

NMC UK Wide Quality Assurance Framework

PROGRAMME MONITORING REPORT

<p>Programme Provider Name: <i>(Education provider and associated practice placement providers)</i></p>	<p>University of Cumbria In partnership with: NHS North West NHS Cumbria NHS North Lancashire NHS Blackpool NHS Central Lancashire NHS East Lancashire North Cumbria University Hospitals Trust University Hospitals of Morecambe Bay NHSFT Cumbria Partnership NHSFT Lancashire Care NHSFT Blackpool, Fylde and Wyre Hospitals NHSFT Calderstones Partnership NHSFT</p>
<p>NMC Provider Code:</p>	<p>3610</p>
<p>Programmes Monitored and clinical focus:</p>	<p> <input checked="" type="checkbox"/> Pre registration nursing <input checked="" type="checkbox"/> Adult <input type="checkbox"/> Child <input type="checkbox"/> Mental health <input type="checkbox"/> Learning disabilities <input checked="" type="checkbox"/> Pre registration midwifery <input type="checkbox"/> Specialist community public health nursing <input type="checkbox"/> HV <input type="checkbox"/> SN <input type="checkbox"/> OH <input type="checkbox"/> FHN <input type="checkbox"/> Learning & assessment in practice <input type="checkbox"/> Mentor <input type="checkbox"/> Practice teacher <input type="checkbox"/> Teacher <input type="checkbox"/> Supervisor of midwives <input type="checkbox"/> Return to practice <input type="checkbox"/> Nursing <input checked="" type="checkbox"/> Midwifery <input type="checkbox"/> Specialist practitioner <input type="checkbox"/> Adult nursing <input type="checkbox"/> Mental health <input type="checkbox"/> Children's nursing <input type="checkbox"/> Learning disability nurse <input type="checkbox"/> General practice nurse <input type="checkbox"/> Community mental health nursing <input type="checkbox"/> Community learning disabilities nursing <input type="checkbox"/> Community children's nursing <input type="checkbox"/> District nursing <input type="checkbox"/> Overseas nurses programme <input type="checkbox"/> Overseas midwives programme <input type="checkbox"/> V100 <input type="checkbox"/> V150 <input type="checkbox"/> V 300 </p>

<p>Part of Register Programme/s Lead to:</p>	<p>Nurses part of the register <input checked="" type="checkbox"/> RNA <input type="checkbox"/> RNMH <input type="checkbox"/> RNLD <input type="checkbox"/> RNC</p> <p>Midwives part of the register <input checked="" type="checkbox"/> RM</p> <p>Specialist community public health nurses part of the register <input type="checkbox"/> RHV <input type="checkbox"/> RSN <input type="checkbox"/> ROH <input type="checkbox"/> RFHN <input type="checkbox"/> RSCP</p> <p>Recorded qualifications <input type="checkbox"/> V100 <input type="checkbox"/> V150 <input type="checkbox"/> V 300 <input type="checkbox"/> Teacher</p> <p>Specialist practitioner <input type="checkbox"/> SPA <input type="checkbox"/> SPMH <input type="checkbox"/> SPC <input type="checkbox"/> SPLD <input type="checkbox"/> SPGP <input type="checkbox"/> SCMH <input type="checkbox"/> SCLD <input type="checkbox"/> SPCC <input type="checkbox"/> SPDN</p> <p>Non recordable <input type="checkbox"/> Mentor <input type="checkbox"/> Practice teacher <input type="checkbox"/> Supervisor of midwives</p>
<p>Managing Reviewer / Reviewer(s):</p>	<p>Managing Reviewer: Janet D Duberley Reviewers: Diane Fraser (Midwifery) Janette Turner (Midwifery) Rosaleen Malone (Midwifery) Joe Cortis (Nursing)</p>
<p>Academic Year: Date of Monitoring Event:</p>	<p>2011/12 19 - 21 October 2011</p>
<p>Date of Report:</p>	<p>28 October 2011</p>

SUMMARY OF FINDINGS

The University of Cumbria was established in 2007 and is located on two main sites: Lancaster and Carlisle. The University has experienced considerable upheaval with a comprehensive restructuring and the creation of a Faculty structure in 2009/10. Nursing and midwifery is located in the Faculty of Health and Wellbeing which also hosts allied health professions, social work, sport and non-professional child and family studies.

The majority of registrant teachers have NMC recorded teaching qualifications and all have qualifications and relevant experience commensurate with their role. There are adequate resources in place to support the delivery of pre-registration nursing and midwifery and Return to Practice Midwifery programmes. The midwifery teaching team is small and concerns were expressed regarding the workload of midwife teachers who are supporting students at the expense of their own personal development and scholarly activity.

There is a sufficient number of mentors and sign-off mentors and clear evidence that mentors act with due regard. All midwifery students are allocated a named Supervisor of Midwives and the profile of midwifery supervision is clearly evident on the clinical areas visited.

A comprehensive admissions and selection process is in place; all pre-registration nursing and midwifery students are interviewed by panels comprising academic and service personnel and service users whenever possible. Successful applicants have enhanced CRB checks and occupational health screening before commencing the programme. Nursing students are required to complete a self declaration of good health and conduct at the beginning of Years 2 and 3 and on completion of Year 3. **Initially this process did not appear to be in place for midwifery students. However arrangements are now in place for student midwives to declare annually their good health and conduct status.** There are robust Fitness to Practise policies and procedures in place and a clear audit trail to demonstrate the number of cases escalated to Fitness to Practise hearings and the outcomes of such hearings.

A robust APEL process is in place which meets NMC requirements.

There are sufficient mentors for the number of students requiring placements; regular mentor updates are provided and staff are released to attend mentor preparation and updates but staffing levels and workload does make this difficult at times.

There is very good partnership working at an operational level between the University and its service partners and the Strategic Health Authority but formal strategic links with Directors of nursing appear to have lapsed and been replaced by ad hoc meetings. Placement audits are completed annually by the link tutor in collaboration with placement staff and there is a process in place for the withdrawal of practice placements where this is deemed to be necessary. Service provider partners have comprehensive systems and processes in place to monitor the quality of nursing/midwifery care but the findings are not shared with the University and are not referred to in placement audits.

Mentors have a clear understanding of the practice assessment process and their role and responsibility as mentors and Sign-off mentors. The reliability and validity of practice assessment is strengthened by the tripartite approach to the summative assessment and grading of practice in midwifery. Both nursing and midwifery teaching teams actively support students and mentors in practice. Furthermore, the mentors' commitment and enthusiasm for the support of student nurses and midwives is clearly evident and there are some excellent examples of learning and teaching support in practice.

Arrangements are in place for triennial review and comprise part of the nursing and midwifery mentors' annual appraisal. However, there was strong evidence that there

are inconsistencies in implementation both across and within partner NHS Trusts.

Considerable work has been undertaken recently with partner NHS Trusts to assure triennial reviews are conducted meaningfully and are recorded on the 'live' register of mentors when completed.

The Trusts took over responsibility for the mentor registers in 2007 but they continued to be managed by the University until August 2011. **Scrutiny of the registers demonstrated inconsistencies both across and within the major NHS Trusts. There was evidence of mentors not receiving updates from as far back as 2002 and evidence of midwifery students being allocated to mentors who knowingly had not been updated since 2009. New mentor registers have been introduced which contain comprehensive details of mentor status; lapsed mentors have been updated or archived and the databases are now up to date.**

There is an effective link lecturer system in both nursing and midwifery and all are highly visible in the practice placements.

Patients and service users commented favourably on the support provided by student nurses and midwives and the clinical care they receive. Service user views are actively sought in nursing and midwifery both formally and informally and practitioners are actively involved in nursing and midwifery programme development, delivery and evaluation.

The University has a robust process to ensure that all programme learning outcomes are met. Students are required to maintain a record of all assessments throughout their programme. Student nurses and midwives benefit from a range of learning and teaching strategies with clear links between theory and practice components. In midwifery, there is limited evidence of the coverage of the content of two aspects of the European Directive (2005). Students reported learning opportunities available and recorded this experience in MyPAD but there are no formal mechanisms for ensuring that students gain this experience prior to entry to the midwifery part of the register. Plans are in place to strengthen the placement experience and monitoring in this requirement.

A comprehensive framework of internal quality assurance systems is in place to meet University requirements and to provide assurance of NMC standards and there is evidence that changes have been made in response to student feedback. External examiners comment favourably on the programmes monitored and engage with both the theoretical and practice elements of the programmes.

Conjoint programme approvals meet NMC standards and a strong partnership between service and the education provider, ensures that programmes are updated and reviewed to reflect change and respond to NMC directives and guidance.