

Programme Specification (CUR02)

Use this template for a stand-alone programme which is not part of a Scheme, and where there is no Scheme document (CUR01)

1a	Programme title
	Pre-registration Shortened Midwifery Programme-PG Dip
1b	Programme Leader
	Wendy Jessiman
1c	Faculty and Subject Network
	Department of Nursing
1d	Awarding institution (<i>normally University of the Highlands and Islands</i>)
	University of the Highlands and Islands
1e	Teaching institution (<i>normally University of the Highlands and Islands</i>)
	University of the Highlands and Islands
1f	UCAS / JACS code (<i>You must contact Student Records Office at SRO@uhi.ac.uk for this information</i>)
	B720
1g	SFC funding group (<i>You must contact Student Records Office at SRO@uhi.ac.uk for this information</i>)
	TBC
2a	Date of programme start / date of last re-approval
	For new programmes, state date of first intake, for example 'September 2015'. For continuing programmes, state date of approval event, for example 'approved December 2015 for delivery in 2016-17 onwards'.
	Entry date to the Programme is 7 th January 2019
2b	Normal start dates
	Insert as applicable: September (Semester 1) / January (Semester 2) / Variable / Anytime (following registration)
	January 2019 (Semester 1)/ June 2019 (Semester 2)/February 2020 (Semester 3)
2c	Exit and final awards
	Insert names of awards as applicable: Across all 3 semesters and 6 modules students will accrue Level 10 – 20 credits Level 11 –100 credits Exit with a Postgraduate Diploma in Midwifery There is an opportunity to exit with an unnamed award if the threshold for PG Certificate is met i.e. 60 credits in total with 40 at level 11. Tier 2 Boards are scheduled.

2d	Availability for joint honours																																													
	n/a																																													
2e	Professional accreditation																																													
	Give details of (planned or confirmed) accreditation or recognition from any professional, statutory or regulatory bodies, and whether for all or part of the programme.																																													
	The programme requires to be approved by the Nursing and Midwifery Council. An approval event with the NMC is planned in September 2018. The date is to be confirmed.																																													
2f	Language of study / assessment																																													
	English																																													
3	Academic Partners																																													
	<table><tr><td></td><td>Responsible AP</td><td>Home AP</td></tr><tr><td>Argyll College UHI</td><td>N</td><td>N</td></tr><tr><td>HTC UHI</td><td>N</td><td>N</td></tr><tr><td>Inverness College UHI</td><td>N</td><td>N</td></tr><tr><td>Lews Castle College UHI</td><td>N</td><td>N</td></tr><tr><td>Moray College UHI</td><td>N</td><td>N</td></tr><tr><td>NAFC Marine Centre UHI</td><td>N</td><td>N</td></tr><tr><td>North Highland College UHI</td><td>N</td><td>N</td></tr><tr><td>Orkney College UHI</td><td>N</td><td>N</td></tr><tr><td>Perth College UHI</td><td>N</td><td>N</td></tr><tr><td>Sabhal Mòr Ostaig UHI</td><td>N</td><td>N</td></tr><tr><td>SAMS UHI</td><td>N</td><td>N</td></tr><tr><td>Shetland College UHI</td><td>N</td><td>N</td></tr><tr><td>West Highland College UHI</td><td>N</td><td>N</td></tr><tr><td>Executive Office</td><td>Y</td><td></td></tr></table>		Responsible AP	Home AP	Argyll College UHI	N	N	HTC UHI	N	N	Inverness College UHI	N	N	Lews Castle College UHI	N	N	Moray College UHI	N	N	NAFC Marine Centre UHI	N	N	North Highland College UHI	N	N	Orkney College UHI	N	N	Perth College UHI	N	N	Sabhal Mòr Ostaig UHI	N	N	SAMS UHI	N	N	Shetland College UHI	N	N	West Highland College UHI	N	N	Executive Office	Y	
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4a	UHI delivery model
	<p>Insert as applicable: Local / site-specific / regional core / off-campus</p> <p>(Further information about the four models of delivery and their definitions is available in the shared drive at: U:\Home Academic Partners\Four Models)</p> <p>If site-specific or local, indicate what specialist resources / facilities are required to access the programme.</p>
	<p>The programme team will be based at the Centre for Health Science Department of Nursing and will be supported by the Department of Nursing academic and administrative staff and NHS partners. The programme includes blocks of theory and clinical practice within each semester. Students will require to attend the campus for face to face teaching including clinical skills and simulation where there is access to the necessary environment and equipment. Time on campus will allow students to learn together and develop their knowledge and skills in readiness for assessment both in practice and in theory.</p> <p>The Department currently has extensive expertise in blended delivery and largely uses the 'flipped classroom' approach where students gain first exposure to new material via VLE using a variety of learning materials and then face-to-face time is used to assimilate</p>

	<p>that knowledge through strategies such as problem-solving, simulation and discussion. Theory time will be planned so that students at a distance to the campus will be able to maximise access to learning materials on the VLE prior to campus attendance. In this way critical discussion is stimulated to enhance learning, generate deeper understandings and foster the development of graduate attributes. There will be a focus on learner autonomy from day one of the programme to foster the development of independent and self-directed learners. Information Technology and e-learning methods will provide a substantial platform for programme delivery and student engagement, and students will continue to gain access to programme materials and academic support when on practice placement via the various UHI learning hubs. Integrating digital technology more widely into midwifery education will contribute to effectively preparing students for a future which is anticipated to consist of a more technologically-driven health and social care environment and this aspiration strongly reflects the University's core learning and teaching enhancement values. The programme aims to integrate and make use of the best aspects of both face-to-face learning and online interactions, and recognises that a balance between the two is important. In addition, this pre-registration midwifery programme with a sound organisation of both university and practice-based learning and assessment, will enable students to develop autonomy and confidence and to emerge as proficient practitioners with the capacity to work effectively in a variety of settings (QAA and NES 2009).</p> <p>The Department is well supported by the Education Development Unit in the UHI who have expertise to develop digital learning materials to meet the needs of a contemporary midwifery programme. Additionally a dedicated curriculum developer with expertise in midwifery practice secured through European funding (ESIF) will contribute to the development required for the curriculum.</p>			
4b	Modes of attendance			
	Insert as applicable: Full time / Structured Part time / Unstructured Part time / Day Release / Evening			
	<p>In order to comply with the Nursing and Midwifery Council this is a full time programme. Students are expected to achieve 80% attendance throughout the face-to-face theoretical component of the programme.</p> <p>Clinical practice will "provide students with the opportunity to experience 24-hour/seven-day care, to enable them to develop an understanding of the needs and experiences of women and babies throughout a 24-hour period" (NMC 2009:20, Standard 13).</p>			
4c	International delivery			
	If regional core or off-campus, indicate whether the programme is approved for delivery to students based out with the UK.			
	n/a			
4d	Mode of study			
	Give estimate of proportions of mode of study in the table below, but also highlight <u>main</u> mode of study: see CURO3 for all modules			
	Year 1 (usually SCQF 7)	Year 2 (usually SCQF 8)	Year 3 (usually SCQF 9)	Year 4 (usually SCQF 10)

Face-to-face	%	%	%	30%
Video-conference	%	%	%	10%
Online (tutor supported study)	%	%	%	10%
Audio-conference	%	%	%	%
Self-directed study	%	%	%	50%
Other (please specify)	%	%	%	%

5	Target market			
	Indicate main market segments which this programme may attract:			
	Local	Scotland	UK	International
School Leavers				
FE Progressors				
Life Changers (21-49)	Y	Y	Y	
Life Enhancers (50+)	Y	Y	Y	
Career Developers	Y	Y	Y	
Employers	Y	Y	Y	
UHI staff				

6a	Programme summary
	A brief programme description (200 words maximum) summarising key purpose, market, learning approaches and special features. (For use in Prospectus.)
	<p>The “Pre-registration” (Shortened) Midwifery Programme is available to Registered Adult Nurses to undertake an accelerated Programme to become Registered Midwives with the Nursing and Midwifery Council (NMC). Students will exit the Programme and become Registered Midwives with the NMC and the award of a Postgraduate Diploma in Midwifery.</p> <p>A Lead Midwife for Education (LME) (NMC 2009, Standard 1 and 2) has been appointed to lead the development, delivery and management of the midwifery education programmes within UHI.</p> <p>In accordance with the NMC <i>Standards for Pre-registration Midwifery Education</i> (2009) and the Scottish Benchmark Statements for Midwifery (QAA and NES 2009) <i>Standards to Support Learning and Assessment in Practice</i> (NMC 2008) and in order to support students to meet their clinical competencies and academic requirements, the programme has been designed over 20 months, into 3 semesters (86 weeks including 11 weeks annual leave). The Programme is divided into 40% theory and 60% practice.</p> <p>The Programme has been developed in conjunction with NHS partners. Practice will take place within NHS Highland and NHS Western Isles, offering a range of urban, remote and rural experience. Theory will be delivered at the Centre for Health Science Department of Nursing and utilise a blended learning approach, making use of interactive face-to-face sessions and digital and online media to enhance the experience of learning. The proportion of on campus face to face teaching will vary depending on the module content and learning outcomes.</p>

	<p>Students may exit prior to the completion of the Programme with an unnamed Postgraduate Certificate award if they accrue sufficient credits.</p> <p>Nursing and Midwifery Council (2008) <i>Standards to Support Learning and Assessment in Practice</i> [online]. Available from https://www.nmc.org.uk/standards-for-education-and-training/standards-to-support-learning-and-assessment-in-practice/ [27th June 2018]</p> <p>Nursing and Midwifery Council (2009) <i>Standards for pre-registration midwifery education</i> [online]. Available from <https://www.nmc.org.uk/standards/additional-standards/standards-for-pre-registration-midwifery-education/> [30 March 2018]</p> <p>QAA and NES (2009) <i>Scottish subject benchmark statement: Midwifery</i> [online]. Available from <http://www.qaa.ac.uk/en/Publications/Documents/Scottish-subject-benchmark-statement---Midwifery.pdf> [17 January 2018]</p>
6b	Keywords (<i>Three keywords for search engines</i>)
	<p>Shortened</p> <p>Midwifery</p> <p>Postgraduate</p>
7a	External reference points
	<p>Indicate how the programme design has been informed by QAA Subject Benchmark Statements:</p> <ul style="list-style-type: none"> • Honours degree level • Masters degree level <p>Indicate any other external reference points used to inform programme design. For example: National Occupational Standards; Sector Skills Council; professional / statutory body frameworks etc.</p>
	<p>See also 7c</p> <p>The Programme design is informed by the <i>Standards for pre-registration midwifery education</i> (NMC 2009) and the QAA and NES Benchmarks statements (QAA and NES 2009) and the <i>Standards to Support Learning and Assessment in Practice</i> (NMC 2008).</p> <p>The QAA and NES (2009) highlight how Higher Education Institutions, in partnership with service providers, will make informed curriculum choices about the construction of shared learning experiences. The most recent countrywide maternity services review, <i>The Best Start- A five Year Forward Plan for Maternity and Neonatal Care in Scotland</i> (Scottish Government 2017) recognises the role of education in the delivery of midwifery care in remote and rural areas. In addition <i>Best Start</i> highlights the challenge of recruitment and retention of staff in remote and rural areas. The Programme will be delivered and supported in Inverness by academic and clinical experts attracting applicants from the North Region. The design of this curriculum is influenced by contextual developments affecting midwifery in the North Region of Scotland and will provide opportunities for nurses in the region to develop a career in midwifery, and include a particular focus on skill development in the remote and rural context of care. Consequently the development of this Programme together with NHS Highland as an Early Adopter Board meets a key recommendation of <i>Best Start</i>, that planning for education should take place with NHS</p>

	<p>Education for Scotland and the universities, to enable NHS Boards to build capacity where it is needed in time to deliver the new model.</p> <p>The Programme design has been informed by a consensus approach to the curriculum development involving service users, NHS partners, Highland Council and the University academic staff.</p> <p>Nursing and Midwifery Council (2008) <i>Standards to Support Learning and Assessment in Practice</i> [online]. Available from https://www.nmc.org.uk/standards-for-education-and-training/standards-to-support-learning-and-assessment-in-practice/ [27th June 2018]</p> <p>Nursing and Midwifery Council (2009) <i>Standards for pre-registration midwifery education</i> [online]. Available from <https://www.nmc.org.uk/standards/additional-standards/standards-for-pre-registration-midwifery-education/> [30 March 2018]</p> <p>QAA and NES (2009) <i>Scottish subject benchmark statement: Midwifery</i> [online]. Available from <http://www.qaa.ac.uk/en/Publications/Documents/Scottish-subject-benchmark-statement---Midwifery.pdf> [17 January 2018]</p> <p>Scottish Government (2017) <i>The Best Start- A five Year Forward Plan for Maternity and Neonatal Care in Scotland</i> [online]. Available from <http://www.gov.scot/Resource/0051/00513175.pdf> [23 April 2018]</p>
7b	Educational aims of the programme
	<p>These should be aligned with QAA Subject Benchmark Statements (see 7a above).</p> <p>The Programme reflects the Nursing and Midwifery Council requirements (NMC 2008;2009), the QAA and NES Benchmark statements (QAA and NES 2009) and the requirements of European Directive 2005/36/EC7 for midwifery education.</p> <p>The Shortened Midwifery programme is “designed to prepare students to practise safely and effectively so that, on registration, they can assume full responsibility and accountability for their practice as midwives” (NMC 2009:5).</p> <p>Directive 2005/36/EC 7 European Parliament and of the Council (2005) <i>On the recognition of professional qualifications</i> [online]. Available from <http://eur-lex.europa.eu/LEXUriServ/LexUriServ.do?uri=OJ:L:2005:255:0022:0142:EN:PDF> [24 April 2018]</p> <p>Nursing and Midwifery Council (2008) <i>Standards to Support Learning and Assessment in Practice</i> [online]. Available from https://www.nmc.org.uk/standards-for-education-and-training/standards-to-support-learning-and-assessment-in-practice/ [27th June 2018]</p> <p>Nursing and Midwifery Council (2009) <i>Standards for pre-registration midwifery education</i> [online]. Available from <https://www.nmc.org.uk/standards/additional-standards/standards-for-pre-registration-midwifery-education/> [30 March 2018]</p> <p>QAA and NES (2009) <i>Scottish subject benchmark statement: Midwifery</i> [online]. Available from <http://www.qaa.ac.uk/en/Publications/Documents/Scottish-subject-benchmark-statement---Midwifery.pdf> [17 January 2018]</p>

7c	Programme objectives
	These should refer to, and align with, the UHI mission and strategic aims, relevant Faculty and Subject Network plans, and QAA Subject Benchmark Statements. Identify the learning outcomes for each level of the programme.
	<p>Aim of the Programme</p> <p>The aim of the Midwifery Programme is to prepare students to provide safe and effective evidence based midwifery practice so that, on registration, they can assume full responsibility and accountability for their practice (NMC 2009). The Nursing and Midwifery Council (NMC), which is the UK Professional Regulator provides the mandatory standards for educational programmes in relation to the promotion and facilitation of the normal physiological process of childbearing, competence in identifying any complications that may arise, accessing appropriate assistance, and implementing correct emergency measures (NMC 2009).</p> <p>Objectives of the Programme</p> <p><i>Students must demonstrate competence in:</i></p> <ul style="list-style-type: none"> • <i>sound, evidence-based knowledge of facilitating the physiology of childbirth and the newborn, and be competent in applying this in practice</i> • <i>a knowledge of psychological, social, emotional and spiritual factors that may positively or adversely influence normal physiology, and be competent in applying this in practice</i> • <i>appropriate interpersonal skills (as identified in the Essential Skills Cluster – Communication) to support women and their families</i> • <i>skills in managing obstetric and neonatal emergencies, underpinned by appropriate knowledge</i> • <i>being autonomous practitioners and lead carers to women experiencing normal childbirth and being able to support women throughout their pregnancy, labour, birth and postnatal period, in all settings including midwife-led units, birthing centres and the home</i> • <i>being able to undertake critical decision-making to support appropriate referral of either the woman or baby to other health professionals or agencies when there is recognition of normal processes being adversely affected and compromised.</i> <p>(NMC 2009)</p> <p>According to the <i>Standards for Pre-registration Midwifery Education</i> (NMC 2009) students must understand and practise competently, reflecting the skills and overarching principles below:</p> <ul style="list-style-type: none"> • Provision of woman-centred care • Ethical and legal obligations • Respect for individuals and communities • Quality and Excellence

	<ul style="list-style-type: none"> • Changing nature and context of midwifery practice • Lifelong Learning • Evidence based practice and learning <p>Nursing and Midwifery Council (2008) <i>Standards to Support Learning and Assessment in Practice</i> [online]. Available from https://www.nmc.org.uk/standards-for-education-and-training/standards-to-support-learning-and-assessment-in-practice/ [27th June 2018]</p> <p>Nursing and Midwifery Council (2009) <i>Standards for pre-registration midwifery education</i> [online]. Available from <https://www.nmc.org.uk/standards/additional-standards/standards-for-pre-registration-midwifery-education/> [30 March 2018]</p> <p>QAA and NES (2009) <i>Scottish subject benchmark statement: Midwifery</i> [online]. Available from <http://www.qaa.ac.uk/en/Publications/Documents/Scottish-subject-benchmark-statement---Midwifery.pdf> [17 January 2018]</p>
7d	Teaching and learning approaches
	<p>Describe how the UHI Learning, Teaching and Assessment Strategy is adopted and promoted by the programme. (This <i>may</i> include reflection on: knowledge and understanding; cognitive skills; practical skills; transferable skills.)</p> <p>Specific mention to be made (where applicable) of:</p> <ul style="list-style-type: none"> • networking and network delivery • how the needs of distance / online students are addressed • how experiential learning is integrated • links with industry, placement providers, employers, (inter)national professional / statutory bodies, Sector Skills Councils and / or government (agencies)
	<p>The programme team and NHS partners are involved in the assessment and development of the curriculum.</p> <p>At the commencement of the programme students will have an induction which will prepare them for the programme. Students will be directed to resources they will require during their studies including university's policies, regulations and the support available to them.</p> <p>To ensure a contemporary programme which-fulfils the current and future needs of midwives, with excellence in midwifery practice and evidence based practice at its core, a consensus curriculum has been developed with expert midwifery academics, NHS experts and service users. This curriculum has been positively reviewed by NHS and NHSWI Leadership and Education Fora. The curriculum development is driven by the practice of midwifery and in order to meet the NMC requirements (NMC 2009) practice partners are integral to the development and support of the programme at the University. The two current midwifery academics are involved in midwifery national groups led by NES, and as Lead Midwife for Education (LME) one represents the University at strategic meetings involving LMEs from all the other Scottish Universities and at the NMC.</p>

	<p>Practice based learning and assessment (NMC 2008) is an important component of the curriculum and this will be facilitated through supervised clinical practice, with clinical mentors.</p> <p>As part of the Pilot a competency based portfolio - Ongoing Achievement Record (OAR)(NMC 2009) will be adapted for use in the UHI programme, as requested by NHS Education Scotland with permission from Robert Gordon University. OARs are jointly assessed by clinical mentors and Personal Academic Tutors.</p> <p>Where relevant, interprofessional agencies will be used to inform and deliver aspects of programme such as social care and the third sector agencies who work collaboratively to deliver mother and baby services across the region. This will include Health Visitors and Social Workers.</p> <p>The programme structure has been designed to ensure that clinical opportunities are maximised to allow students to meet the explicit NMC requirements. For example the NMC (2009) specifies that student midwives should supervise and care for at least 40 women in labour and should personally carry out at least 40 births (Annexe V, Point 5.5.1). Students will access placements across the Highlands and Western Isles, and will be supported in placement by their clinical mentors, the Practice Education Facilitators (PEF) and PATs. PAT support will be facilitated using, VLE and VC facilities such as Webex Teams which students can also access through the partner college networks if required.</p> <p>The Programme will use a combination of blended learning and practice based learning to reflect NMC programme requirements and to meet competencies for midwifery registration. The Department currently has extensive expertise in blended delivery and largely uses the ‘flipped classroom’ approach where students gain first exposure to new material outside of class, using a variety of learning materials and then class time is used to assimilate that knowledge through strategies such as problem-solving, simulation and discussion. Blended learning will involve online learning, tutorials, interactive learning objects and other materials accessible via the virtual learning environment (VLE). Regular support from tutors and peers will also be facilitated when they are on campus and through online discussions when students are off campus. Face to face on campus teaching, including for example, problem based learning, case based learning, simulation, and Objective Structured Clinical Examinations (OSCE) will be used where these are related to specific module aims. Formative learning, assessment and feedback will be used to increase student’s self-efficacy, confidence and competence in academic and midwifery skills and to also support critical reflection in practice. In this way critical skills are stimulated to enhance learning, generate deeper understandings and foster the development of graduate attributes. All learning resources and recommended Reading Lists for each module will be made available via the University’s VLE.</p> <p>A Student Staff Consultative Committee with student representatives from the programme will also be in place to enhance dialogue and work more collaboratively with students.</p> <p>Approaches to assessments for each module are described within the respective CUR03s and also reflect the professional connections between theory and practice components of the programme as well as ensuring module outcomes are met (NMC 2009).</p>
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	<p>There will be a focus on learner autonomy from day one of the programme to foster the development of independent and self-directed learners. Information Technology and elearning methods will provide a substantial platform for programme delivery and student engagement and will help to develop the key skills of digital literacy and also lessen some of the time students will require to be on campus. The Department is well supported by the Education Development Unit in the UHI who have expertise to develop digital learning materials to meet the needs of a contemporary midwifery programme</p> <p>Nursing and Midwifery Council (2008) <i>Standards to Support Learning and Assessment in Practice</i> [online]. Available from https://www.nmc.org.uk/standards-for-education-and-training/standards-to-support-learning-and-assessment-in-practice/ [27th June 2018]</p> <p>Nursing and Midwifery Council (2009) <i>Standards for pre-registration midwifery education</i> [online]. Available from <https://www.nmc.org.uk/standards/additional-standards/standards-for-pre-registration-midwifery-education/> [30 March 2018]</p>
7e	Programme structure
	<p>The module diet pro forma must be completed as a separate appendix. This captures information on the core and option module structure of the programme, and allows any future modifications to be recorded effectively. Proforma available here:</p> <p>Programme structure should be in sympathy with UHI's C21C guidance.</p>
	<p>The module diet is presented within the programme flow charts.</p> <p>The Programme structure is determined by the <i>Pre-registration Standards for Midwifery Education</i> (NMC 2009). The Programme will comprise mandatory credit bearing theory and practice modules. Please see draft Programme Flowchart:</p> <div data-bbox="379 1243 438 1303" data-label="Image"> </div> <p>june2019Shortened Midwifery Programn</p> <p>In accordance with the Standards (NMC 2009) and the Scottish Benchmark statements (QAA and NES 2009) this Shortened Programme is designed for students already registered with the NMC as a nurse level 1 (Adult)(Standard 6).</p> <p>The programme will be 20 months in length in order to support students in their professional transition from adult nurses to midwives and allow them to demonstrate competence in midwifery practice. The NMC (2009) Standards state that the length of the pre-registration Shortened Midwifery Programme shall be not less than 18 months (equivalent to 78 weeks full time 3000 hours (EU Directive 2005) or an equivalent pro-rata part-time period (Standard 10). The length of programme varies across 3 countries of the UK from a minimum of 18 months (78 weeks) up to 24 months (104 weeks). The length of this Pilot Programme has been determined by the Scottish Government (Standard 10).</p> <p>The clinical practice experience must be sufficient to enable students to achieve the Standards required by the NMC. A minimum of 50% of the available curriculum hours must be spent in clinical practice. This takes into account the variable hours per working week that approved educational institutions apply to the programme. The practice to theory ratio of each programme is required to be no less than 50% practice and no less</p>

	than 40 per cent theory. The UHI Programme will comprise 60% practice and 40% theory divided over 3 semesters.					
	PG Diploma Midwifery (Shortened)	Clinical	Theory	Annual leave	Number and level of credits	Module titles
	Semester 1 (26 weeks)	15	8	3	20 credits level 11 20 credits level 10	Transition to Midwifery Clinical Practice Module
	Semester 2 (30 weeks)	16	10	4	20 credits level 11 20 credits level 11	Midwifery Care of the Mother and Neonate(s) with Complex Needs Clinical Practice Module
	Semester 3 (30 weeks)	15	11	4	20 credits level 11 20 credits level 11	Being a midwife, Best Start-and the Context of Care Clinical Practice Module
	Totals (75 Programme Weeks)	46	29	11	Total 120 credits	
	Total 86 weeks (including annual leave)	61%	39%			
<p>Directive 2005/36/EC 7 European Parliament and of the Council (2005) <i>On the recognition of professional qualifications</i> [online]. Available from <http://eur-lex.europa.eu/LEXUriServ/LexUriServ.do?uri=OJ:L:2005:255:0022:0142:EN:PDF> [24 April 2018]</p> <p>Nursing and Midwifery Council (2009) <i>Standards for pre-registration midwifery education</i> [online]. Available from <https://www.nmc.org.uk/standards/additional-standards/standards-for-pre-registration-midwifery-education/> [30 March 2018]</p> <p>QAA and NES (2009) <i>Scottish subject benchmark statement: Midwifery</i> [online]. Available from <http://www.qaa.ac.uk/en/Publications/Documents/Scottish-subject-benchmark-statement---Midwifery.pdf> [17 January 2018]</p>						
7f	Assessment map					
	Provide a diagram, showing types of assessment by module, level by level, covering programme core and optional modules.					
	PG Diploma Midwifery (Shortened)	Module titles	Credits/module	Formative Assessment	Summative Assessment	

	Semester 1 (26 weeks)	Transition to Midwifery	20 (SCQF level 11)	Multiple Choice Question Examinations Quizzes Presentation Leading a Seminar	Objective Structured Clinical Examination 1 hour Digi Essay
		Clinical Practice Module	20 (SCQF level 10)	Preparation for Clinical Practice Objective Structured Clinical Examination (OSCE) Self and Peer Assessment of Clinical Skills	Practice Assessment Record (equivalent to NMC Ongoing Record of Achievement)
	Semester 2 (30 weeks)	Midwifery Care of the Mother and Neonate(s) with Complex Needs	20(SCQF level 11)	Objective Structured Clinical Examination (OSCE) Peer Review Case Studies Presentation	Objective Structured Clinical Examination (OSCE) Multiple Choice Question Examination
		Clinical Practice Module	20 (SCQF level 11)	Preparation for Clinical Practice Objective Structured Clinical Examination (OSCE) Peer and Self Assessment of Clinical Skills	Practice Assessment Record (equivalent to NMC Ongoing Record of Achievement)

	Semester 3 (30 weeks)	Being a midwife, Best Start-and the Context of Care	20 (SCQF level 11)	Leading Seminar	Presentation
		Clinical Practice Module	20 (SCQF level 11)	Critique	Essay
				Preparation for Clinical Practice Objective Structured Clinical Examination (OSCE) Self Assessment of Clinical Skills	Practice Assessment Record (equivalent to NMC Ongoing Record of Achievement)
	Each assessment must be passed at 50%; there is no aggregation of marks.				
8a	Entry requirements				
	Please complete the form attached as Appendix 1.				
8b	Recruitment and admissions				
	This <i>may</i> include details of: pre-entry support; articulation and articulation routes; standardised APCL / RPL routes; academic support; learning support; careers guidance; improving access and widening participation. Where an interview, audition or portfolio review is required as part of the selection process, the criteria, required standard to be achieved and assessment methodology must be included.				
	<p>Students are required to be Adult nurses registered with the NMC. Students will have a first degree or equivalent.</p> <p>Entry onto the programme will be by direct application to the University and interview and will be conditional upon individual applicants' Occupational Health and PVG clearance. The NMC (2009, Standard 4) require NHS partners to be involved in the recruitment process. As part of the application process candidates will require to include a statement identifying why they wish to develop their career in midwifery. Interviews will be conducted with NHS partner midwives, the midwifery academic team and this process will involve service users.</p>				
8c	Admissions process				
	<p>Indicate whether the programme will operate with a networked or standard admissions process.</p> <ul style="list-style-type: none"> • Networked Admissions process – applications are processed centrally on behalf of all APs by either EO admissions or a nominated AP admissions team • Standard Admissions process – applications are processed by admissions staff at the applicant's chosen location of study (HAP) <p>Contact admissions@uhi.ac.uk for further information.</p>				

	<p>As this is a Scottish Government agreed 5 Year PILOT, entry to the Programme will be through a direct application process via Admissions at UHI. We anticipate the application process being similar to that of the MSc Advanced Nursing Practice programme.</p> <p>Meetings were held with Admissions at the beginning of May.</p>
8d	Articulation routes into programme
	We anticipate applications from the University of Stirling BSc Nursing (2015 cohort) and also students from other Scottish HEIs who have recently completed their BSc nursing programme.
8e	Progression routes out of programme
	n/a
9a	Additional information for prospective students
	<p>Give details of any information <i>beyond</i> that which is included in UHI's policies and published student information. This <i>may</i> include, for example: expected hours of study per week; extra-curricular activities; student representation; disability awareness; disclosure requirements; equality and diversity considerations.</p> <p>This programme operates across 2 academic years and the semester structure is unlike that of other UHI programmes (see flowchart):</p> <ul style="list-style-type: none"> • All students will have a mentor in practice • All students will have a PAT for the duration of the Programme • Module leaders • Programme Leader • Sheila McAulay student support officer will provide support students • All students may contact nursing support • Students representatives will be appointed to attend students staff liaison • This is a full-time programme- students are expected to study 37 ½ hours/week • Students are expected to work 37 ½ hrs/week in practice • Formal module evaluation process • Placement reviews • External examiner feedback • Meetings with External Examiners -part of NMC quality processes • Module evaluation • Programme evaluation • NES Evaluation • NMC on-going audit
9b	Additional costs to students
	Give details of any additional costs for students on the programme, for example field trips, NGB Awards.
	Students will be supported to attend clinical placements and related placement costs with be refunded by SASS.
9c	Additional support for students
	<p>Give details only of additional support <i>beyond</i> that which is included in UHI's policies and published student information. This <i>may</i> include, for example: roles and responsibilities of the learner, programme leader, module leader and Personal Academic Tutor (PAT); pre-entry support; articulation; APCL / RPL; interviews; portfolios; induction; student</p>

	advising; academic support; learning support; employability; careers guidance; alumni relations; students with specific access / learning needs.
	For all of the clinical modules supervision in practice will be required. Existing NHS partnerships and structures are in place to ensure this is sustainable. Placement management may be supported by Quality Management of Practice Learning Environments (QMPLE) systems which is currently being implemented in the Department for allocation of nursing students practice placements. See also 9a
10	Programme-specific regulations
	Indicate if there is any variation from normal UHI regulations. For example, owing to professional body requirements.
	<p>Due to the requirements of Scottish Government, Scottish Funding Council, NHS Education Scotland, NHS Partners, the NMC, and the need to maximise clinical opportunities, the structure of the programme does not conform to the University semester structure.</p> <p>Progression Requirements: Students must pass all assessment, each assessment must be passed at 50% Students must pass all semester 1 assessments in order to progress to semester 2 Students must pass all semester 2 assessments in order to progress to semester 3 Students must pass all semester 3 assessments in order to be eligible for the PG Diploma in Midwifery and entry to the NMC register as a Registered Midwife</p> <p>Examination Boards In order to support Progression : Tier 1 and Resit Board week commencing 29th July 2019 Extraordinary Tier 1 and Resit Board and Tier 2 Board 20th February 2020 Tier 1 and Resit Board and Tier 2 Board 4th September 2020</p> <p>Programme specific regulations</p> <ul style="list-style-type: none"> • In order to comply with the Nursing and Midwifery Council this is a full time programme (NMC 2009). The NMC (2009) state that student midwives are required to complete specified weeks in theory <i>and</i> practice to be able to qualify as a Registered Midwife. • Students must achieve 100% attendance in practice • Students require to make up any time they miss in practice. • Students are expected to achieve 80% attendance in the face-to-face theory sessions theory (an attendance record will be kept and monitored by module leaders) • If students' attendance falls below 80% in face-to-face theory they will be invited to attend a formal Progress Review with the Programme Leader and their PAT. This is to establish why their attendance is below what is expected and what support if any is required. • Students must pass all assessments in order to progress (NMC 2009: Standard 15) • All outcomes within a progression point period have to be achieved and confirmed within 12 weeks of entering the next academic level (NMC 2009: Standard 15) • Mitigating circumstances will be dealt with on a rolling basis allowing for decisions to be made as and when requests are submitted (agreed UHI process in Department of Nursing)

	<ul style="list-style-type: none"> • Applicants must demonstrate that they have Good Health and Good Character sufficient for safe and effective practice as a midwife, on entry to and for continued participation in the Programme (Standard 4 NMC 2009) • During the programme students are required to declare their Good Health annually • During the programme students are required to notify the University if they receive pending charges or a conviction or caution that may impact on their good character • The Lead Midwife for Education (Standard 3, NMC 2009) shall be responsible for the signing of the declaration of Good Health and Good Character for all midwifery applications to the Register • As this Pilot Programme will be the only Shortened Programme in Scotland it may not be possible for students to take a period of suspended studies. This is being discussed with NHS Education Scotland.
11	Quality enhancement
	Describe how the programme specifically seeks to enhance the student experience (linked to the current internal and QAA Enhancement Themes. This <i>may</i> include initiatives / actions related to: embedded awards; placement opportunities; community engagement opportunities.
	<p>The programme relates to aspects of the student experience reflecting a range of previous and current QAA enhancement themes, for example:</p> <p>Student transitions: as midwifery is an applied academic discipline, students will be jointly engaged with academic and clinical practice to support the on-going development of graduate attributes to prepare them for entry onto the NMC Register as midwives and the requirements for professional practice. The latest Scottish Government (SG) Review of maternity and neonatal services, <i>The Best Start</i> (SG 2017) was launched in January 2017. The main recommendations are around continuity of care and carer, working in multi-disciplinary teams and the development of community hubs. NHS Highland has been selected as an Early Adopter Board (EAB) and this will entail significant changes to the way some midwives work over the next five years. Implementing continuity of carer will involve more midwives caseload holding and working from community settings with skills that stretch across acute maternity care and community settings. The programme of midwifery education will reflect this maternity service philosophical and policy shift.</p> <p>Assessment: there are clear links between teaching, assessment and learning outcomes in all modules. The PAD along with the use of a variety of complimentary assessment approaches will help to develop and assess competence and capability relevant to the practice of midwifery.</p> <p>Employability: is embedded in the programme and will support students to have mastered an appropriate body of knowledge and skills relevant to the practice of midwifery and to be registered as midwives at the end of the Programme.</p> <p>Flexible Delivery: will be demonstrated through teaching and learning approaches; and the collaborative partnerships within the University and its partners. This approach has been embedded within the curriculum.</p>

	<p>Research-Teaching Linkages: will be demonstrated through (1) evidence-led teaching; (2) developing student's ability to identify, analyse and apply problems and formulate, evaluate and apply evidence-based solutions and arguments, apply a systematic and critical assessment of complex problems and apply these skills in a practice context.</p> <p>Improving the Student Experience: This will be demonstrated through reflection of the University Teaching and Learning Enhancement Strategy; responsiveness to module evaluation, placement reviews; student staff consultative committee; student representation.</p> <p>Scottish Government (2017) <i>The Best Start: A five-year forward plan for maternity and neonatal care in Scotland</i>. Edinburgh: Scottish Government</p>
12	Employability
	Give information on potential careers (based on past evidence / sectoral awareness).
	NHS Highland recently commissioned an external workforce expert to look at the midwifery workforce in close detail. The report obtained recently considered workforce capacity, age profiles and vacancies. Significant challenges have been faced in sustaining the required midwifery workforce across NHS Highland. Full establishment reviews have been carried out with work underway to recruit to additional posts in areas where required. ISD midwifery workforce age profiles show that 47% of Registered Midwives are age fifty or over. This includes 4% over the age of sixty. In the Western Isles 68 % of the current midwifery workforce are 50 years and older (40% are over the age of 55), nine midwives are currently eligible to retire. There has been a 2.6WTE vacancy for the past six months without successful recruitment. There is an acute shortage of midwives in NHS Highland and NHS Western Islands. There are midwifery vacancies across Scotland and the UK.
13	Future programme developments and plans
	As part of a 5 year Scottish Government PILOT we plan to offer both the Shortened and a 3 year Midwifery Education Programmes. The timing for programme diversification will be partly determined by Scottish Government, NHS Education Scotland and the publication of revised NMC midwifery standards.

Additional information for internal consideration (not for external publication)

14a	Brief history of academic provision
	<p>There is currently no provision of midwifery programme in UHI. In 2017, the UHI achieved NMC Approved Educational Institutional (AEI) status, and was approved to deliver adult and mental health nursing and midwifery programmes.</p> <p>A Pre-registration (Shortened) Midwifery Programme approved by the UK professional regulator was provided in Inverness from the 1950s at the Highland and Western Isles College of Nursing and Midwifery until 1996. Thereafter the programme was provided at the University of Stirling (UoS) Highland Campus until 31st August 2013. This was the last Shortened programme in Scotland. No other HEI has delivered the Shortened programme in Scotland to date.</p> <p>In 2011 the Scottish Government's decision to reduce the number of higher education providers of midwifery education in Scotland from six to three meant the Highland campus of the UoS ceased to provide pre-registration midwifery programmes. Thereafter the provision of pre-registration midwifery education was divided between three HEIs in three regions:</p> <ol style="list-style-type: none"> 1. Edinburgh Napier serves the east- NHS Forth Valley, NHS Fife, NHS Lothian and NHS Borders. 2. University of West of Scotland serves the west- NHS Dumfries and Galloway, NHS Greater Glasgow and Clyde, NHS Lanarkshire, and NHS Ayrshire and Arran 3. Robert Gordon University serves the north - NHS Highland, NHS Shetland, NHS Orkney, NHS Grampian and NHS Tayside. <p>The UHI Department of Nursing sits within the NHS north region. The region includes NHS Highland, Western Isles, Orkney, Shetland, Tayside, and Grampian. These NHS boards have identified their need to recruit and retain midwifery staff. NHS Highland Supervisors of Midwives have continued to lobby the Scottish Government and the Royal College of Midwives to highlight the difficulties in recruiting and retaining midwives.</p> <p>The Shortened Programme is not new to the staff of the Department of Nursing nor to NHS Highland and Western Isles who up until August 2013 provided practice learning experience and employment for students exiting with a BSc Midwifery.</p> <p>Two Registered Midwives/Teachers are employed by the University within the Department of Nursing who have developed numerous Shortened programmes and one three year programme in collaboration with NHS Highland between the years of 1996 and 2013. These programmes have been highly rated and in the NSS survey of 2012 the midwifery programme received a 93% satisfaction rate.</p>
14b	Rationale for the programme
	<p>The rationale statement should outline the programme's strategic fit within UHI, why it has been developed and the social / economic (or other) context within the UHI region,</p>

	Scotland and the UK (and internationally, where appropriate). How does it relate to existing provision in UHI?
	<p>The rationale for this programme is based on the need to secure the future of midwifery education and provision for the future midwifery workforce in the Highlands and Islands. Specifically, the delivery of this new shortened pre-registration, postgraduate midwifery programme at the University commencing January 2019. The Programme is a response to the immediate and emerging midwifery workforce crisis in the North of Scotland and is an outcome of a meeting held on 25 October 2017 between UHI, NHS Highland, Western Isles, Shetland, and SGHD representatives where the programme was identified as a solution to the crisis and a request that UHI submit a business case for programme delivery.</p> <p>The Programme has been jointly developed with NHS Highland, NHS Western Isles. As part of a wider regional inclusion NHS Shetland and NHS Orkney have also participated in programme development activities. Particular attention is given to the need to meet critical midwifery workforce requirements within a remote and rural region and to focus on local education provision reflecting data presented at the North of Scotland event in 2017 confirming that healthcare professionals are more likely to stay and work in the area where they have received their education.</p> <p>As the University already operates as a multi-campus, federal collegiate institution that is specifically funded to meet the needs of the population in the Highlands and Islands the development of midwifery education provision allows the University to efficiently and effectively align with the key professional and industrial sectors to meet the needs of regional health boards and local authorities.</p> <p>Anticipated benefits will mean that qualified midwives will be educated in the area in which they are more likely to work, and be work-ready to deal with the differences of practising in a remote, rural or island location, but with an enhanced student experience. The University can provide midwifery students with a more traditional university experience as part of a larger student cohort within the Department of Nursing. There is scope to forge further collaborations with other midwifery providers in Scotland and particularly those in the North of Scotland, which will have a real impact on midwifery care, both locally and further afield.</p> <p>NHS Highland and NHS Western Isles are committed to retaining these students through different employer-led initiatives. There is a will to continue to work collaboratively with the University on the development of the programme and to work towards fulfilling local NHS midwifery workforce needs.</p>
14c	Market demand
	<p><i>This section should have been thoroughly covered at AD1 stage, so should need only minor updating.</i> Outline market demand (broadly defined and in general terms). Discussions should be held with UHI Marketing & Communications to define / establish this demand. Why will students be attracted to this programme as opposed to any similar / competing programmes (internal or external)? What are the potential articulation routes into the programme?</p>

		<p>This Pre-registration (Shortened) Midwifery Programme will be the only one of its kind in Scotland. This Shortened Midwifery programme has a long history of being previously offered in Inverness for over 50 years preparing midwives for the North of Scotland and beyond. The last Shortened Midwifery Programme completed in 2011 at the Highland campus of the University of Stirling.</p> <p>Anecdotal assessment of demand from students due to exit the University of Stirling's BSc Nursing Programme (Highland and Western Isles campuses) in September 2018 suggests a healthy interest in undertaking the programme (more than 20). The demand for this Programme emanates primarily from NHS Partners and the Scottish Governments response to a workforce crisis in NHS Highland and Western Isles.</p> <p>To this end to develop existing staff NHS Highland and NHS Western Isles intend to "sponsor" employees to undertake the Programme. These numbers have been agreed during negotiations with the Scottish Government, NHS Education Scotland and will include up to 7 of the 20 places made available in 2019.</p> <p>The latest Scottish Government Review of maternity and neonatal services, <i>The Best Start</i> (Scottish Government 2017) was launched in January 2017. The main recommendations are around continuity of care and carer, working in multi-disciplinary teams with obstetricians and the development of community hubs. NHS Highland has been selected as an Early Adopter Board (EAB) and this will entail significant changes to the way some midwives work over the next five years. Implementing continuity of carer will involve more midwives caseload holding and working from community settings with skills that stretch across acute maternity care and community. Any new programme of midwifery education should reflect this philosophical policy shift in the provision of maternity and midwifery services.</p> <p>Scottish Government (2017) <i>The Best Start: A five-year forward plan for maternity and neonatal care in Scotland</i>. Edinburgh: Scottish Government</p>				
15a	Funding stream					
		Indicate how the programme will be funded. For example, through RAM funding and student fees; through student fees only (including any international student fees); full cost recovery; commercial venture.				
		This is still being discussed with Scottish Government, NHS Education for Scotland, the Scottish Funding Council and NHS Highland and Western Isles.				
15b	Projected student numbers					
		Indicate in the table below the expected total student intake in the first five years. Include a commentary on the basis for projections and what assumptions have been made. Note that student numbers should be shown as Full-Time Equivalent (FTE) so, if part-time provision is planned, you will need to calculate this.				
		2014-15	2015-16	2016-2017	2017-2018	2018-2019
SCQF Level 7	FT					
	PT					
SCQF Level 8	FT					
	PT					
SCQF Level 9	FT					
	PT					
SCQF Level 10	FT					20

	PT					
SCQF Level 11	FT					20
	PT					
Total FTE						20

16	MAC calculation
	MAC calculation (click here for guidance and example)
	(Please enter text here)
17	Marketing and promotion
	Describe the target markets for the programme, as defined against UHI market segmentation. Give summary of marketing activity (historic and current). For further information, click here . Outline marketing plan and costings. This may be provided as a separate Marketing Plan – template available by clicking here .
	An initial meeting has taken place in March between the programme team and Margaret Antonson. As a result of this meeting a University landing page has been drafted. A landing page is now available: https://www.uhi.ac.uk/en/studying-at-uhi/nursing/midwifery/
18	Student engagement and representation
	Outline how students engage with, and give feedback on, the programme and how this is acted upon.
	NES audit and UHI Evaluation is planned.
19	Learning resources
	This may include details of: the physical resources at each academic partner contributing to the programme, including any specialist resources; video-conference resources and accessibility; overview of library and e-library provision; virtual learning environment; social networking resources; other learning resources. This may be represented by the inclusion of a CD / DVD of facilities / resources (or a presentation).
	We have begun to work with LIS and EDU to develop the learning resources needed for the programme commencing in January 2019. Indicative Library Resources are included in the respective CUR03 forms with core and recommended resources for individual modules within the programme.
20	Staffing (academic and support)
	Summary details of academic staff, management, administrative, technical and support staff. Staff CVs to be appended as separate document. For the UHI Staff CV template, click here .
	(Please enter text here) These will be submitted at the approval event
21	Staff development activity and plans
	Current staff development activity and future plans (linked to UHI and Faculty plans).
	The staff who are Registered Midwives/ Registered Midwife Teachers will continue to access opportunities to maintain current registration with the NMC and revalidate as necessary. Staff will require dedicated resources to enhance their existing skills in order to ensure

	students have access to cutting-edge materials for learning and assessment including digital technology.
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Appendix 1 – please complete form

Entry requirements for postgraduate programmes

Academic year (please insert the year in which the information below applies)		2018/2019	
Course code:	B720	Course title:	Pre-Registration Shortened Midwifery- PG Diploma

General statement for all programmes

‘Prospective students who hold other equivalent qualifications and / or relevant experience are encouraged to apply and will be considered on an individual basis.’

1. Entry requirements for Entry to Pre-Registration Shortened Midwifery Programme-PG Diploma

General
First Degree (or equivalent)
Registered Adult Nurse –live on NMC Register
Experience as an adult nurse
Enhanced PVG <u>Disclosure and Occupational Health clearance</u>

Additional information

Please include additional information if applicable.

For example, interview required / bridging programme may be available / required, depending on qualification / outcome of interview / test.

All applications will be reviewed. Applications meeting the entry requirements will be examined and ranked based on a review including personal statements, academic attainment and references. Successful Applicants will be invited to interview. Applicants will be interviewed by a panel including University midwifery staff and NHS midwives. As per NMC requirements there will be user involvement in the application process. A five minute presentation will be given by the applicant. Their performance at Interview will also be scored and if successful applicants will be offered a place in October 2018 for the January 2019 Programme.