



Manchester Metropolitan
University



The University of Manchester



Teaching Intensive, Research Informed



Greater Manchester
Practice Education Facilitators' Forum

Hub and Spoke Policy for all Nursing and Midwifery Council Approved Nursing and Midwifery Programmes

The term Mentor in this document relates to Mentors and Practice Teachers aligned to the NMC (2008) standards and will be superseded by the NMC (2018) Standards for Supervision and Assessment in Practice for all NMC Approved programmes from September 2019.

1.0 Introduction

1.1 The four Higher Education Institutions (HEIs) are committed to providing practice placements which maximise learning opportunities, enhance student learning and ensure that the Nursing and Midwifery Council (2018) statutory and professional competencies for entry into the appropriate parts of the professional register can be met.

1.2 By providing a practice placement circuit that guarantees that the aforementioned aspects are met, the HEIs are ensuring that students on all Nursing and Midwifery Council Approved programmes are fit for purpose, practice and award.

1.3 To meet the NMC requirements, students need to gain exposure and practice centred care in a variety of learning environments, 24 hour care and alternative Fields of Nursing and Midwifery. In doing this students will be prepared to practise safely, effectively and achieve professional competence. The development of the nursing and midwifery curricular recognises that students must be actively involved in nursing / midwifery care under supervision. This requires students be supervised and assessed in practice by a suitably prepared mentor/ practice supervisor, practice assessor and academic assessor. The Quality Assurance Agency (QAA 2007) states that an “effective placement learning opportunity is one in which the aims and intended learning competencies are clearly defined and understood by all parties and where the responsibilities of the higher education institution, placement provider and student are made explicit”.

1.4 There remains pressure on the North West placement circuit and the ongoing reconfiguration of services continues to be the challenge with placement capacity.

1.5 The development of a practice placement circuit that utilises a “Hub and Spoke” method of allocating students in clinical areas is one way of expanding the capacity of the existing practice placement circuit and ensuring that the NMC and QAA aspects of placement learning are met.

1.6 This policy is relevant to all academic staff (as well as University Link Lecturers – (ULL’), Clinical Staff, Placement Administrators, Practice Education Facilitators (PEF’s), Clinical Educators (CE), Placement Education Leads (PELs) / Student Links, and all students on Nursing and Midwifery Council approved programmes.

2.0 Aims of using a Hub and Spoke Placement Model

- Promote a quality learning environment in all practice placements.
- Maximise learning opportunities to broaden the student experience and meet the European Union Directives.
- Increase the capacity of hub placement areas.
- Maximise student exposure to inter-professional practice.
- Distribute the student population in a more systematic manner across the North West placement circuit.

The term Mentor in this document relates to Mentors and Practice Teachers aligned to the NMC (2008) standards and will be superseded by the NMC (2018) Standards for Supervision and Assessment in Practice for all NMC Approved programmes from September 2019.

3.0 Key Elements

3.1. Hub Placement

A Hub placement is the:

- Primary placement.
- Adult, mental health, child, learning disability or midwifery focussed practice placement.
- Hospital, community or non-NHS provider.
- Placements must provide the learning opportunities to ensure that the appropriate programme outcomes and proficiencies are achieved.
- Placement is able to provide a link between theory and practice.
- Placement is able to provide the opportunity to experience continuity of care from admission to discharge and learn, develop and apply the fundamentals of nursing required in all Nursing and Midwifery Council Approved programmes. Students must have a named mentor/ practice supervisor, practice assessor, and academic assessor.
- Hub placements must be a minimum of 4 weeks allocation to enable assessment.
- Successfully audited by HEI as compliant against education standards (NMC 2018b).
- Each student must be allocated an appropriately qualified mentor/ practice supervisor, practice assessor and academic assessor and, where necessary, be supported by others in the healthcare team.
- Communication systems exist between the mentor/ practice supervisor, practice assessor in the hub and the qualified practice supervisor in the spoke.
- Practice Assessment Documentation completed, at the appropriate times, within this area.
- For practitioners working individually a team approach to auditing can be undertaken within the locality. For example, an audit of all School Nurses.

3.2. Spoke Placement

A Spoke placement is:

- Secondary learning experience related to the hub placement.
- Provides learning opportunities linked to the patient's journey through health care so that a fuller comprehensive view of care can be experienced by the student.
- Spoke experiences add to the student's learning and creates learning opportunities that are not available within the hub placement so facilitating the achievement of the appropriate NMC programme outcomes and proficiencies for all approved programmes.

The term Mentor in this document relates to Mentors and Practice Teachers aligned to the NMC (2008) standards and will be superseded by the NMC (2018) Standards for Supervision and Assessment in Practice for all NMC Approved programmes from September 2019.

- Spoke experiences may be able to offer learning opportunities to meet the European Union Directives in relation to exposure to all fields of nursing / midwifery.
- Adult, mental health, child, learning disability or Midwifery focussed practice placement.
- Hospital, community or non NHS provider.
- Placement is able to enhance learning to aid meeting the appropriate NMC programme outcomes and proficiencies.
- Placement is able to provide a link between theory and practice.
- Combined length of spokes can vary but should not amount to greater than a quarter of the time allocated to the hub placement. Where there is concern regarding a student's ability to achieve their relevant programme outcomes and proficiencies, the use of spokes should be discussed with the PEF / CE to ensure the summative assessment takes priority.
- Spoke placements are identified by practice. If a student is failing to achieve outcomes, they may have the offer of spoke removed so they can work with their mentor/ practice supervisor in the hub placement.
- Spoke placements must be identified as part of the audit process of the hub placement; anything which is not identified as part of the hub audit must be agreed by the mentor/ practice supervisor, practice assessor, academic assessor, PEF / CE and HEI. Spokes, which are not agreed within the hub audit, will be required to complete a risk assessment to be included within the hub audit file.
- Appropriate support and practice supervision must be available for students.
- Communication systems exist between the mentor/ practice supervisor, and practice assessor in the hub and the practice supervisor in the spoke.
- No formal summative assessment of practice is required in the Spoke but action plans or portfolio evidence must be completed by the student for submission for discussion with the practice assessor and academic assessor.

The term Mentor in this document relates to Mentors and Practice Teachers aligned to the NMC (2008) standards and will be superseded by the NMC (2018) Standards for Supervision and Assessment in Practice for all NMC Approved programmes from September 2019.