

## General Practice Nurse Development Programme Pre-Registration Student Nurse Placement FAQ

### Who is this development opportunity for?

Developing capacity to offer student placements provides a recruitment and retention opportunity for all Practices. This FAQ is intended to be useful for any Practice that is considering starting student nurse placements, after a break or as new initiative.

### Overview

Currently, Practices can currently provide three different types of student nurse placement:

- Nursing degree Hub placement
- Nursing degree Spoke placement
- Return to practice programme placement

The learners will be full-time three year BSc nursing students, nursing degree apprentices or MSc nursing students. All learners will be pre-registration.

A **hub placement** is a full eight to twelve week observation and learning placement based on a 40 hour week, with four contact days in Practice each week and a fifth day off-site for study. The Practice is required to formally supervise and assess the student against learning outcomes set by the local Higher Education Institution (HEI) and in a way that complies with the Nursing and Midwifery Council Standards for Student Supervision and Assessment (NMC, May 2018).

A **spoke placement** is a one-week observation placement, with four contact days in Practice and a fifth day off-site for study. This placement is completed during a student's full hub placement period with a community provider. The Practice is not required to formally assess the student, as this is undertaken by the hub placement provider.

A **return to practice placement** is calculated according to how long the learner's break away from nursing has been. This placement can vary from 150 to 375 hrs in Practice, at an average of 15 hours per week.

We would anticipate that any Practice offering a student nurse **hub placement** would work with their local HEI to ensure the following:

- The hub placement will provide its students with a named individual at the Practice who will be their **single point of contact** for the duration of the placement. This individual will actively support students and address any student concerns.
- The hub placement will provide its students with a named **Practice Supervisor** who understands their role and is adequately prepared to supervise student nurses. This can be any registered health or social care professional working within the Practice Team. The Practice Supervisor should have completed relevant training for this role and keep updated on educational issues and curriculum content.

- The hub placement will also provide its students with a named **Practice Assessor** who understands their role and is adequately prepared to assess student nurses. This must be a registered nurse. The Practice Assessor should have completed relevant training for this role and keep updated on educational issues and curriculum content.
- The **Practice Supervisor** and **Practice Assessor** are different roles and should be two different people for each student.
- The HEI will provide the student with a named Academic Assessor who will work with the Practice Supervisor and Practice Assessor to support the student in Practice.

## Benefits for the Practice

- Exposure of students to careers in General Practice and the potential for future recruitment into vacancies.
- Development opportunities for Practice staff; in supervision, assessment and Practice education roles.
- Students can bring enthusiasm and fresh energy to Practice Teams, which can support staff morale, wellbeing and retention.

## Funding

**Hub and spoke placement tariff:** the Health Education England Tariff for student nurse placements is £15 per contact day, excluding the first two weeks of placement. Norfolk & Waveney Training Hub is currently funding the tariff rate for the first two weeks of a Hub placement (up to £120 per student) and the tariff rate for spoke placements (up to £60 per student).

**Return to Practice placement payment:** Health Education England currently make a one-off payment of £500 to the Practice, for supporting the returning learner in placement.

### Local Case Study

A Norfolk & Waveney Practice worked with the UEA to host its first ever student nurse placement in July 2019. Using the spoke placement model, the Practice experienced how it felt to have a student in their Practice and gave a student an opportunity to experience the delivery of healthcare across all age ranges and patient needs. The Practice said: *“We have come to the end of our 2<sup>nd</sup> year student nurse placement and I cannot tell you how rewarding this experience has been for us. We had a wonderful student, who had excellent communication skills and within the boundaries of safe practice, they were able to demonstrate that they could excel at delivering patient care under the guidance of my clinical staff.”*

The UEA are now working with the Practice to develop them into a Hub placement provider in the future.

**For more information on building hub, spoke or return to practice student placement capacity in your Practice, contact: [norfolkwaveneytraininghub@nhs.net](mailto:norfolkwaveneytraininghub@nhs.net)**