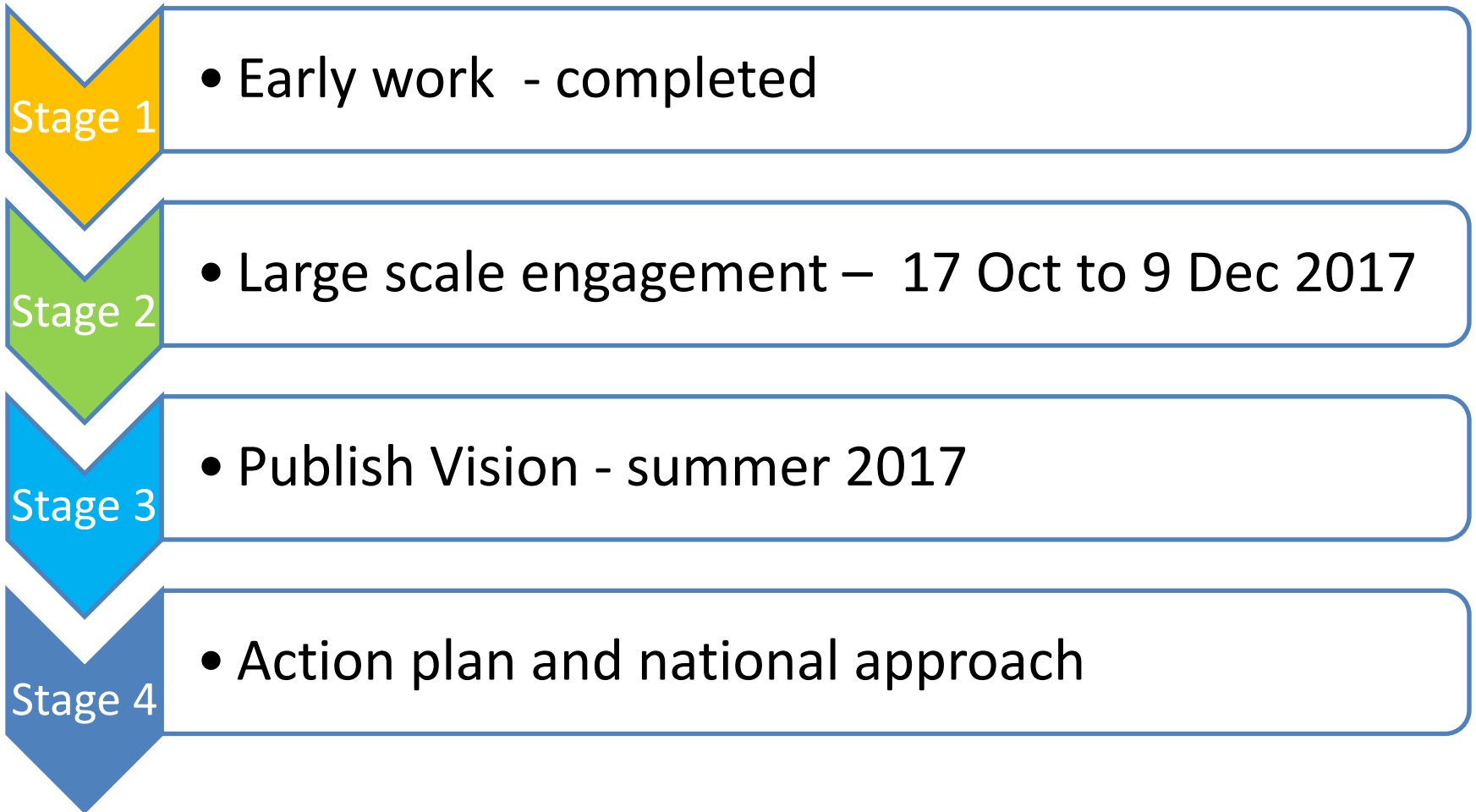
**NURSING**

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A VISION FOR NURSING  
IN SCOTLAND

# 2030 Nursing Vision

## Overview of process





# **SETTING THE DIRECTION** FOR NURSING AND MIDWIFERY EDUCATION IN SCOTLAND

THE STRATEGIC AIMS FROM THE CHIEF NURSING  
OFFICER'S EDUCATION REVIEW



# Setting the Direction

## Key Strategic Aims

1

Develop a sustainable national approach to post-registration and postgraduate education and continuing professional development.

2

Embed NHSScotland values<sup>9</sup> and professionalism in all aspects of nursing and midwifery education, research and practice.

3

Deliver dynamic pre-registration nursing and midwifery education.

4

Enhance the quality of the practice learning environment for staff and students.

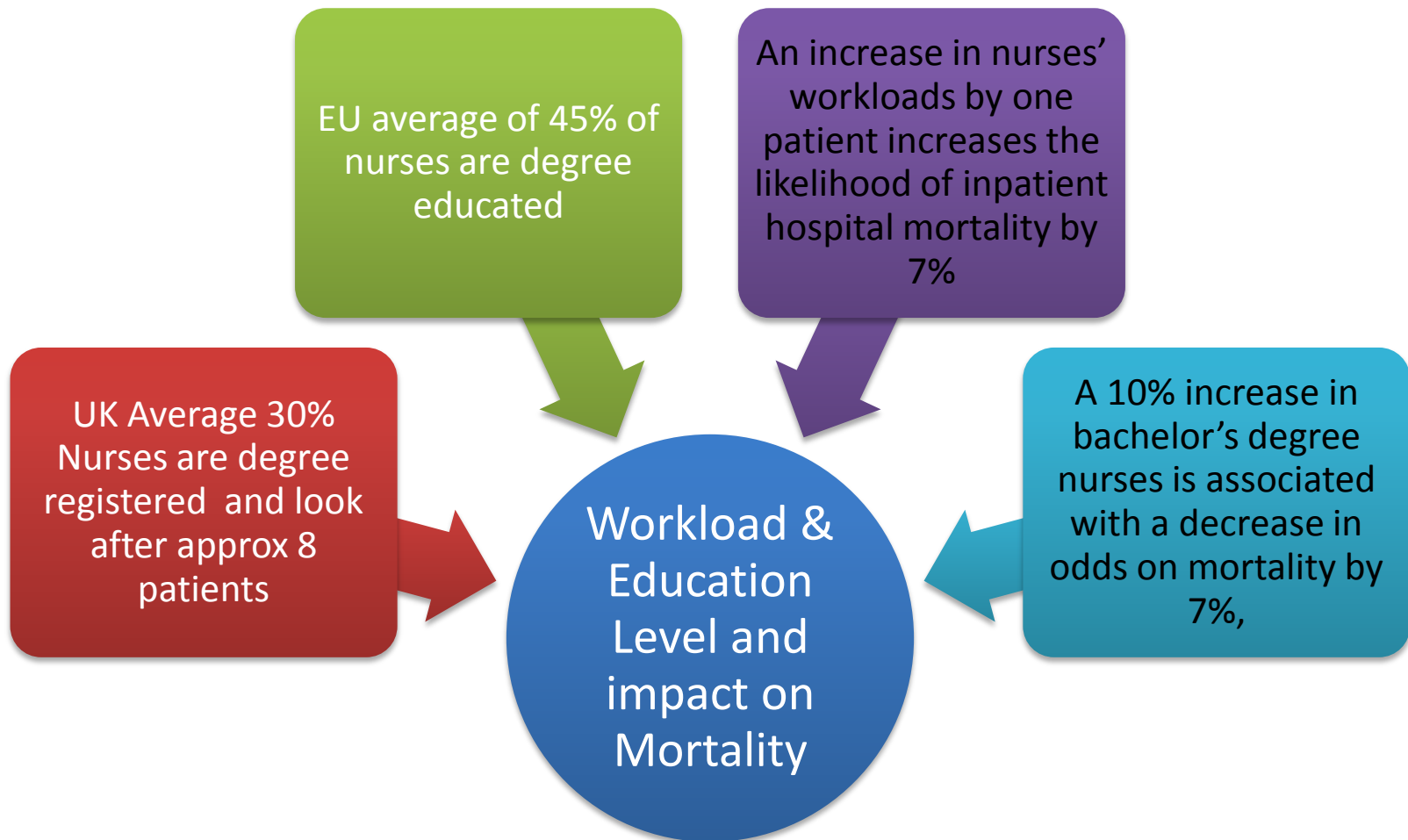
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Strengthen clinical academic collaboration to ensure that research and evidence underpin and drive improvements in quality.

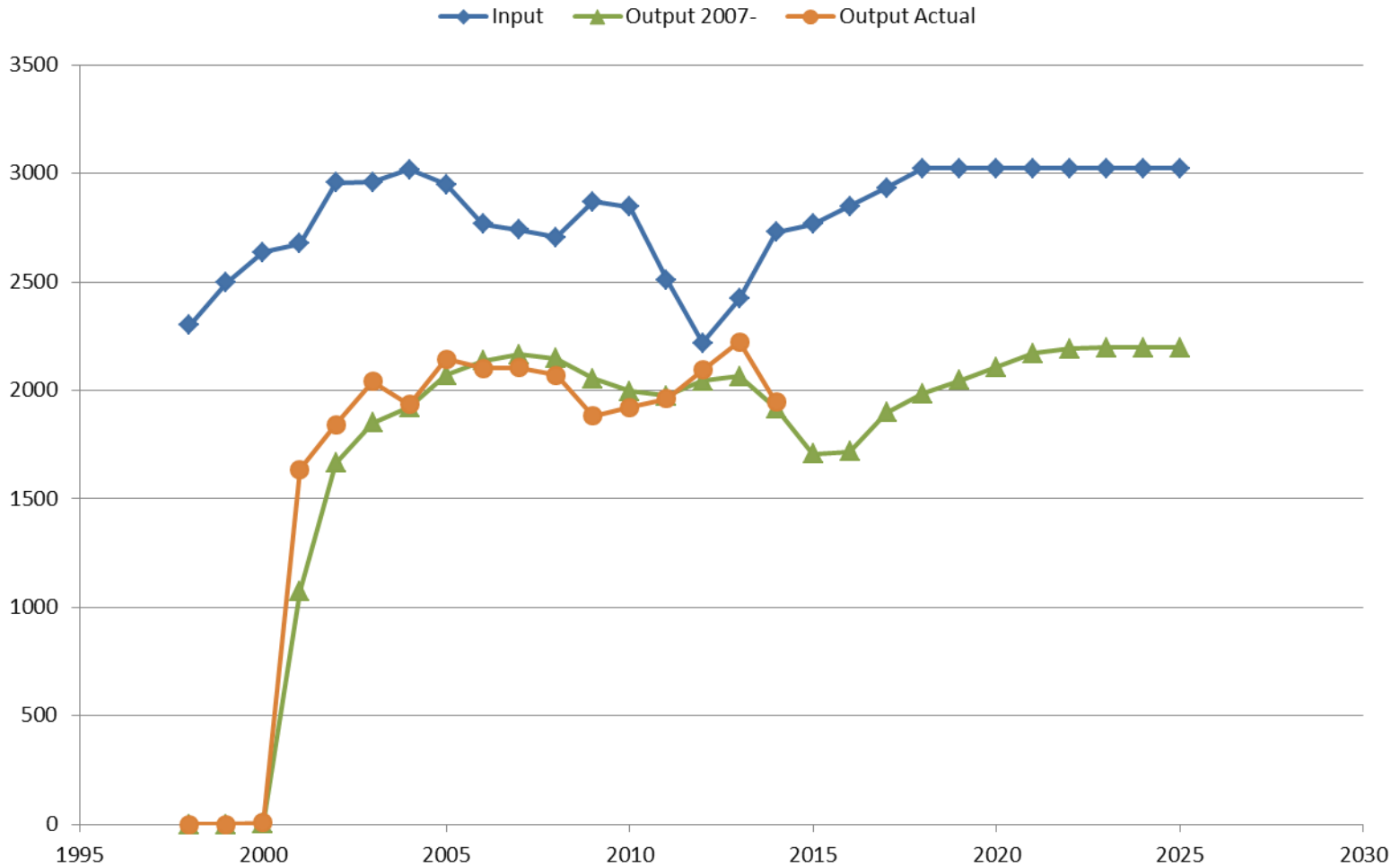
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Develop an infrastructure to deliver efficient, responsive and sustainable education.

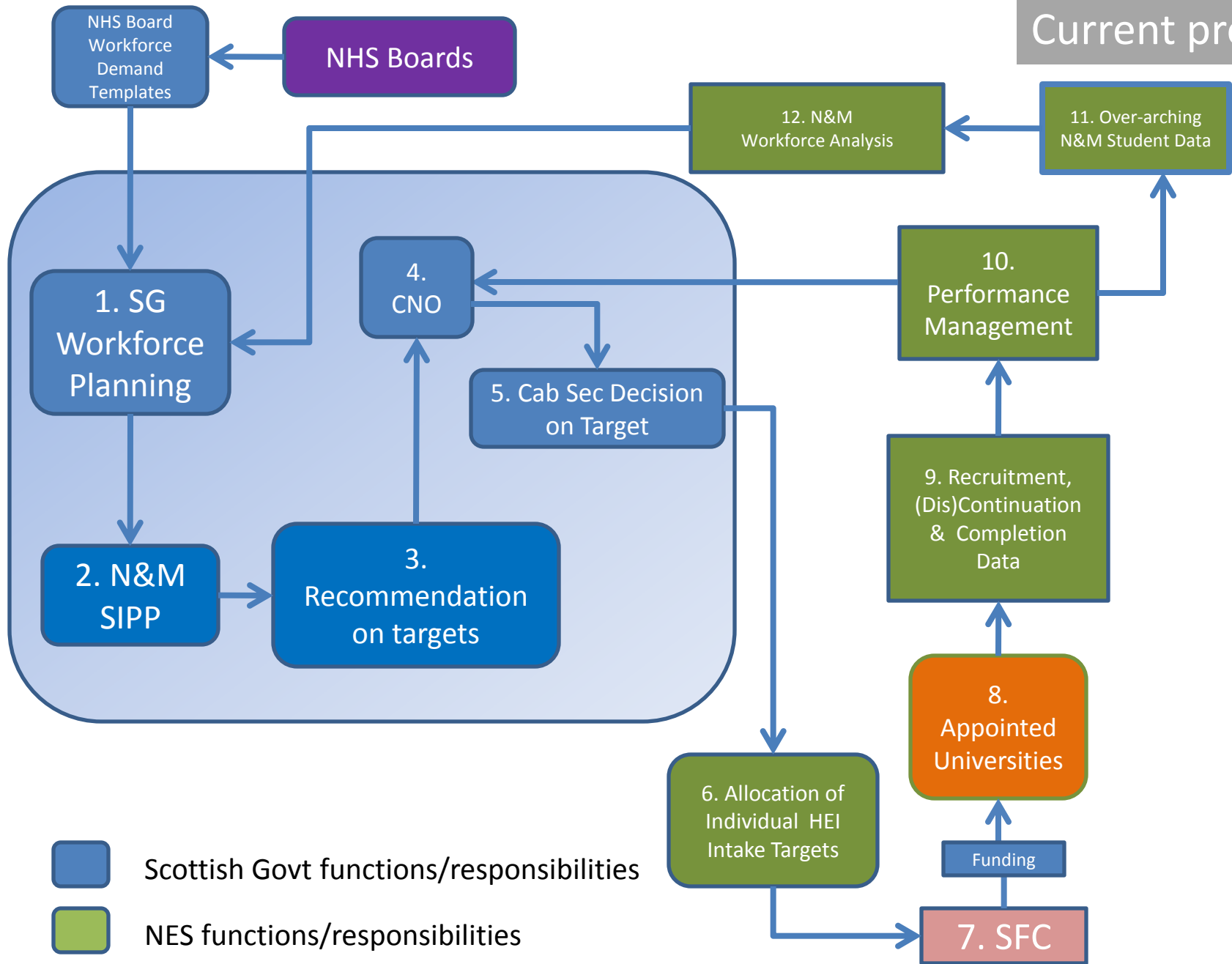
# Impact of a degree educated workforce



# Student intakes and outputs data modelling on 3% yearly intake increase — actual outputs and modelled on average retention rates from 2007 onwards



# Current process



# Overview of NMC's education programme

**Anne Trotter**

**Assistant Director, Education and Standards**



Education Programme

Future Nurse  
Proficiencies

Future Midwife  
Proficiencies

Other  
Standards

Education  
Framework

Independent QA  
Review

Communications and engagement

# Standards of proficiency for the future nurse

We will separate standards for graduate registered nurses from the standards for institutions.

The new standards will:

- embrace the values set out in the Code
- be outcomes focused and open to objective assessment
- be sufficiently future proofed (2025 graduates)
- be accessible to the public
- be unambiguous, transparent and succinct

# Standards of proficiency for the future midwife

- The development of standards for the future midwife will run a year behind the work of future nurse standards
- This timeline allows us to maintain focus on legislative changes proposed to the way midwives are supervised and regulated
- Early engagement and evidence building work is now beginning and will be aligned with work on the new education framework

# Education framework

We plan to publish a new education framework for institutions in early 2018.

The framework will:

- Contain a single set of clear, consistent and outcome focused standards for education institutions and practice placement partners
- Place patient safety at the core of our standards
- Promote an inter-professional learning culture
- Future proof our education model

# Quality assurance of education

- KPMG has been commissioned to scope options for a future model for the QA of education, taking into account the current and future challenges for the NMC
- KPMG is looking at different comparators and those who hold relevant data - for example: professional regulators, QAA, HEFCE and engaging across the UK
- KPMG are working closely with our education team to ensure alignment with our new education framework

# Other standards

## Prescribing standards

- Options for embedding the Royal Pharmaceutical Society competency framework of prescribing standards into new standards

## Standards for Medicines Management (SMM)

- Options regarding the withdrawal of SMM are being explored

## Return to Practice (RtP)

- Following the introduction of revalidation we are exploring future options for RtP programmes

# Q & A