All Wales COVID-19 Placement Recovery Principles

Introduction

Pandemic conditions have had a major impact on health and care services and health profession education programmes. Having introduced revised programme arrangements across Wales in response to COVID-19 for nursing, midwifery, healthcare science and allied health professional students, it is now incumbent on organisations to move to an extended placement recovery phase. Key priority will be given to the continuation of student placements and working through the alterations to programme delivery, albeit these may endure for some time to come.

The following principles provide all Wales quality benchmark measures for Placement Providers, Approved Education Institutions (AEIs) and key bodies in relation to placement learning in COVID-19 adapted circumstances. The principles take account of NMC Recovery programme standards (2020) and HCPC COVID-19 applying our standards (2020). They should also be read in conjunction with UK Council of Deans guidance on Returning to clinical placements https://councilofdeans.org.uk/wp-content/uploads/2020/08/030820-Returning-to-clinical-placements-guide-for-HEIs.pdf

Overview of All Wales COVID-19 Placement Recovery Principles

- Integrated learning and redesigned services
- Risk assessment and placement matching
- Openness in a challenging environment
- Placement expansion and innovative practice
- Responsive placement intelligence and feedback
All Wales COVID-19 Placement Recovery Principles:

**Integrated learning and redesigned services**

**Benchmark:**

1. Student learning opportunities for achievement of proficiency are integral to decision-making on the redesign of healthcare services and placements are operationalised as services re-emerge.

2. Students are equipped for placement learning and their ‘key worker’ role\(^1\) with coping strategies in relation to personal well-being and resilience in challenging circumstances and understand the importance of demonstrating appropriate professional behaviours within and outside of the workplace.

3. All students are supported to return to ‘new normal’ programme arrangements from or before 30.09.20, including facilitation of supernumerary placements and appropriately adjusted practice/theory ratios to enable timely programme completion.

   Nursing and Midwifery Council (NMC) *Recovery programme standards*:

   Health and Care Professions Council (HCPC) *COVID-19 applying our standards*:

**Risk assessments and placement matching**

**Benchmark:**

4. Effective communication between Placement Providers and Approved Education Institutions (AEIs) enables the timely completion of individual student risk assessments prior to a return to placement learning, using the All Wales COVID-19 Workforce Risk Assessment Tool (or equivalent): [https://gov.wales/checkyourrisk](https://gov.wales/checkyourrisk)\(^2\)

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\(^1\) HEIW/Welsh Government position statement 11.09.20. confirms healthcare students as having continued key worker status.

\(^2\) Organisations will also conduct generic risk assessments which encapsulate mitigation of risks for students across all programmes to be reviewed at least monthly or sooner if required.
### All Wales COVID-19 Placement Recovery Principles

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<tr>
<th>5.</th>
<th>Student health declarations indicating moderate or significant risk will trigger an individual consultation with relevant AEI and Placement Provider personnel that takes account of shielding requirements, enhanced risk groups, public health guidelines, and students’ mental health and wellbeing: <a href="https://www.nhs.uk/conditions/coronavirus-covid-19/people-at-higher-risk/whos-at-higher-risk-from-coronavirus/">https://www.nhs.uk/conditions/coronavirus-covid-19/people-at-higher-risk/whos-at-higher-risk-from-coronavirus/</a></th>
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<tr>
<td>6.</td>
<td>Liaison between Placement Provider and AEI personnel facilitates the mapping and ongoing availability of practice learning environments with indicative low, medium or significant risk ratings attached.</td>
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<td>7.</td>
<td>Co-ordination between Placement Provider and AEI personnel enables individual student COVID-19 risk assessment declarations to be matched with suitably risk-rated placement allocations or prompt consideration of alternative programme arrangements.³</td>
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### Openness in a challenging environment

**Benchmark:**

| 8. | All students returning to placements complete an ‘All Wales Safe-Return Placement Passport’ (Appendix 1) detailing pre-placement preparation and induction content, confirmation of a student’s individual risk assessment and appropriate placement match, and completion of the local practice environment COVID-19 adapted orientation checklist during the first week of placement allocation.⁴ |

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⁴ The Placement Provider will agree to hold and maintain adequate public liability, employer liability, and such other appropriate insurance as is necessary to cover staff and students of the AEI, in respect of personal injury or death, or injury, loss or damage to property, and vicarious liability. Welsh Government has confirmed students will be covered by the Life Assurance scheme in their paid roles and when they return to supernumerary placement status. The scheme will remain open until 25.03.22. Ministers may extend or bring forward the end date of the scheme with at least 6 months-notice to allow any final claims to be made: [https://www.nhsbsa.nhs.uk/nhs-and-social-care-coronavirus-life-assurance-scheme-2020-wales/scheme-information-wales-claimants](https://www.nhsbsa.nhs.uk/nhs-and-social-care-coronavirus-life-assurance-scheme-2020-wales/scheme-information-wales-claimants)
9. The ‘All Wales COVID-19 best practice guidance for regional outbreaks/ local restrictions’ (Appendix 2.) allows for rapid escalation to executive level decision-making between relevant Placement Provider organisations, AEIs and HEIW, to include wherever possible the continuation of student placements (with suspension of placements a last resort), review of student placement status via COVID-19 outbreak meetings, regular SBAR reporting and delegated actions on the re-emergence of practice learning opportunities.  

10. Timely collaboration between relevant Placement Provider and AEI personnel ensures review of the suitability and quality of practice learning environments using appropriate COVID-19 adapted educational audit tools.

### Placement expansion and practice innovation

**Benchmark:**

<p>| | |</p>
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<td>11.</td>
<td>Scheduled meetings between Placement Providers and AEIs enable regular organisational review of placement capacity, placement quality and placement software which allow for the potential to maximise student allocation numbers in line with sustainable workforce planning commitments (Integrated Medium-Term Plans) and HEIW Placement Plans.</td>
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<td>12.</td>
<td>Evidence of suitable preparation of practice supervisors, educators and assessors facilitates student progression towards achievement of placement learning outcomes, including during placements where there are reduced clinical services as a result of COVID-19.</td>
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<tr>
<td>13.</td>
<td>Placement Provider and AEI placement modelling includes innovative placement capacity solutions across primary, secondary and tertiary health care, social care and voluntary services, local authority social services, housing departments, independent health care settings, field hospitals, COVID-19 non-client facing services and the creative use of simulation as part of practice learning.</td>
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5 Please refer to latest WG advice https://gov.wales/coronavirus
### Responsive placement intelligence and feedback

**Benchmark:**

| 14. | HEIW/AEI/Placement Provider Local Level Agreement protocol enables timely notification of regional COVID-19 outbreaks, any decision to temporarily suspend student placements, reactivation placement action plans, or requirement to complete professional regulator exception-reports. |
| 15. | Placement Provider, AEI and HEIW placement intelligence includes robust mechanisms for gathering student placement evaluation information, facilitated focus group feedback, student survey data, service evaluation and commissioned research activity. |
| 16. | Organisation methods of values-based, selection and recruitment of students to health profession programmes (given potential increases in application rates post COVID-19), continues to include service users and carers, AEI staff, Placement Provider representatives and students within interview teams which allow for assessment of candidates’ qualities for intelligent kindness, compassion, resilience and leadership.\(^6\) |

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\(^6\) An underpinning values-based selection and recruitment philosophy will continue whether events are held virtually or face to face.
Appendix 1. All Wales Safe-Return Placement Passport

The student will hold the passport and produce for placement providers as required

### MY ALL WALES SAFE-RETURN PLACEMENT PASSPORT

| Student name | |
| Placement name | |

#### Part A: Confirmation of a student’s individual risk assessment and appropriate placement match

<table>
<thead>
<tr>
<th>Yes, No or N/A</th>
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</table>
I have completed the All Wales COVID-19 Workforce Risk Assessment Tool (or equivalent) [https://gov.wales/checkyourrisk](https://gov.wales/checkyourrisk)

I have had confirmation that my allocated placement is appropriate for my COVID-19 Workforce Risk Assessment score.

Following my risk assessment score and pre-placement discussions with key personnel, I need to discuss the reasonable adjustments identified to support me in undertaking my placement.

I have had an opportunity to discuss my risk assessment (where required) with a relevant university staff member

#### Part B: Induction content covered pre-placement and on entry to placement (to be completed within first week)

I (student) confirm that I have completed the following minimum COVID-19 key content pre-placement induction elements *(please add initials)*:

<table>
<thead>
<tr>
<th>Pre-placement generic induction content for all professions</th>
<th>First week of placement</th>
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<tbody>
<tr>
<td>AEI student support arrangements during placement</td>
<td>Completion of usual placement orientation checklist</td>
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<tr>
<td>Safeguarding and escalation of concerns</td>
<td>Fitting of PPE</td>
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<tr>
<td>Infection prevention and control including use of PPE</td>
<td>Datix incident reporting</td>
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<tr>
<td>All-Wales uniform dress code compliance in and outside of placement settings</td>
<td></td>
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<tr>
<td>Coping skills in relation to well-being and resilience</td>
<td>Access to wellbeing and support services for staff.</td>
</tr>
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</table>

Student signature [Date]

Practice supervisor signature [Date]
Declaration of outbreak

Placement Provider to notify relevant AEIs/HEIW of outbreak and whether this is a localised environmental spike or has more widespread community impact.

Placement Provider/AEI/HEIW to agree processes for rapid escalation to executive level decision-making.

AEI to clarify initial data intelligence, establish facts and projected situation known at the time, and agree next steps escalation.

Executive level representation

AEI to organise key personnel representation for executive level collaboration between Placement Provider, relevant AEIs and HEIW.

Placement Provider/AEI/HEIW to anticipate outbreak impact on students with an emphasis on continuation of student placements wherever possible.

AEI to establish presence in any other relevant outbreak meetings with for example, Head of Workforce/Executive Nurse Director/Education Lead/Director of Therapies and Health Science/Infection Prevention and Control Leads.

AEI executive decision-making

AEI to confirm executive authorisation for representative decision-making.

Placement Provider/AEI/HEIW to anticipate outbreak impact on students with an emphasis on continuation of student placements wherever possible.

AEI to establish presence in any other relevant outbreak meetings with for example, Head of Workforce/Executive Nurse Director/Education Lead/Director of Therapies and Health Science/Infection Prevention and Control Leads.

Reporting mechanisms

Placement Provider/AEI/HEIW to ensure reporting and delegated actions correspond with outbreak timelines on issues such as ward status, deployment numbers and placement reactivation.

AEI/Placement Provider to ensure inclusion of students in coronavirus key worker test and trace policy and eligibility.

Recovery communications

Placement Provider/AEI to schedule timely communication with key stakeholders in terms of the ongoing outbreak situation, de-escalation procedures and re-emergence of practice learning opportunities to include:
- HEIW commissioners
- Students
- AEI programme leads
- Placement allocation teams
- Practice Education Facilitator Teams.
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