



The University of Manchester

Midwifery Ongoing Record of Achievement (MORA)

Context Document

The University of Manchester

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Introduction

The Midwifery Ongoing Record of Achievement (MORA) is the national document for evidencing your clinical practice progress. The MORA was designed by the Midwifery Practice Assessment Collaboration in partnership with midwifery practice partners, academic staff, learners and service users across England and Northern Ireland. The MORA incorporates a Practice Assessor summative holistic assessment towards the end of each academic year / part of the programme, plus formative reviews throughout the year / part. You will use the MORA in collaboration with your Practice Assessor, Practice Supervisors and Academic Assessor. The MORA will be your method of documenting your achievement of the proficiencies outlined in Domain 6 of the Nursing and Midwifery Council (NMC) Standards of proficiency for midwives (NMC, 2019a), together with your practice episode records to meet EU Directive 2005/36/EC requirements. The other 5 Domains are clearly mapped across the programme and will be achieved through successful completion of all the units of study in the Midwifery programme.

The MORA is designed to be used flexibly by Approved Education Institutions (AEIs – Universities), and this context document outlines how the MORA will be utilised at the University of Manchester. Certain decisions about the implementation of the MORA have been made in collaboration with the other AEIs across Greater Manchester (GM), to ensure clarity and ease of use for our practice partners, in particular the midwives that you work with in the learning environment.

At the University of Manchester, the MORA is used for the 3-year Bachelor of Midwifery (BMidwif) programme and the optional, integrated 4-year Master of Midwifery (MMidwif) programme. Within each year / part of the programme you will use the corresponding page for the following:

- Placement details
- Orientation to practice areas
- Assessment planner
- Breastfeeding assessment tool
- Evidence to support achievement of promoting excellence
- Reflective journal / notes / additional evidence
- Assessment pages

(note – if you complete the Bachelor of Midwifery route you will not need to use the year / part 4 pages)

The pages that include your Proficiencies (these are colour coded) and your practice episode records (for example ‘Antenatal care – record of examinations’ page 20) are for you to record completion of these in all years of the programme. Please document achievement of proficiencies within the column that corresponds to your year / part of study. For those completing the Master of Midwifery programme, when you are in the fourth year / part, please continue to document achievement of proficiencies in the third column, titled ‘Year 3 – able to *demonstrate proficiency* with appropriate supervision’. Your Practice Assessor in year / part 4 will confirm in your holistic assessment that 100% of proficiencies are complete by the end of year / part 4.

Learner progression points

The MORA is designed to optimise your opportunities for development and achievement in practice, throughout each year / part of the programme. Therefore, you should plan in collaboration with your Practice Assessor to meet four times in each year / part (see appendix 1):

- An initial meeting, which should take place within the first 2 clinical weeks of the academic year / part;
- Two formative reviews;
- A summative holistic assessment at the end of the year / part.

The purpose of these meetings

Initial meeting – will enable you and your practice assessor to

- Get to know each other a little
- Discuss the role of the Practice Assessor over the year / part
- Discuss the role of your Practice Supervisors and the plan for supervision
- Discuss expectations of you during your first learning environment allocations
- Discuss your learning needs in relation to the proficiencies you are required to complete
- Set objectives for your first weeks in practice
- Discuss the requirement and process for collecting evidence about your progress
- Ask and answer questions about the supervision and assessment process
- Document the key points of the meeting
- Agree a date for your first review meeting

Two Review meetings – these will enable you and your practice assessor to

- Review your experiences of supervision and learning in practice, and review the records from your Practice Supervisors
- Review your evidence of progress in relation to the objectives set for achievement of skills, evidenced by practice episode records, and the linked proficiencies
- Review your knowledge-base through discussion
- Review your attitude, using the professional values set out in the 6 Cs, based on discussion and evidence / feedback from Practice Supervisors and service users
- Engage in a reflective discussion based on your written reflection completed in advance of the review, and provide constructive feedback to support your development
- Identify a holistic descriptor which most closely matches your performance
- Discuss expectations of you during your next period of practice-based learning
- Set objectives for the next period of practice-based learning
- Ask and answer questions about the supervision and assessment process
- Document the key points of the meeting
- Contact your Academic Assessor and arrange a progression plan if needed
- Agree a date for your next meeting

These meetings contribute to your Practice Assessor's holistic assessment of your progress, including formative assessments to ensure your progress is on-track for the year / part. During formative reviews your Practice Assessor will review the evidence provided by you and your Practice Supervisors, which includes practice episode records, feedback from Practice Supervisors and service users, achievement of proficiencies and reflections. If any concerns about your progress are raised, your Practice Assessor will contact your Academic Assessor so that a progression plan can be developed and implemented.

Summative Holistic Assessment Meeting – this will enable you and your practice assessor to

- Review your experiences of supervision and learning in practice, and review the records from your Practice Supervisors
- Review your evidence and progress in relation to the objectives set for achievement of skills, evidenced by practice episode records, and the linked proficiencies
- Assess your knowledge-base through discussion
- Assess your attitude, using the professional values set out in the 6 Cs, based on discussion and evidence / feedback from Practice Supervisors and service users
- Engage in a reflective discussion based on your written reflection completed in advance of the review, and provide constructive feedback to support your development to the next year / part of the programme or (in your final year / part) to midwifery registrant
- Confirm whether you have met the practice requirements for the year / part of the programme and identify and summatively assign a holistic descriptor which most closely matches your performance
- Agree objectives for your next period of practice-based learning
- Document the key points of the meeting
- Contact your Academic Assessor and arrange a progression plan if needed

Gathering and documenting evidence

As indicated in page 5 of the MORA **it is the role of your Practice Supervisors to sign off your achievement of proficiencies at the appropriate level within each year / part.** Your Practice Assessor will conduct objective evidence-based assessments to confirm your achievement of these proficiencies, based on feedback from your Practice Supervisors.

Your Practice Supervisors will require evidence from you in order to demonstrate that you have achieved the required skills and experience for that proficiency. Page 3 in the MORA provides a practical example of how you can do this. The evidence you provide may form:

- Specific Practice Episode Records (please provide the record numbers here);
- Discussion, demonstration, simulation or reflection of the skill with your Practice Supervisor(s);
- Signed documentation that records a complementary placement experience (for example details about your student continuity of midwifery carer experiences, care of those with pathological conditions in the field of gynaecology, or your initiation into care in the field of medicine and surgery).

You should aim to provide as much information as possible about the care you provided in each Practice Episode Record, to enable both your Practice Supervisors and Practice Assessor to assess your skills development and link these to relevant proficiencies. For example, if during the care of a woman in labour you inserted an in-dwelling catheter, please indicate the rationale for this, your use of aseptic non-touch technique, your plan of care and the outcome of care.

Expectations of proficiency achievement

The MORA indicates that it is not expected that each proficiency is achieved to the appropriate level in every year / part of the programme. However, the MORA does state that you must achieve **all of the proficiencies by the end of your final year / part of the programme.** At the start of each academic year / part, you will meet with your Practice Assessor to review your placement plan and

identify the range of learning environments for that year / part. You are expected to complete proficiencies that reflect each of these learning environments; therefore your proficiency achievement in each year / part should be balanced across the MORA proficiency sections that relate to these learning environments.

In order that you and your Practice Assessor and Academic Assessor can ensure that you are making sufficient progress towards meeting these proficiencies by the end of the programme, the University of Manchester have developed specific requirements (see below) related to achievement of proficiencies in each year / part of the programme, in collaboration with other AEs across GM.

The level of proficiency that you are expected to achieve progresses in each year / part of the programme towards 'proficiency with appropriate supervision' by the final year / part. Therefore, while you will not be expected to be *proficient* in many proficiencies during years 1 & 2, you will still be able to complete skills at the levels expected for years / parts 1 & 2, which are:

- Year / part 1: Able to **participate** under direct supervision and direction
- Year / part 2: Able to **contribute** with decreasing supervision and direction
- Years / parts 3 & 4 (if applicable): Able to **demonstrate proficiency** with appropriate supervision

Year / part 1

Over the first year / part of the programme you are expected to achieve **at least 50% of the proficiencies and have these signed off by your Practice Supervisors**, demonstrating your ability to **participate** in care under direction supervision and direction. Completion of these proficiencies will be confirmed at your Practice Assessor summative holistic assessment, and forms part of the assessment for the 40-credit unit 'Midwifery Practice 1'.

It is not specified which proficiencies you must achieve in year / part 1, as the proficiencies you achieve will depend upon the nature of your learning opportunities. This should be discussed and planned with your Practice Supervisors and Practice Assessor at the start of your placement in each learning environment. The proficiencies achieved by the end of the year / part should reflect your learning environment experience and be balanced across the MORA proficiency sections that relate to these learning environments.

Proficiency E4 relates to your ability to recognise and respond to vulnerability in yourself and in others. This is an important professional issue, and a proficiency that you should demonstrate throughout your career as a student midwife and as a qualified midwife. Therefore, **proficiency E4 (parts 4.1 and 4.2) must be achieved to the level of participation in year / part 1.**

Page 74 of the MORA:

E4. The student midwife is able to recognise and respond to vulnerability in self and others.

Demonstrated by:

E4.1 taking action when own vulnerability may impact on the ability to undertake the role of student midwife, including seeking support when feeling vulnerable, demonstrating strength-based approaches and compassionate selfcare

E4.2 identifying vulnerability of other individuals providing support and/or referring for intervention as needed

Year / part 2

Over the second year / part of the programme you are expected to achieve **at least 75% of the proficiencies and have these signed off by your Practice Supervisors**, demonstrating the ability to **contribute** to care with decreasing supervision and direction. Completion of these proficiencies will be confirmed at your Practice Assessor summative holistic assessment, and forms part of the assessment for the 40-credit unit 'Midwifery Practice 2'.

It is not specified which proficiencies you must achieve in year / part 2, as the proficiencies you achieve will depend upon the nature of your learning opportunities. This should be discussed and planned with your Practice Supervisors and Practice Assessor at the start of your placement in each learning environment. The proficiencies achieved by the end of the year / part should reflect your learning environment experience and be balanced across the MORA proficiency sections that relate to these learning environments.

Proficiency E4 relates to your ability to recognise and respond to vulnerability in yourself and in others. This is an important professional issue, and a proficiency that you should demonstrate throughout your career as a student midwife and as a qualified midwife. Therefore, **proficiency E4 (parts 4.1 and 4.2) must be achieved to the level of contribution in year / part 2.**

Page 74 of the MORA:

*E4. The student midwife is able to recognise and respond to vulnerability in self and others.
Demonstrated by:*

E4.1 taking action when own vulnerability may impact on the ability to undertake the role of student midwife, including seeking support when feeling vulnerable, demonstrating strength-based approaches and compassionate selfcare

E4.2 identifying vulnerability of other individuals providing support and/or referring for intervention as needed

Year / part 3: BMidwif

Over the third and final year / part of the BMidwif programme you are expected to achieve **all of the proficiencies and have these signed off by your Practice Supervisors**, demonstrating **proficiency** with appropriate supervision. Completion of these proficiencies will be confirmed at your Practice Assessor summative holistic assessment, and forms part of the assessment for the 40-credit unit 'Midwifery Practice 3: BMidwif'.

Year / part 3: MMidwif

Over the third year / part of the MMidwif programme you will have 600 hours in clinical practice, compared to your colleagues on the BMidwif who have 766 hours in their final year / part. To account for this you are expected to achieve **at least 80% of the proficiencies and have these signed off by your Practice Supervisors**, demonstrating **proficiency** with appropriate supervision. Completion of these proficiencies will be confirmed at your Practice Assessor summative holistic assessment, and forms part of the assessment for the 60-credit unit 'Midwifery Practice 3: MMidwif'.

It is not specified which proficiencies you must achieve in year / part 3, as the proficiencies you achieve will depend upon the nature of your learning opportunities. This should be discussed and planned with your Practice Supervisors and Practice Assessor at the start of your placement in each learning environment. The proficiencies achieved by the end of the year / part should reflect your learning environment experience and be balanced across the MORA proficiency sections that relate to these learning environments.

Proficiency E4 relates to your ability to recognise and respond to vulnerability in yourself and in others. This is an important professional issue, and a proficiency that you should demonstrate throughout your career as a student midwife and as a qualified midwife. Therefore, **proficiency E4 (parts 4.1 and 4.2) must be achieved to the level of proficient in year / part 3.**

Page 74 of the MORA:

E4. The student midwife is able to recognise and respond to vulnerability in self and others.

Demonstrated by:

E4.1 taking action when own vulnerability may impact on the ability to undertake the role of student midwife, including seeking support when feeling vulnerable, demonstrating strength-based approaches and compassionate selfcare

E4.2 identifying vulnerability of other individuals providing support and/or referring for intervention as needed

Year / part 4: MMidwif

During the fourth and final year / part of the MMidwif programme you will have access to core midwifery learning environments in order to complete your final skills and linked proficiencies. The rest of your clinical learning experiences will be in learning environments designed to develop your leadership skills. During your time in core midwifery learning environments you are expected to **achieve the rest of the proficiencies and have these signed off by your Practice Supervisors, to total 100% over years / parts 3 and 4**, demonstrating **proficiency** with appropriate supervision. Completion of these proficiencies will be confirmed at Practice Assessor summative holistic assessment, and forms part of the assessment for the 60-credit unit 'Midwifery Practice 4'.

When completing your proficiencies in year / part 4, you will continue to document these in the proficiencies column titled 'Year 3 – able to *demonstrate proficiency* with appropriate supervision'. Your Practice Assessor in year / part 4 will confirm in your holistic assessment that 100% of proficiencies are complete.

Non-achievement of proficiencies

Achievement of proficiencies, as explained above, is linked directly to the Practice Assessor summative holistic assessment and the relevant Midwifery Practice unit in each corresponding year / part of the programme. Formative Practice Assessor reviews are carried out at least twice per year / part and are planned at strategic points to assist your Practice Assessor and Academic Assessor in effectively and efficiently reviewing and monitoring your progress within each year/ part. Use your placement plan and the information in this document (appendix 1) to know when to arrange these reviews with your Practice Assessor.

The formative reviews are an opportunity to identify where further progress or development is needed. Issues discussed may include progression towards achievement of the required number of proficiencies in each year/ part (which are essential) but may also relate to achievement of practice episode records that evidence your skills that contribute to the achievement of proficiencies, your knowledge base, or your attitude and professional behaviour. If issues are raised, a meeting will be planned between you, your Practice Assessor and Academic Assessor to agree and implement a progression plan to support you to achieve the required proficiencies or address other issues by the summative holistic assessment point.

In circumstances where required proficiencies or other elements of the assessment are not achieved despite the progression plan, the summative holistic assessment will be assessed as 'not achieved' and a fail grade will be assigned meaning that the corresponding practice unit will be unsuccessful. An unsuccessful attempt may impact on your progress or continuation on the programme. If the unit is failed at the first attempt, a retrieval opportunity for reassessment may be taken (as per the University Degree Regulations – see programme handbook). The learning environment in which the reassessment opportunity will take place should be determined by the outcome of the holistic assessment and arranged in collaboration with your Practice Assessor and Academic Assessor.

The assessment process is demonstrated in figure 1 (appendix).

Grading of practice

The University of Manchester have taken the decision to retain grading of practice. The Practice Assessor summative holistic assessment includes generation of a 'descriptor' that closely matches your performance over the whole year/ part, utilising evidence and feedback from Practice Supervisors, yourself and others (including service users), that has been gathered across the year / part and personal assessment by the Practice Assessor. Practice Assessors are supported to generate that descriptor by matching your performance to a level of attainment in different criteria, ranging from unsatisfactory to outstanding. The overall descriptor will then be converted into a numerical grade by the University Exams Team (see appendix 2). This grade will contribute to the mark awarded for the Midwifery Practice unit in each year / part of study and ultimately will contribute to your degree classification.

Appendix

1: Timing of Practice Assessor meetings (approximately)

	Initial Meeting	Practice Assessor Review 1	Practice Assessor Review 2	Practice Assessor Summative Holistic Assessment	Practice Assessor Summative Holistic Reassessment
1	Week 9	Week 17	Week 34	Week 44	Week 51
2	Week 58	Week 76	Week 88	Week 100	Week 109*
3 BMidwif	Week 106	Week 122	Week 136	Week 150-153	Week 154+ [§]
3 MMidwif	Week 106	Week 109	Week 122	Week 140-142	Week 143+ [§]
4 MMidwif	Week 158	Week 165	Week 177	Week 191-193	Week 193+ [§]

*Note this retrieval opportunity is in the following academic year, which may affect progress in year 3 [§]Note this retrieval opportunity may vary depending on individual circumstances

2: Holistic Performance Descriptors Grading

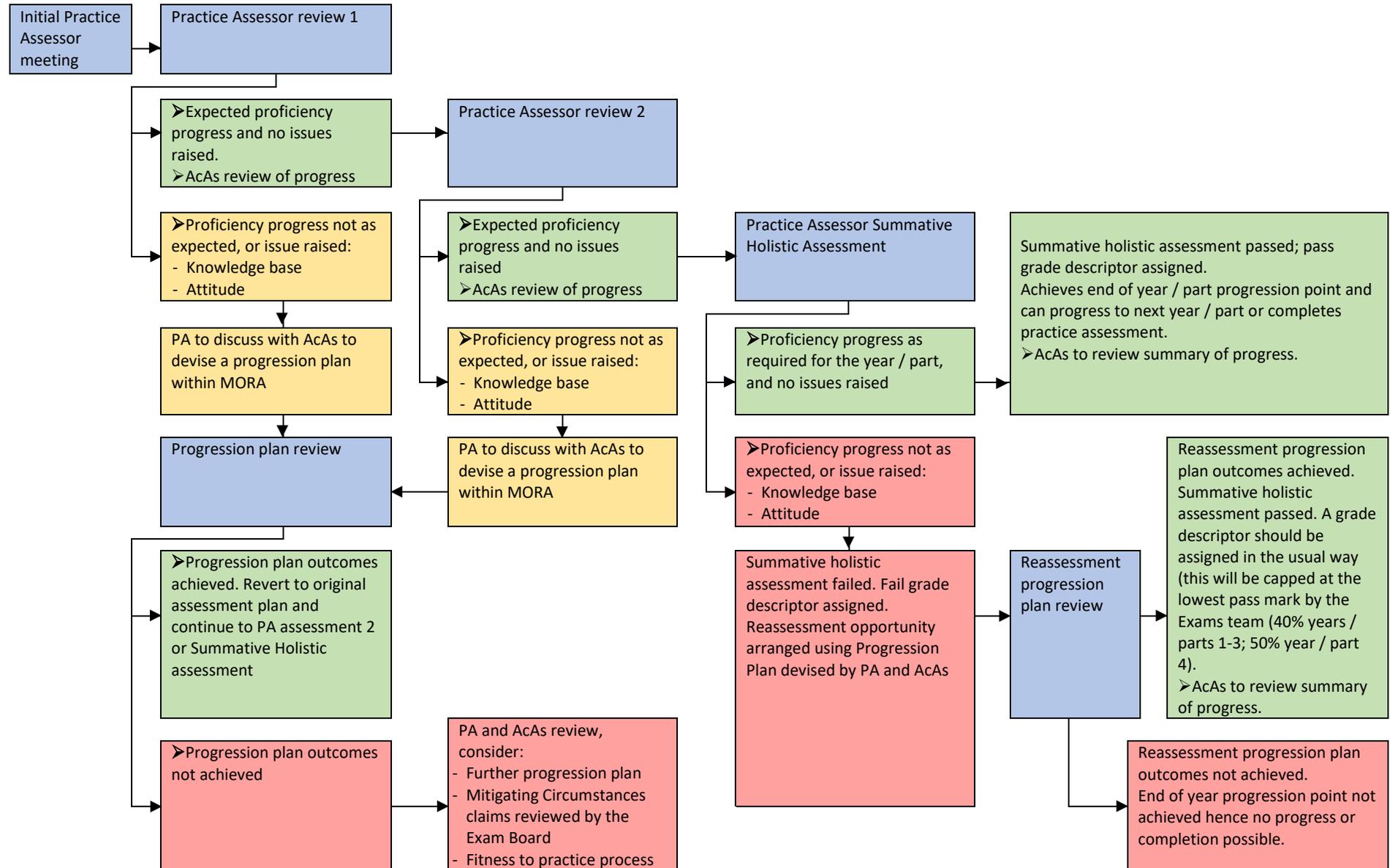
Years / parts 1-3

Holistic Descriptor	Grade awarded
Outstanding	90%
Excellent	75%
Very good	65%
Good	55%
Satisfactory	45%
Unsatisfactory	20%

Year / part 4

Holistic Descriptor	Grade awarded
Outstanding	85%
Good	65%
Satisfactory	55%
Unsatisfactory	25%

Figure 1: Assessment flowchart



3. Additional Glossary

Year / part: In this context, the term 'part' relates to your progression on the programme. For this programme a 'part' equates to a year of academic study, however this is not always the case on other programmes such as the post-registration midwifery programmes for qualified nurses. You are required to have completed all of the assessments and requirements in each 'part' before you can progress to the next 'part', or complete the programme at the end of the final 'part'.

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