



Evidencing the requirements of the Nursing and Midwifery Council (NMC) mentor outcomes and the Scottish Qualifications Authority (SQA) L&D9DI Unit – Assess Workplace Competence Using Direct and Indirect Methods.

An outline for student mentors undertaking mentor preparation programmes, qualified mentors, managers and SQA approved centres.



Working towards and gaining a qualification for many staff is a great way to enhance their confidence, competence and their career.

By becoming a qualified workplace assessor and Nursing and Midwifery Council (NMC) mentor, you can be part of that and support students and your colleagues to develop in their careers.

What used to happen

Until recently, nurses and midwives (practitioners) wanting to develop their education role by becoming a workplace assessor and an NMC mentor had to undertake two entirely separate qualifications to meet the specific requirements.

- The NMC requires practitioners to undertake an approved mentor preparation programme to mentor pre-registration nursing and midwifery students. Practitioners have to provide evidence of supporting and assessing student nurses or midwives and demonstrate achievement of the NMC mentor outcomes. A core curriculum framework which includes guidelines for portfolio development is outlined in the *National Approach to Mentor Preparation*¹ (NHS Education for Scotland 2013).

- Scottish Qualifications Authority (SQA) requires practitioners to hold, or be working towards the L&D9DI unit – *Assess workplace competence using direct and indirect methods* when assessing candidates, for example health care support workers (HCSW) undertaking Scottish Vocational Qualifications (SVQs).

It has been recognised there is some common ground between the assessment and accountability mentor outcome and the L&D9DI unit, which both address the assessment of workplace competence. Practitioners had to provide evidence of their competence by assessing and supporting different learners – i.e. student nurses and midwives for NMC mentorship and SVQ candidates for L&D9DI.

¹NHS Education for Scotland (2013) *National Approach to Mentor Preparation: Core Curriculum Framework for Nurses and Midwives (Second Edition)* Edinburgh. NHS Education for Scotland. Available at <http://www.nes.scot.nhs.uk/education-and-training/by-discipline/nursing-and-midwifery/practice-education/national-approach-to-mentor-preparation-2nd-edition-2013.aspx>

The current situation

Guidance developed in partnership between NHS Education for Scotland, Scottish Qualifications Authority and education providers, will now enable:

- Student mentors² to utilise evidence generated from their assessment of student nurse/midwife clinical skills competence to undertake mentor preparation programmes and L&D9DI simultaneously
- Qualified mentors to utilise their previous assessment decisions and experience through the assessment of student nurses and midwives in support of L&D9DI

Please note that this guidance is only available to student mentors and qualified mentors to access on the Nursing and Midwifery ePortfolio³ and to SQA approved centres from SQA's secure website.

²Nurses and midwives undertaking NMC approved mentor preparation programmes

Potential benefits of NMC mentors undertaking L&D9DI

There are a number of potential benefits of student mentors and qualified mentors undertaking L&D9DI and these may include:-

For mentors

- undertaking L&D9DI can strengthen professional judgements relating to competence when student nurses/midwives are supervised or performing clinical skills
- support for and recognition of professional development through attainment of the Professional Development Award for L&D9DI
- contribute towards specific NMC requirements for mentor preparation, annual updating and triennial review

For student nurses and midwives

- strengthening mentors confidence across a range of assessment methods will support valid and reliable assessment decisions and feedback to students around their progress and attainment of clinical skills

For public protection

- strengthening of mentor confidence in clinical skills assessment judgements will contribute towards student nurses and midwives competence when undertaking clinical skills

For organisations

- support the development of the health and social care workforce
- development of an infrastructure to assess candidates undertaking SQA awards
- contribute towards interprofessional and multi-agency learning

³Further information on the student mentor and CPD mentor sections of the Nursing and Midwifery ePortfolio are available at

<http://www.nes.scot.nhs.uk/education-and-training/by-discipline/nursing-and-midwifery/practice-education/mentor-bulletin,-publications-and-resources.aspx>

and

<http://www.nes.scot.nhs.uk/education-and-training/by-discipline/nursing-and-midwifery/careers-and-recruitment/nursing-midwifery-career-long-eportfolio/cpd-mentor-section-of-the-nm-eportfolio.aspx>

Outline process for student mentors

Described below is a brief outline of what student mentors need to do to achieve both qualifications:

The NMC Mentor Outcomes	The L&D9DI Unit
Apply for acceptance on both programmes	
<p>Discussion with line manager regarding undertaking mentor preparation programme</p> <p>Gain acceptance on a university mentor preparation programme (Practice Education Facilitators will provide information regarding local application processes)</p> <p>Identify who your supervising mentor will be to support you during the mentor preparation programme and to confirm achievement of the NMC mentor outcomes</p>	<p>Discussion with line manager regarding undertaking L&D9DI</p> <p>Gain acceptance on an L&D9DI Programme (Practice Education Facilitators will be able to signpost you to local information)</p> <p>Identify who will internally assess you. This could also be your supervising mentor.</p>
Familiarise yourself with the qualifications	
<p>Familiarise yourself with the NMC mentor outcomes and the mentor preparation programme requirements</p>	<p>Familiarise yourself with the L&D9DI Unit Standard</p>
Build experience and confidence in the standards of both qualifications	
<p>Practice to the required standards of the NMC mentor outcomes by using your teaching, supervision and *assessment skills in supporting pre-registration nursing and midwifery students</p> <p>*Note — same assessment skills</p>	<p>Practice to the L&D9DI Unit Standard by using your planning, judgement and feedback skills when assessing*pre-registration nursing students.</p> <p>*Note — same assessment skills</p>
Gain recognition for achieving both qualifications	
<p>Gain recognition of achieving the **NMC mentor outcomes through confirmation of achievement by your supervising mentor and university.</p> <p>**Note — most of the L&D9DI Unit Standard is embedded in the assessment and accountability component of the NMC mentor outcomes.</p>	<p>Gain recognition of achieving the **L&D9DI Unit Standard through assessment conducted by your L&D9DI Assessor (who could also be your supervising mentor).</p> <p>**Note — most of the L&D9DI Unit Standard is embedded in the assessment and accountability component of the NMC mentor outcomes.</p>

Outline process for qualified nursing and midwifery mentors

Described below is a brief outline of what qualified mentors need to do to achieve L&D9DI:

The L&D9DI Unit
Apply for acceptance on the programme
<p>Discussion with line manager regarding undertaking L&D9DI</p> <p>Gain acceptance on an L&D9DI Programme (Practice Education Facilitators will be able to signpost you to local information).</p> <p>Identify who will internally assess you. This maybe an experienced mentor/sign-off mentor or supervising mentor.</p>
Familiarise yourself with the qualification
<p>Familiarise yourself with the L&D9DI Unit Standard.</p> <p>Using the guidance template, self-assess yourself against the performance, knowledge and evidence requirements for L&D9DI and review the NMC mentor assessment competencies.</p> <p>Consider which clinical skills units are most appropriate for your clinical area.</p>
Build experience and confidence in the standards of the qualification and related NMC mentor competencies
<p>Practice to the L&D9DI Unit Standard by using your planning, judgement and feedback skills when assessing the pre-registration nursing/midwifery students for their essential skills clusters and clinical skills.</p>
Gain recognition for achieving the L&D9DI qualification and use evidence for NMC mentor annual updating and triennial review requirements
<p>Gain recognition of achieving the L&D9DI unit Standard through assessment conducted by your L&D9DI Assessor (who could also be your supervising mentor).</p> <p>Utilise your evidence of assessing pre-registration student nurses/midwives for clinical skills to demonstrate how you have met the following:-</p> <p>Annual updating – have an opportunity to discuss issues relating to supervision, assessment of competence and fitness for safe and effective practice</p> <p>Triennial review – mentored at least 2 students within the three year period, explored as a group activity the validity and reliability of judgements made when assessing practice in challenging circumstances and mapped ongoing development in their role against the current NMC mentor standards – in particular assessment.</p>



Further Information

For more information please visit the

Scottish Qualifications Authority website <http://www.sqa.org.uk/sqa/45285.html>

NHS Education for Scotland website <http://www.nes.scot.nhs.uk/>

or contact your local Practice Education Facilitator, Practice Development Unit or SQA approved centres.

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NHS Education for Scotland
Westport 102
West Port
Edinburgh
EH3 9DN
www.nes.scot.nhs.uk

Spring 2014

