

Part 3:
**Standards for
pre-registration nursing
associate programmes**

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About our standards

Our standards for education and training include the Standards framework for nursing¹ and midwifery education, Standards for student supervision and assessment, and programme standards specific to each approved programme.

Our **standards** for education and training are set out in three parts:

Part 1: Standards framework for nursing and midwifery education

Part 2: Standards for student supervision and assessment

Part 3: Programme standards:

- **Standards for pre-registration nursing programmes**
- **Standards for pre-registration midwifery programmes**
- **Standards for pre-registration nursing associate programmes**
- **Standards for prescribing programmes**
- **Standards for post-registration programmes: programmes leading to specialist community public health nurse qualifications and programmes leading to community nursing specialist practice qualifications**
- **Standards for return to practice programmes**

Supporting information for our **Standards for student supervision and assessment**, and our **Standards for pre-registration nursing programmes**, can be found on our **website**.

These standards help nursing and midwifery **students** achieve NMC proficiencies and programme outcomes. All nursing and midwifery professionals must practise in line with the requirements of **the Code**, the professional standards of practice, values and behaviours that nurses, midwives and nursing associates are expected to uphold.

¹ We have used the phrase 'nursing' in this document to apply to the work of nurses and nursing associates. Nursing associates are a distinct profession in England with their own part of our register, but they are part of the nursing team.

Introduction

Our Standards for pre-registration nursing associate programmes set out the legal requirements, entry requirements, availability of recognition of prior learning, length of programme, requirements for supervision and assessment and information on the award for all pre-registration nursing associate education programmes.

Student nursing associates must successfully complete an NMC approved pre-registration programme in order to meet the Standards of proficiency for nursing associates and be eligible to apply for entry to the NMC register.

Public safety is central to our standards. Students will be in contact with people throughout their education and it's important that they learn in a safe and effective way.

These programme standards should be read with the NMC Standards framework for nursing and midwifery education and Standards for student supervision and assessment both of which apply to all NMC approved programmes. NMC Approved Education Institutions (AEIs) intending to deliver pre-registration nursing associate programmes must comply with all these standards to run an approved programme.

AEIs and educators structure their educational programmes to comply with our programme standards. They also design their curricula around the published proficiencies for a particular programme and students are assessed against these proficiencies to make sure they are capable of providing safe, effective and kind care that improves health and wellbeing. Nursing associate students will learn and be assessed in theory, simulation and practice environments and settings.

Proficiencies are the knowledge, skills and behaviours that nurses, midwives and nursing associates need in order to practise. We publish standards of proficiency for the nursing and midwifery professions as well as proficiencies for NMC approved post-registration qualifications.

Our standards for education and training highlight the need for programmes to adopt an inclusive approach to recruitment, selection and progression, ensuring admissions and all other academic processes are open, fair, transparent and demonstrate an understanding of and take measures to address underrepresentation

We believe that involving people who use services and members of the public in the planning and delivery of curricula will promote public confidence in the education of nurses. We expect the use of supportive evidence and engagement from people who have experienced care.

Through our **quality assurance** processes we check that education programmes meet all of our standards regarding the structure and delivery of educational programmes, that the programme outcomes relate to the expected proficiencies for particular qualifications and that AEs and **practice learning partners** are managing risks effectively. Using internal and external intelligence we monitor risks to quality in education and training, this intelligence gathering includes analysis of system regulator reports.

Before any programme can be run, we make sure it meets our standards. We do this through an approvals process, in accordance with our **quality assurance framework**.

Overall responsibility for the day to day management of the quality of any educational programme lies with the AEI in partnership with its practice learning partners.

Legislative framework

Article 15(1) of the **Nursing and Midwifery Order 2001** ('**the Order**') requires the Council to establish standards for education and training which are necessary to achieve the standards of proficiency for admission to the register, as required by Article 5(2) of the Order. The **Standards for pre-registration nursing associate programmes** are established under the provision of Article 15(1) of the Order.

The student journey

Standards for pre-registration nursing associate programmes follow the student journey and are grouped under the following five headings:

1. Selection, admission and progression

Standards about an applicant's suitability for, and continued participation in, a pre-registration nursing associate programme

2. Curriculum

Standards for the content, delivery and evaluation of the pre-registration nursing associate education programme

3. Practice learning

Standards specific to pre-registration learning for nursing associates that takes place in practice settings

4. Supervision and assessment

Standards for safe and effective supervision and assessment for pre-registration nursing associate education programmes

5. Qualification to be awarded

Standards which state the award and information for the NMC register

1 Selection, admission and progression

Approved education institutions together with practice learning partners must:

- 1.1 confirm on entry to the programme that students:
 - 1.1.1 meet the entry criteria for the programme as set out by the AEI and are suitable for nursing associate practice
 - 1.1.2 demonstrate values in accordance with **the Code**
 - 1.1.3 have capability to learn behaviours in accordance with **the Code**
 - 1.1.4 have capability to develop numeracy skills required to meet programme outcomes
 - 1.1.5 can demonstrate proficiency in English language
 - 1.1.6 have capability in literacy to meet programme outcomes
 - 1.1.7 have capability for digital and technological literacy to meet programme outcomes
- 1.2 ensure students' health and character allows for safe and effective practice on entering the programme, throughout the programme and when submitting the supporting declaration of health and good character in line with the NMC's **health and character** decision-making guidance². This includes satisfactory occupational health assessment and criminal record checks
- 1.3 ensure students are fully informed of the requirement to declare immediately any police charges, cautions, convictions or conditional discharges, or determinations that their fitness to practise is impaired made by other regulators, professional bodies and educational establishments, and ensure that any declarations are dealt with promptly, fairly and lawfully

2 **Guidance on health and character**

- 1.4** ensure that the registered nurse or registered nursing associate responsible for directing the educational programme or their designated registered nurse substitute or designated registered nursing associate substitute, are able to provide supporting declarations of health and character for students who have completed a pre-registration nursing associate programme
- 1.5** permit recognition of prior learning that is capable of being mapped to the **Standards of proficiency for nursing associates** and programme outcomes, up to a maximum of 50 percent of the programme. This maximum limit of 50 percent does not apply to applicants to pre-registration nursing associate programmes who are currently a NMC registered nurse without restrictions on their practice, and
- 1.6** provide support where required to students throughout the programme in continuously developing their abilities in numeracy, literacy and digital and technological literacy to meet programme outcomes.

2 Curriculum

Approved education institutions together with practice learning partners must:

- 2.1 ensure that programmes comply with the NMC **Standards framework for nursing and midwifery education**
- 2.2 comply with the NMC **Standards for student supervision and assessment**
- 2.3 ensure that all programme learning outcomes reflect the **Standards of proficiency for nursing associates**
- 2.4 design and deliver a programme that supports students and provides an appropriate breadth of experience for a non-field specific nursing associate programme, across the lifespan and in a variety of settings
- 2.5 set out the general and professional content necessary to meet the **Standards of proficiency for nursing associates** and programme outcomes
- 2.6 ensure that the programme hours³ and programme length are:
 - 2.6.1 sufficient to allow the students to be able to meet the **Standards of proficiency for nursing associates**,
 - 2.6.2 no less than 50 percent of the minimum programme hours required of nursing degree programmes
 - 2.6.3 consonant with the award of a Foundation degree (typically 2 years)
- 2.7 ensure the curriculum provides an equal balance of 50 percent theory and 50 percent practice learning using a range of learning and teaching strategies
- 2.8 ensure technology and simulation opportunities are used effectively and proportionately across the curriculum to support supervision, learning and assessment, and
- 2.9 ensure nursing associate programmes which form part of an integrated programme meet the nursing associate requirements and nursing associate proficiencies

³ Programme hours are hours protected for learning, in theory and practice. Hours which are not protected for learning, in which students are in effect working in their substantive place of work, do not count towards programme hours

3 Practice learning

Approved education institutions together with practice learning partners must:

- 3.1** provide practice learning opportunities that allow students to develop and meet the **Standards of proficiency for nursing associates** to deliver safe and effective care to a diverse range of people across the lifespan and in a variety of settings⁴
- 3.2** ensure that students experience the variety of practice expected of nursing associates to meet the holistic needs of people of all ages
- 3.3** take account of students' individual needs and personal circumstances when allocating their practice learning including making **reasonable adjustments** for students with disabilities, and
- 3.4** ensure that nursing associate students have protected learning time⁵ in line with one of the following two options:
 - 3.4.1** Option A: nursing associate students are **supernumerary** when they are learning in practice
 - 3.4.2** Option B: nursing associate students, via work-placed learning routes:
 - 3.4.2.1** are released for a minimum of 20 per cent of the programme for academic study⁶
 - 3.4.2.2** are released for a minimum of 20 per cent of the programme time, which is assured protected learning time in external practice placements, enabling them to develop the breadth of experience required for a generic role, and
 - 3.4.2.3** for the remainder of the required programme hours, protected learning time must be assured.

4 Nursing associate students are not required to have placements in each field of nursing, but should, through their education programme, benefit from experience of children and adults, and people who use services / patients with mental health conditions and learning disabilities, and understand the most significant factors to be aware of when providing care to different people who use services

5 Protected learning time is designated time in which students are supported to learn. All students are appropriately supervised until they have demonstrated proficiency in aspects of care. **Supernumerary** status is one approach to protected learning time

6 The 20 percent specified here is not the total sum of theoretical learning students will need to undertake, please see standard 2.7 which requires equal weighting of theory and practice in the curriculum.

4 Supervision and assessment

Approved education institutions together with practice learning partners must:

- 4.1 ensure that support, supervision, learning and assessment provided complies with the NMC Standards framework for nursing and midwifery education
- 4.2 ensure that support, supervision, learning and assessment provided complies with the NMC Standards for student supervision and assessment
- 4.3 ensure they inform the NMC of the name of the registered nurse or registered nursing associate responsible for directing the education programme
- 4.4 provide students with constructive feedback throughout the programme to support their development
- 4.5 ensure throughout the programme that students meet the Standards of proficiency for nursing associates
- 4.6 ensure that all programmes include a health numeracy assessment related to nursing associate proficiencies and calculation of medicines which must be passed with a score of 100 percent
- 4.7 assess students to confirm proficiency in preparation for professional practice as a nursing associate
- 4.8 ensure that there is equal weighting in the assessment of theory and practice, and
- 4.9 ensure that all proficiencies are recorded in an ongoing record of achievement which must demonstrate the achievement of proficiencies and skills as set out in Standards of proficiency for nursing associates.

5 Qualification to be awarded

Approved education institutions together with practice learning partners must:

- 5.1** ensure that the minimum award for a nursing associate programme is a Foundation Degree of the Regulated Qualifications Framework (England), which is typically two years in length, and
- 5.2** notify students during the programme that they have five years in which to register their award with the NMC. In the event of a student failing to register their qualification within five years they will have to undertake additional education and training or gain such experience as is specified in our standards to register their award.

Glossary

Approved Education Institutions (AEIs): the status awarded by the NMC to an institution, or part of an institution, or combination of institutions that works in partnership with practice placement and work placed learning providers. AEIs will have provided us with assurance that they are accountable and capable of delivering NMC approved education programmes.

Educators: in the context of the NMC standards for education and training educators are those who deliver, support, supervise and assess theory, practice and/or work placed learning.

Equalities and human rights legislation prohibits unlawful discrimination on the basis of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation and other characteristics. Anti-discrimination laws can be country specific and there are some legally binding international protections.

Health and character requirements: as stipulated in NMC legislation (Articles 9(2)(b) and 5(2)(b) of the Nursing and Midwifery Order 2001) 'good health' means that the applicant is capable of safe and effective practice either with or without reasonable adjustments. It does not mean the absence of a health condition or disability. Each applicant seeking admission to the register or to renew registration, whether or not they have been registered before, is required to declare any pending charges, convictions, police cautions and determinations made by other regulatory bodies.

People: individuals or groups who receive services from nurses, midwives and nursing associates, healthy and sick people, parents, children, families, carers, representatives, also including educators and students and others within and outside the learning environment.

Practice learning partners: organisations that provide practice learning necessary for supporting pre-registration and post-registration students in meeting proficiencies and programme outcomes.

Quality assurance: NMC processes for making sure all AEs and their approved education programmes comply with our standards.

Reasonable adjustments: where a student requires reasonable adjustment related to a disability or adjustment relating to any protected characteristics as set out in equalities and human rights legislation.

Recognition of prior learning: a process that enables previous certificated or experiential learning to be recognised and accepted as meeting some programme outcomes, this means it includes both theory and practice achievement.

Simulation: an educational method which uses a variety of modalities to support students in developing their knowledge, behaviours and skills, with the opportunity for repetition, feedback, evaluation and reflection to achieve their programme outcomes and be confirmed as capable of safe and effective practice.

Student: any individual enrolled onto an NMC approved education programme whether full-time or less than full-time.

Supernumerary: students in practice or work placed learning must be supported to learn without being counted as part of the staffing required for safe and effective care in that setting. For apprentices, this includes practice placements within their place of employment; this does not apply when they are working in their substantive role.

Placements should enable students to learn to provide safe and effective care, not merely to observe; students can and should add real value to care. The contribution students make will increase over time as they gain proficiency and they will continue to benefit from ongoing guidance and feedback.

Once a student has demonstrated that they are proficient, they should be able to fulfil tasks without direct oversight. The level of supervision a student needs is based on the professional judgement of their supervisors, taking into account any associated risks and the students' knowledge, proficiency and confidence.

What we do

Our vision is safe, effective and kind nursing and midwifery practice that improves everyone's health and wellbeing. As the independent regulator of more than 771,000 nursing and midwifery professionals, we have an important role to play in making this a reality.

Our core role is to **regulate**. First, we promote high education and professional standards for nurses and midwives across the UK, and nursing associates in England. Second, we maintain the register of professionals eligible to practise. Third, we investigate concerns about nurses, midwives and nursing associates – something that affects a tiny minority of professionals each year. We believe in giving professionals the chance to address concerns, but we'll always take action when needed.

To regulate well, we **support** our professions and the public. We create resources and guidance that are useful throughout people's careers, helping them to deliver our standards in practice and address new challenges. We also support people involved in our investigations, and we're increasing our visibility so people feel engaged and empowered to shape our work.

Regulating and supporting our professions allows us to **influence** health and social care. We share intelligence from our regulatory activities and work with our partners to support workforce planning and sector-wide decision making. We use our voice to speak up for a healthy and inclusive working environment for our professions.

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