Practice Education Facilitators Nursing and Midwifery

Practice Education Facilitator

As part of the 'Facing the Future' agenda and the need to maximise recruitment and retention of nurses and midwives in Scotland, the Scottish Executive Health Department, NHS Scotland, NES, Higher Education Institutions (HEIs) and NHS Boards initiated and supported the establishment of 100 W.T.E Practice Education Facilitator (PEF) posts across Scotland during 2004. The initiative was supported initially for three years. The PEF posts are now substantive and continue to be supported by NES through regional development events, regional Networks and the Shared Space.

The purpose of the PEF post is to;

- maximise the number of student nurses and midwives who can be supported within clinical practice areas, in both hospital, community settings and private care homes
- ensure that the student experience is of the highest quality and enables the greatest benefit from the individual clinical learning experience
- ensure support and supervision for staff engaging in CPD / educational programmes which ultimately lead to practice development and improved services for patients and clients.

In addition, by enhancing the quality of the learning environment, the education and training needs of unqualified staff and of the full range of professional groups may also be addressed.

Mentorship

Mentors are pivotal to successful learning and often to the enjoyment a student gains from being in practice placements.

In August 2006, the Nursing & Midwifery Council (NMC) published a set of standards to support learning and assessment in practice which became mandatory in September 2007. These were subsequently revised and the second edition published in July 2008.

These standards provide a single developmental framework which defines and describes the knowledge and skills for nurses and midwives to apply in practice.
when supporting and assessing students undertaking NMC approved programmes leading to registration or a recordable qualification on the register.

The Practice Education Facilitator Team will support managers and mentors in implementation of the Standards to support learning and assessment in practice and provide mentors with the information they need to be able to carry out their role effectively. Additional support, advice and guidance on any aspect of mentorship can be obtained from a member of the Practice Education Facilitator Team.

**Practice Education Facilitators**

Our primary role is to support and enhance the role of the mentor. This includes all mentors for pre and post-registration students, enrolled nurse conversion students, HNC and Access to nursing students.

**Aims**

*Support for mentors*

*Increase the amount of students that can be placed in each area*

*Enhance links with HEI's and FEI's*

*Facilitate feedback*

*Be accessible*

*Enhance the level and quality of practice placements*

**Objectives**

Identify existing mentors

Identify potential mentors

Identify new placement areas within the division and support innovative use of practice placements

Promote the implementation of NES Quality Standards for Practice Placements

**What support will we offer?**

Contact with mentors when students are out on placement.

Provision of on-site awareness sessions covering the following topics:-

- Assessment documentation
- Assessment process
- Mentorship role
- Changes in educational curriculum
- Problem based learning

Construct a student induction template and work collaboratively with staff to demonstrate their service provision

Be contactable to answer any queries pertaining to the role of mentor
Examples of support offered

Student Induction/ Orientation Pack

We have completed a student induction/ information template that we hope will be useful in clinical areas.

Educational Packages

Educational sessions to provide up date for mentors will be provided by their Practice Education Facilitator.

Flying Start

Flying Start NHS is the national development programme for all newly qualified nurses, midwives and allied health professionals in NHS Scotland. It has been designed to support your transition from student to newly qualified health professional by supporting your learning in everyday practice through a range of learning activities available with additional support from work based mentors.

NiCHE

The National increment Competencies in Healthcare Education (NiHCE) Programme was conceived in order to determine, acknowledge, maintain and where appropriate develop competency of the Health Care Support Worker.