

Practice Supervisors

This role comes into effect from September 2019.

Training is now available through LEaD

All NMC registered nurses and midwives as well as other registered health and social care professionals may supervise nursing students in practice in the role of Practice Supervisor with effect from September 2019.

Practice Supervisors '*support and supervise students, providing feedback on their progress towards, and achievement of, proficiencies and skills*' (NMC, 2018: 3.3).

Practice Supervisors:

- Cannot simultaneously be a Practice Supervisor and Practice Assessor for the same student.
- Contribute to the student's record of achievement by periodically recording relevant observations on the conduct, proficiency, and achievement of the students they are supervising.
- Contribute to student assessments to inform decisions for progression.
- Have sufficient opportunities to engage with practice assessors and academic assessors to share relevant observations on the conduct, proficiency, and achievement of the students they are supervising.
- Appropriately raise and respond to student conduct and are supported in doing so.
- Appropriately raise and respond to student proficiency concerns and are supported in doing so.
- Must receive ongoing support to prepare, reflect and develop for effective supervision and contribution to student learning and assessment.

Recommended preparation before undertaking Practice Supervisor role:

	Preparation needed
Registrant with no previous preparation	Complete Practice Supervisor preparation.
Registrant who has completed practice supervision preparation during their pre-registration programme.	No further preparation required, although will be revisited during preceptorship period – contact individual Trusts for further advice.
Registrant who has successfully completed NMC Standards for Learning	Attend 'Mentor transition to new NMC Standards' session which includes

and Assessment in Practice (SLAiP) (2008) approved course or equivalent.	information about new roles and responsibilities, and models of supervision, and providing evidence to inform assessment decisions.
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The following topics are included in the preparation for Practice Supervisor role:

- a) Creating a culture of learning in practice, including different models of supervision and utilising the framework of coaching.
- b) Practice Supervisor role and responsibilities (including use of the Practice Assessment Document, and understanding of assessment criteria to provide relevant feedback and feedforward).
- c) Understanding of Practice Assessor and Academic Assessor roles and responsibilities.
- d) Identifying learning opportunities, across professions and with other practice colleagues.
- e) Planning the student learning experience including reasonable adjustments or equality and diversity considerations that may need to be met.
- f) Providing feedback and evidence of learning to the Practice Assessor.
- g) How to appropriately raise and respond to student conduct and proficiency concerns and gain support in doing so.
- h) Practice Assessors, Practice Supervisors, and Academic Assessors receive relevant induction, ongoing support and access to education and training which includes training in equality and diversity.
- i) How to keep up to date with developments in student education and maintain portfolio of experience supporting learners.