

## **Supporting post registration education**

1. [Preceptorship programme](#)
2. [Fundamentals of care programmes](#)
3. [Venepuncture and cannulation training](#)
4. [Important changes to the way we sign-off practitioners IV Therapy Passport](#)
5. [Mentorship, Assessor/Supervisor and Coaching](#)
6. [Non-medical prescribers \(NMP\)](#)

## **Funding opportunities for nursing and midwifery staff**

Barts Health has a process for approval of Education Academy funding for pathways/modules with partnership universities (link to process for approval document, attached).

There is further information regarding study leave in the [study leave and funding policy](#).

The application to apply for funding must be completed in line with the funding process (link to study leave, attached).

## **Preceptorship and post-registration education**

As we respond to the challenges of rising demand, growing numbers of individuals with more complex health needs, an ageing population and new models of care, education and training has never been more important.

As Barts Health, one of the largest healthcare providers in Europe, we have a unique opportunity to influence the care of patients, our local population's health and the skills of our staff by providing outstanding education and training.

## **Preceptorship**

The preceptorship programme is an 18 month evidence-based programme that supports all newly registered practitioners within Barts Health to transition from a student to a registered practitioner. Our commitment is the provision of a working and learning environment that supports delivery of quality safe, person-centred and compassionate care. There is further information regarding study leave in the [preceptorship policy](#).

## **Preceptorship programme (month 1-9)**



This academically accredited preceptorship programme aims to get newly qualified staff to seamlessly transition from student to confident and competent qualified healthcare practitioner.

For dates, times and venues of these sessions, please book via the [booking live](#). Please ensure that you have your line manager's support before applying.

### **Preceptorship programme (month 9-18): leadership for quality improvement**

Participants will have an opportunity to undertaking a small quality improvement project to help develop their leadership and managerial competencies (you can obtain 30 credits at level 7 which can be used as part of MSc pathway).

For dates, times and venues of these sessions, please book via the [booking live](#). Please ensure that you have your line manager's support before applying.



### **Fundamentals of surgical nursing development programme**

The program aims to develop, enhance knowledge, skills and behaviours in surgical nursing care through a structured educational programme, underpinned by workplace-based competence assessments.

For dates, times and venues of these sessions, please book via the [booking live](#). Please ensure that you have your line manager's support before applying.

There is further information regarding study leave in the [study leave and funding policy](#).

### **Fundamentals of older people nursing development programme**

The program aims to develop, enhance knowledge, skills and behaviours in older people nursing care through a structured educational programme, underpinned by workplace-based competence assessments.

For dates, times and venues of these sessions, please book via the [booking live](#). Please ensure that you have your line manager's support before applying.

There is further information regarding study leave in the [study leave and funding policy](#).

### **Fundamentals of acute medicine**

The program aims to develop, enhance knowledge, skills and behaviours in Acute Medical nursing care through a structured educational programme, underpinned by workplace-based competence assessments.

For dates, times and venues of these sessions, please book via the booking live. Please ensure that you have your line manager's support before applying.

There is further information regarding study leave in the [study leave and funding policy](#).

### **Fundamentals of band 6 clinical leadership and management programme**

This programme is aimed at developing our Band 6 nursing, midwifery and allied health professionals (AHP) workforce and has been co-designed based on the feedback received from staff and management in clinical areas across Barts Health. The programme has been mapped against the nine domains of NHS Leadership Academy's Health Care Leadership



Model and has a strong focus in the Trust's expectations of fulfilling the Bands 6 nursing, midwifery and AHP role.

For dates, times and venues of these sessions, please book via the [booking live](#). Please ensure that you have your line manager's support before applying.

There is further information regarding study leave in the [study leave and funding policy](#).



### **Venepuncture and cannulation**

The session is aimed for healthcare practitioners who will be undertaking peripheral intravenous (IV) cannulation and venepuncture/phlebotomy. Learners are expected to recognise role and professional responsibilities related with the safe intravenous (IV) cannulation & venepuncture practice and identify the relevant anatomy and common sites for peripheral intravenous cannulation and venepuncture.

For dates, times and venues of these sessions, please book via the [booking live](#). Please ensure that you have your line manager's support before applying.

There is further information regarding study leave in the [study leave and funding policy](#).

### **IV therapy**

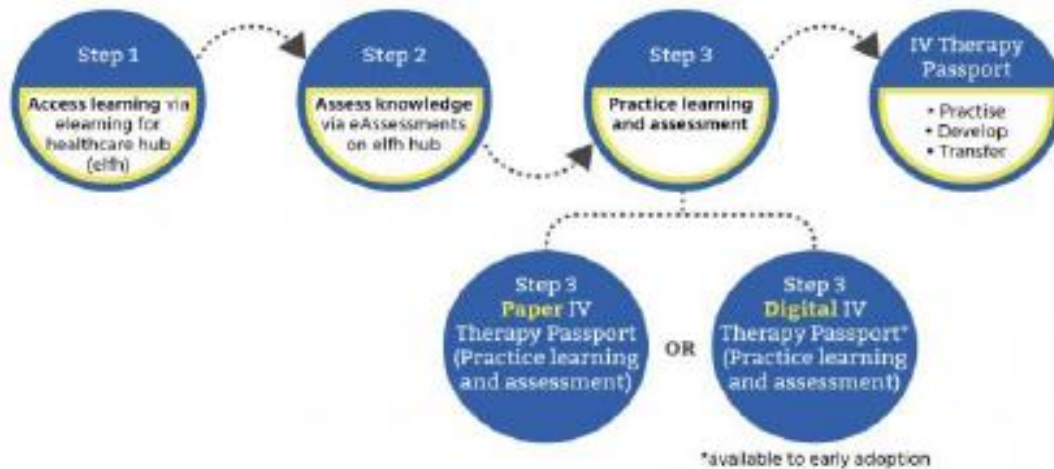
This session is aimed at professionally registered members of staff who will be engaging in the administration of medications via an intravenous (IV) route. The course covers the theory underpinning safe intravenous medication administration, including recognition and management of adverse reactions during drug administration. Learners will also be shown a demonstration on how to use the appropriate medical devices for intravenous (IV) administration for their relevant site.

For dates, times and venues of these sessions, please book via the [booking live](#). Please ensure that you have your line manager's support before applying.

There is further information regarding study leave in the [study leave and funding policy](#).



## Important changes to the way we sign-off practitioners IV Therapy Passport



### Step 3: Practice Learning and Assessment

The practice learning and assessment component of the IV therapy passport can now be accessed online in a digital format by learners and assessors (replacing the paper practice learning and assessment document).

Once a practitioner has completed steps 1 and 2, please them to create an account on Digital Learning Solutions, selecting *Barts Health* as the centre and enrol on the *IV therapy passport* course.

If you are currently an IV trained practitioner responsible for signing off learners, please register on the DLS platform or contact the [Education Academy](#).

Supportive and training will be available for educator/managers or supervisors, assessors and learners.





### **IEN OSCE support programme**

This programme aims to assess the ability of the international nurse to apply the professional skills and knowledge in the UK healthcare setting through safe and effective practice. This will be done through the learner applying knowledge to the care of patients expected at the level of a newly qualified nurse. They will show effective skills in assessing, planning, implementing and evaluating patient care in a simulated clinical environment. Learners will be supported through their Objective Structured Clinical Examination (OSCE) process.

### **Stepping up leadership programme**

The programme is aimed at BAME leaders and aspiring BAME leaders across healthcare working in bands 5 to 7 posts. It's been designed for individuals who have an interest in developing their leadership abilities and want to be involved in creating a transformational change in equality and diversity across the healthcare sector.

There is further information regarding leadership and management development on the [develop our leaders intranet page](#).

There is further information regarding study leave in the [study leave and funding policy](#).

### **Band 7 development programme (leading change)**

This dynamic leadership and management programme provides band 7 clinical leaders with the skills to effectively lead with compassion and ensure teams deliver the highest quality care aligned with our 'We Care' values. This programme also encourages experienced band 6's to build their leadership skills to take on the next step in their career.

There is further information regarding study leave in the [study leave and funding policy](#).



### **Assessor and supervisor programme**

In 2018, the Nursing and Midwifery Council (NMC) published new standards of proficiencies for registered nurses and midwives, to reflect the changing role that nurses and midwives will play in the future. The NMC consultation took into account the changes that are taking place in society, health care and the profession. By September 2020, all universities will have had their undergraduate programme validated in line with these standards.

Aligned to this, the Nursing and Midwifery Council (NMC) have developed new [standards for student's supervision and assessment \(SSSA\)](#). The standards identify new roles and responsibilities in assessment of undergraduates in practice, leading to registration. The implementation date will be from September 2019.

For more information, please contact your site-based nurse educator.

### **Preceptor/assessor module**

This module of study recognises the changing delivery of healthcare and the need to effectively support and develop the pre-registered and registered healthcare workforce. This module aims to support experienced health care practitioners with at least a year's post registration experience to develop skills in their roles as preceptors or assessors in supporting newly registered practitioners/students. This module will enable development of leadership and advanced communication skills which will enable effective support for newly registered practitioners and other learners in developing their confidence, competences and delivery of excellent, safe and compassionate care.

For dates, times and venues of these sessions, please book via the [booking live](#) page. Please ensure that you have your line manager's support before applying.

There is further information regarding study leave in the [study leave and funding policy](#).

### **Educator development programme**

This is a 6 month programme which aims to support educators and those in teaching roles the art and value of effective facilitation by meeting the needs of participants through a range of participatory facilitation and enable participants to start debriefing with an understanding of human factors theory and debriefing frameworks.





### **Practice supervisors (PSs)**

A practice supervisor is a registered healthcare professional (e.g. nurse, midwife, AHP, Nursing Associate or Doctor) who has undergone preparation for this role. A practice supervisor supports and supervises students and provides feedback on their progress. Practice supervisors receive on-going support (annual update) to prepare, reflect and develop for effective supervision. The practice supervisor cannot be a practice assessor and/or academic assessor for the same student.

For dates, times and venues of these sessions, please book via the [booking live](#) page. Please ensure that you have your line manager's support before applying.

There is further information regarding study leave in the [study leave and funding policy](#).

### **Practice assessors (PAs)**

A practice assessor is a registered nurse or midwife with the appropriate experience and on the same part of the NMC register as the student they will be assessing. Practice assessors' decisions are informed by feedback sought and received from practice supervisors. The practice assessor cannot be the practice supervisor and/or academic assessor for the same student. A practice assessor must undertake preparation for this role, which is currently being developed. A practice assessor must receive on-going support and training (annual update) to reflect and develop their role.

For dates, times and venues of these sessions, please book via the [booking live](#) page. You must have been a Practice Supervisor for one year or more. Please ensure that you have your line manager's support before applying.

There is further information regarding study leave in the [study leave and funding policy](#).

### **Practice Assessor/Supervisor on-going support session**

The on-going support sessions are an opportunity for all practice assessors and practice supervisors to discuss and share information on changes within undergraduate nursing education.

For dates, times and venues of these sessions, please book via the [booking live](#) page. Please ensure that you have your line manager's support before applying to confirm your attendance.



### **Post graduate certificate in education**

Staff undertaking the PGcert will be supported throughout the programme with facilitators conducting peer reviews, mentoring and 1:1 support sessions. We can also facilitate supervised teaching environments within the education academy to complete your portfolio.

### **Mentoring and coaching**

The education team are able to support staff by providing mentoring sessions, action plans and 1:1 support in practice. We have education facilitators that are based at each site, who can provide pastoral support for staff and managers in the clinical area. They are able to advise staff of educational pathways and career development.

### **Barts Health practice assessor/supervisor nomination award**

Each year, Barts Health presents an award to a practice assessor and practice supervisor who have contributed to promoting excellence in practice education and an outstanding contribution to high quality practice education. If your learner would like to nominate you for this award, the learner must complete the [nomination form](#).



## **Non-medical prescribing**

It is the Department of Health's national policy to extend prescribing responsibilities to a range of non-medical professions. At our hospitals we have many services run by non-medical prescribers.

The development of non-medical prescribing at our hospitals enables suitably trained healthcare professionals to enhance their roles and effectively use their skills and competencies to improve patient care in a range of settings involving:

- management of long term conditions
- medicines management / medication review
- emergency/urgent care/unscheduled care
- mental health services
- services for non-registered patients e.g. homeless
- palliative care

Currently nurses, pharmacists, optometrists, physiotherapists, chiropodists or podiatrists, dieticians, paramedics, radiographers and community practitioners may undertake further professional training to qualify as non-medical prescribers.

## **About non-medical prescribers**

Major prescribing responsibilities include:

- improve patient care without compromising patient safety
- make it easier and quicker for patients to get the medicines they need
- increase patient choice in accessing medicines
- make better use of the skills of health professionals
- contribute to the introduction of more flexible team working across the health service

Process for applying to become a non-medical prescriber

- Service identifies the need for Non-Medical Prescriber (NMP)
- Applicant is part of the relevant professional body
- Line manager must confirm applicant meets eligibility criteria and support exists
- Practice Assessor or DMP identified
- University application completed
- Scope of Practice signed off
- Application and Scope of Practice presented to CIAM at least six months before intended course start date
- CIAM to scrutinise and respond within eight weeks
- Applicant can begin the course



## How can I practice non-medical prescribing?

To practice as a non-medical prescriber you must be on the Barts Health NMP register. In order to ensure you are on the Barts Health register, kindly [email](#) the non-medical prescribing team.

- Professional body PIN number
- NMP course details
- Supervising doctor (DMP)
- Completed/signed scope of practice/ clinical management plan
- Updates/CPD you have completed

In order to be a safe non-medical prescriber, we recommend you to ensure that your job description also reflects prescribing role.

## Important policies and guidelines

All non-medical prescribers should refer to the [non-medical prescribing policy](#), as guidance to their prescribing practice.

## What can non-medical prescribers prescribe?

Information about what non-medical prescribers can prescribe is detailed in the BNF. There is further information from the [Department of Health \(DoH\)](#).

## Controlled drugs

Amendments to the Misuse of Drugs Regulations (Northern Ireland) 2002 introduced on 10 May 2012 allow a nurse independent prescriber and a pharmacist independent prescriber to prescribe controlled drugs.

- [Department of Health \(DoH\) controlled drugs](#)
- [Department of Health \(DoH\) misuse of drugs regulations](#)

## Off-label or unlicensed use of medicines: prescribers' responsibilities

There is Information for non-medical prescribers dealing with [off-label drugs](#).

## Research

Link to the Barts Health research page (<https://bartshealth.nhs.uk/nmahp-research>)

