NMC Standards to support learning and assessment in practice:

- Students on NMC approved pre-registration nursing education programmes, leading to registration on the nurses’ part of the register, must be supported and assessed by mentors.

- From September 2007 a sign-off mentor, who has met additional criteria, must make the final assessment of practice and confirm to the NMC that the required proficiencies for entry to the register have been achieved.
Framework:

There is a single developmental framework to support learning and assessment in practice. It defines and describes the knowledge and skills registrants need to apply in practice when they support and assess. The NMC has identified outcomes for mentors, practice teachers and teachers so that there is clear accountability for making decisions that lead to entry to the register.

There are eight domains in the framework. The domains are:

1. Establishing effective working relationships
2. Facilitation of learning
3. Assessment and accountability
4. Evaluation of learning
5. Creating an environment for learning
6. Context of practice
7. Evidence-based practice
8. Leadership
Framework: principles. Mentors:

- who make judgements about whether a student has achieved the required standards of proficiency for safe and effective practice must be on the same part or sub-part of the register as that which the student is intending to enter

- must have developed their own knowledge, skills and competency beyond that of registration through CPD

- hold professional qualifications at an appropriate level to support and assess the students they mentor/teach, i.e. professional qualifications equal to, or at a higher level than, the students they are supporting and assessing

- have been prepared for their role to support and assess learning and met NMC defined outcomes.
Mentor responsibility and accountability

• Organising and co-ordinating student learning activities in practice.
• Supervising students in learning situations and providing them with constructive feedback on their achievements.
• Setting and monitoring achievement of realistic learning objectives.
• Assessing total performance, including skills, attitudes and behaviours.
• Providing evidence as required by programme providers of student achievement or lack of achievement.
• Liaising with relevant others to provide feedback, identify any concerns about the student’s performance and agree action as appropriate.
• Providing evidence for, or acting as, sign-off mentors with regard to making decisions about achievement of proficiency at the end of a programme.
Recognition of prior learning:

The NMC does not expect mentors, practice teachers and teachers who have undertaken a preparation programme previously approved by one of the National Boards, or since April 2002 undertaken preparation approved by programme providers, to have to repeat such preparation. The NMC advises that:

Registrants already holding a mentor or practice teacher qualification recognised by programme providers, should map their current qualification and experience against the new NMC standard and meet any outstanding outcomes through continuing professional development (CPD).
Local registers of mentors

Placement providers are responsible for ensuring that:

• An up-to-date local register of current mentors and practice teachers is held and maintained.

• They have currency by regularly reviewing the register and adding or removing names of registrants as necessary.

• Education providers should use the register to confirm that there are sufficient mentors and practice teachers who meet the NMC standards to support learning and assessment in practice, to adequately support the number of students undertaking the range of NMC approved programmes currently being offered.
Registered Nurse / Midwife with a minimum of one-year full-time post-registration experience who is involved in mentoring students and who has completed one of the following courses.

- Certified mentorship course from another hospital / college / university where the content has been verified.
- Professional Studies 1 – Learning, Teaching and Counselling. **Dating from 1992**
- QMU BSc Nursing (Hons). **Dating from 1997**
- QMU Community Health Nursing (if candidate followed Adult Learning Theory in the work based module). **Dating from 1997**
- Napier University Degree and Diploma Nursing / Midwifery students. **Dating from October 1997**
- Preceptorship Course from Napier or another university / college. **Dating from 1992.**

Registered Nurse / Midwife involved in mentoring students but who does not meet the criteria listed in column 1

Areas of development in mentoring knowledge and skills in order to meet the NMC standards, highlighted through the self-assessment questionnaire

Undertake relevant components from the mentor preparation programme available on the Mentorcentre website / workbook

Attend Mentorship Update Session

Undertake Napier University Mentorship preparation course.

Attend Mentorship Update Session

Undertake relevant components from the mentor preparation programme available on the Mentorcentre website / workbook

Attend Mentorship Update Session

Develop and maintain portfolio of mentorship experience. Name placed on local mentor register. Triennial review. Attend regular updates.

Sign-Off Mentor

To become a sign-off mentor the Registered Nurse must:

- Be on the same nursing branch as the student
- Be supervised on at least three occasions signing off proficiency at the end of a summative placement by an existing sign-off mentor, practice education facilitator or link lecturer.
- Have working knowledge of the student’s programme and assessment strategies.
- Have understanding of the sign-off mentor’s accountability to the NMC for decisions made when assessing proficiency at the end of the student’s programme.
- Be annotated on local mentor register as a sign-off mentor.
Sign-off mentors: Eligibility

- Clinical currency and capability in the field of practice in which the student is being assessed.

- Currently mentoring students and undertaken mentorship preparation.

- Met the NMC requirements to remain on the local register.

- A working knowledge of current programme.

- An in-depth understanding of their accountability to the NMC for the decision they make to pass or fail a student when assessing proficiency requirements at the end of a programme.
Sign-off mentors

• An understanding of the NMC registration requirements and undertakes self assessment using NES self assessment tool.

• On successful completion of self assessment tool nominates self or is nominated by manager as sign off mentor.

• If gaps in knowledge or experience identified undertakes mentorship updating.

• Agrees verification as sign of mentor with line manager and is then annotated as this on local register

• New mentors should have equivalent to 1 year post registration experience and gained experience of mentoring as co-mentor

• Been supervised on at least three occasions for signing off proficiency at the end of a final placement by an existing sign-off mentor or practice teacher.
Mentor preparation programmes

Mentor preparation programmes must be:

• At a minimum academic level of HE Intermediate level SCQF Level 8.

• A minimum of 10 days, of which at least 5 days are protected learning time.

• From the protected learning time a minimum of 2 days face to face contact and interactive learning should take place.

• Include learning in both academic and practice settings. Include relevant work-based learning, e.g. experience in mentoring a student under the supervision of a qualified mentor, and having the opportunity to critically reflect on such an experience.
Mentor preparation programmes cont..

• Normally, be completed within three months and will demonstrate the achievement of the NMC competencies together with and the core NES framework intended learning outcomes.

• Demonstrate the achievement of these outcomes via the production of a portfolio of evidence supported and assessed by self-assessment and by experienced mentors. May also seek academic credit.

• Allow AP(E)L to be applied to up to 100% of the programme, and recognise previous preparation of an equivalent nature and standard.
Napier Mentorship Programme

- Initial 5 day preparation course developed via partnership group spread over 3 months
- Developed to reflect NMC requirements and NES National Framework
- 3 elements: 2.5 days worth of online learning and 2.5 days of workshops / practical skill development
- Followed by further 5 days learning time in practice over 18ths to develop competency
Napier Mentorship Programme

- Portfolio of evidence developed to demonstrate achievement of outcomes
- Will address the needs of new mentors and support ongoing education of current
Mentor Candidate Development Pathway

Newly Qualified Registered Nurse / Midwife

Undertakes one year post registration experience and flying start programme

Is identified by Charge Nurse / Line Manager as ready to undertake NMC approved mentorship preparation programme

Candidate applies and successfully secures a place on Napier Mentorship Preparation Programme

Candidate undertakes Option 1 of programme

Undertakes 2.5 days online learning and 2.5 day face-to-face workshops using NMC / Napier programme outcomes

Develops portfolio of evidence of achievement of programme outcome and is assessed in practice by Sign-off mentor (supervised by Napier)

Candidate successfully demonstrates achievement of programme outcomes

Candidate receives a certificate of competence from Napier

Candidate's name is placed on mentor register

The Candidate begins a period of supervised Practice as a mentor supported by a sign-off Mentor applying the theoretical principles of the programme, developing skills as a mentor

The Candidate is assessed on three occasions (normally over one year period) as proficient in mentoring and is eligible to place their name on the local register of sign-off mentors

Candidate undertakes Option 2 of programme

Undertakes 2.5 days online learning and 2.5 day face-to-face workshops using NMC / Napier programme outcomes

Develops portfolio of evidence of achievement of programme outcome and is assessed in practice by Sign-off mentor (supervised by Napier)

Candidate successfully demonstrates achievement of programme outcomes

And undertakes additional reflective exercise and submits this for accreditation

Submitted portfolio and reflective exercise assessed By Napier and candidate awarded 20 credits

NAPIER MENTORCENTRE

NAPIER MENTORCENTRE
Sign Off Mentor Preparation

- Data base information will identify initial areas to target e.g. RTP & SPG
- Sign off mentors who self assessed initially now need additional support to action their role
- Develop education package to support current mentors who are annotated on data base
Sign Off Mentor Support

- System of support for signoff mentors to develop skills in assessment of pre-registration students and “trainee mentors”
- Advice and support on assessment of portfolios of evidence in practice
- “Buddy assessment” teams for portfolios initially
In addition...

• The NMC requires all qualified mentors to maintain and develop their knowledge, skills and competence as a mentor through regular updating. The NMC requires placement providers to maintain a record of current mentors and, where appropriate, (and in partnership with local education providers) to make provisions for annual updating of these registrants.

• The NMC requires that as a minimum: *Whilst giving direct care in the practice setting at least 40% of a student’s time must be spent being supervised (directly or indirectly) by a mentor.*

• Sign-off mentors must have time allocated to reflect, give feedback and keep records of student achievement in their final period of practice learning. This will be equivalent of an hour per student per week. (This is in addition to the 40% supervision time)
Triennial review of mentor

To be maintained on the local register the individual must have evidence of having:

- Mentored at least two students with due regard (extenuating circumstances permitting) within the three year period.
- Participated in annual updating - to include an opportunity to meet and explore assessment and supervision issues with other mentors.
- Explored as a group activity the validity and reliability of judgements made when assessing practice in challenging circumstances.
- Mapped ongoing development in their role against the current NMC mentor standards.
- Been deemed to have met all requirements needed to be maintained on the local register as a mentor or sign-off mentor.
Mentorcentre

- Up to date information available to mentors
- Ongoing support and advice on mentor role
- Discussion element to facilitate two way communication
- On line activities to assist with updating
- www.staff.napier.ac.uk/mentorcentre