

Development of Practice Nurse Placements for Pre-registration Nursing Students

Introduction

Health Education North East (HENE) is working collaboratively with the Area Teams, Teesside and Northumbria Universities to develop practice nurse placements for pre-registration nursing students. In addition leads from NHS England Area Team and Director of Education at HENE Karen Giles met with Dr John McMichael and Dr John Canning and Janice Foster from the LMCs to discuss plans for supporting the development of further practice nurse placements.

Previous experiences in other regions have highlighted a number of challenges for successful placements. However, where appropriately supported student nurses reported significant benefit from the unique opportunities presented. For example the Yorkshire and Humber region have been promoting student nurse placement in general practice since 2009 and currently have a network of over 60 practices which accommodate approximately 200 students a year. Student and mentor evaluations have been very positive with 90% of the practice nurses indicating they have furthered their professional development through mentoring and 91% of students stating that they are more likely to pursue a career in general practice. This initiative is being fully supported by HE Yorkshire and Humber who is aspiring to give all student nurses a placement within a General Practice (Peake 2014).

Within HENE there are two local universities providing pre-registration nursing programmes who will be taking part in this development, it is proposed that each university is linked with a CCG or group of GP practices in their area to take this forward.

Teesside University has worked successfully with GP practices for a number of years but would like to increase the amount of opportunities for students to gain this experience.

This document provides useful information in a question and answer format for staff in GP practices who might be considering a pre-registration nurse placement.

How are student nurse placements organized?

Pre-registration nursing student placements are likely to be between 1 - 3 weeks duration. The curriculum for these placements is provided by the university (which is quality assured by the Nursing and Midwifery Council).

General Practice is particularly suited to supporting the development of nursing students due to the wide range of learning opportunities and types of patient contact that take place in general practice settings. GP training practices have experience of supporting Advanced Nurse Practitioner trainees, GP trainees, foundation doctors and medical students. In addition there is a culture of in-house CPD and support for education in many non-training practices.

Does nursing student need a trained nurse mentor?

The nursing students are supported by a nurse mentor in their acute practice setting as placements with practice nurses are only for 1 – 3 week the student nurse only requires an experienced placement supervisor.

Teesside University provide supervisor workshops and clear outcomes for our student nurses. (See below purpose of the placement).

What is the purpose of the placement?

The purpose of the placements with a practice nurse is to enable student nurses to further develop their knowledge and skills relating to caring for people across the age continuum, family centred care and meeting the needs of children and young people. The placements will also enable them to further develop their knowledge and understanding of the role of other members of the health and social care team and their contribution to service user care and that of their families/carers.

What will happen if I as a supervisor do not work full-time?

Nursing students benefit from seeing a broader range of approaches to providing clinical care, and practice staff will benefit from the student contact and professional development made available. Students will also benefit for spending time with non-nursing colleagues in the practice.

What is involved in being a supervisor?

Being a supervisor is a rewarding experience and is a very useful way of keeping up to date with your own professional development, and it often provides opportunities for quality improvement in your place of work.

How should we structure a student nurse's placement in our practice?

If you are a practice that trains medical students or doctors to become GPs then you will already have developed your own ideas about how to structure a learner's working week. Student nurses also benefit from a similar range of learning opportunities. These include an effective induction, sitting-in with GPs, nurses, receptionists and administrators as well as community based visits with pharmacists.

Additionally, learners from different professional backgrounds benefit from interacting with each other especially around patient care (see appendix 1 for example timetable).

It is important that where a student nurse is seeing patients they have access to the nurse supervisor, or an appropriately named individual nominated by the main supervisor, in case there is a need to ask questions or clarify a clinical issue. It is also important that the supervisor has protected time at the end of a clinic to de-brief the student nurse and help them reflect on their learning during the course of a session.

Will my practice have to go through a visit and approval process to be able to take on student nurses?

We recognise that many practices are already approved for training doctors and medical students. The NMC requires that practices involved in training nurses are also approved to their standards.

As part of the audit of the learning environment where possible the university will review the information already available from other sources to avoid duplication. In

addition to this they will arrange a one to one meeting with the practice nurse to discuss the potential learning opportunities and the needs of the supervisor. This will take approximately one hour and may result in actions for both the university and practice nurse to ensure effective preparation of the learning environment.

What support do you provide for preparing practices to take on student nurses?

If you agree to consider taking nursing students, a university colleague involved in the nursing programme will arrange a time to come and meet the nurse and practice staff. They will determine whether your practice nurses need specific support, ensure that the practice meets relevant standards of care provision (e.g. Care Quality Commission standards), role-model good clinical care (e.g. through the use of evidence based guidelines), NMC requirements and work with you to identify the range and breadth of learning opportunities.

Once we have allocated nurse students to your practice you will also have ongoing access to a named university colleague who acts as a resource, support and adviser to the supervisor and practice. They will visit your practice to support you and build a relationship with your team.

Will there be any remuneration?

Financial remuneration is now available. For those of you who do GP training, it is about the equivalent of half a trainers grant for 12 months of supporting pre-registration nursing students (£3,175 for 37 weeks of nurse placement).

How is insurance managed?

We have been advised by HE Yorkshire and the Humber that there was no increase in cost of indemnity insurance required by the nurse and GP supervisors. Practices are advised to inform their insurance companies that they are providing placements to student nurses. The student nurses themselves have indemnity provided through the university.

What is the proposed timescale for the implementation of this project?

Since some practices are already supporting students nurses and some have expressed an interest in supporting student nurses we are hoping to start working with new practices aligned to a local universities by the end of October 2014, though this is also dependant on the placement patterns for each university.

Further Information / Contact Details

If you require further information or clarification regarding any of the issues raised in this paper then please do not hesitate to contact Pauline Yarker, Director of Placements, Teesside University - p.yarker@tees.ac.uk or Carole Proud Director of Placements, Northumbria University - carole.proud@northumbria.ac.uk.

Appendix 1

Students can engage in a number of activities. This is an example of a possible student nurse timetable for a 1 week placement:

Monday	Tuesday	Wednesday	Thursday	Friday
Induction into the practice area. Chronic Disease/Treatment Room Nurse	HCA	Nurse Practitioner minor ailments/emergency triage phone	Chronic Disease clinics	Treatment room nurse

Examples of other possible learning opportunities	
Smoking cessation	Patient consultation with GP
COPD	Documentation
Asthma	Patient assessment activities – e.g. ECGs, urinalysis, BP monitoring, BMI, respiratory assessment.
Heart disease	Wound care
Diabetes	Immunisation clinic
Sexual Health	Health Promotion activities
Health Visitor clinic	In house training events
Women's/Men's health clinic	Community Pharmacist