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Health Education and
Improvement Wales (HEIW)

Nursing and Midwifery Student Support Guidance during COVID-19 Outbreak

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Contents

Purpose of this guidance.....	3
Introduction	4
Students in their first year of the undergraduate programme	5
Overview	5
What this means for your education programme?	5
Will this have a financial impact on students?	5
Part Time Employed Nursing Students.....	6
Will I still get my next bursary or student loan payment?	6
What action do students need to take?	6
Students in the second year or the first six months of their final year of their undergraduate programme and postgraduate pre-registration students not in the last 6 months of their programme	7
Overview	7
What does this mean for your education programme?	7
Will this have a financial impact on students?	8
Will I still get my next bursary or student finance payment?	8
Can I still apply for my bursary or student finance?	8
What action do students need to take?	9
Students in their final six months of the third year of their undergraduate programme	10
Overview	10
Revised programme structure	10
COVID-19 Emergency temporary register	11
What does this mean for your education programme?	12
Will this have a financial impact on students?	12
For those students who have opted to fund their studies with a student loan or have a top-up student loan?	12
Will I still get my next student bursary or student finance payment?	12
What action do students need to take?	13
Student health and wellbeing during the emergency period	13
Looking after yourself and others	13
Staff wellbeing and support – employers’ duty of care	13
Frequently asked questions.....	15
Terms and conditions	17

Student Support guidance during COVID-19 Outbreak

Deployment	18
Your health and wellbeing	19
Where can I get more information?	20
Annex A - Glossary	21
Annex B – Student opt-in and allocation process	22

Purpose of this guidance

The COVID-19 pandemic means we are in unprecedented times with significant pressures being placed upon our health and care services.

This guidance document is aimed at providing information to nursing and midwifery students on what this means for them during this time.

The guidance is focused on how students can support the health and care system during this time of emergency and as this is a fast-changing and emerging situation, advice may be subject to further development.

However, this guidance should be used in conjunction with advice and guidance from both students' higher education institutions and the Nursing and Midwifery Council (NMC).

The resources contained in this guide aim to answer questions you may have about what this may mean for you and to support your decision-making during this emergency situation.

Introduction

We have heard from many of you asking how you can support services during this time and in response we have worked collaboratively with NMC, Royal Colleges, Council of Deans of Health, Government departments of the four nations and staff side representatives to consider how best to support you to use the skills and expertise you have in the safest possible way.

It is important that we recognise the different experience and skills of students depending on the point of their journey through their studies. This guide therefore provides:

- A summary of the position and options for students in:
 - **the first year of their undergraduate programme**
 - **the second year or early stages of their third year of undergraduate programme and postgraduate students**
 - **the last 6 months of their third-year undergraduate programme.**
- A set of more general frequently asked questions providing further information to support students during this time.

Students in their first year of the undergraduate programme

Overview

Students in year one will continue with their studies and remain on their programme. However, the nature of the programme will be adapted so that students will see their academic studies continue but their clinical placement time will be paused.

As now, you may volunteer or undertake paid work within a healthcare setting while maintaining your academic study. In line with current guidelines, volunteering or paid work will not necessarily be counted towards practice hours and experience. You will be providing much needed support to health and social care services.

In addition, you will most likely enhance your skills and competencies as a result of the work experience to enhance your performance in your subsequent placements.

What this means for your education programme?

As set out above, you will continue to undertake your academic studies in line with the current programme via the distance/online learning approaches agreed with your university. However, due to the pause on clinical placements you may not be able to complete the usual level of practice hours in your first year, but you should not be concerned about this.

The NMC will work closely with your university (or other approved education institution) to assess what this means for students and how they can be supported to reach the required number of practice hours across the remaining period of their course.

Will this have a financial impact on students?

Students in receipt of the NHS Bursary

NHS bursary will continue to be paid during the period. Eligible students should continue to apply for payments through the NHS Student Awards Service in the same way as they do now.

It is possible that you may be required to undertake additional time later in the programme to catch up on missed placement hours. You will be supported by an extension of the bursary during this time.

Students who have opted to fund their studies with a student loan or have a top up student loan

The Student Finance Wales have issued the following guidance which will continue to be updated at <https://www.studentfinancewales.co.uk/>

Part Time Employed Nursing Students

HEIW will continue to provide financial support to your employer to backfill your time allowing you to continue with your part time studies. Your employer and university will inform us if you have been required to suspend your studies during the COVID-19 pandemic.

Once you resume your studies the funding to the employer will recommence. This should not impact upon students financially who are part time as you will continue to be paid as usual by your employer.

Will I still get my next bursary or student loan payment?

For Bursary Funded Students

Your bursary payments will be maintained and therefore you will receive your payments as described in your award offer communication.

For those students who have opted to fund their studies with a student loan or top up loan

Student Finance Wales has confirmed that students will receive their scheduled or next instalment of their maintenance loan at the planned start of their summer term, regardless of whether their university or provider has made alternative arrangements for teaching.

If you're studying at the moment or you'll be starting a full-time, undergraduate course after 1 August 2020, you can apply online for student finance as normal.

Pre-registration postgraduate and part-time, undergraduate student finance applications for academic year 2020 to 2021 are scheduled to launch in June. If this changes, we'll let you know through our social media channels.

What action do students need to take?

You do not need to take any direct action at this stage. Your university will be in contact to explain how your academic studies will be delivered during this time and will be available to answer any questions or concerns through existing pastoral support routes. If you do wish to volunteer or undertake work, and you have not already arranged this, your university will be able to provide your details, with your consent to the NHS who will contact you directly.

Students in the second year or the first six months of their final year of their undergraduate programme and postgraduate pre-registration students not in the last 6 months of their programme

Overview

Given the significant pressures on the system and the need to ensure that front line services are fully supported it is not possible to continue to provide the current programme for students in these years of study.

You are invited to opt-in to an arrangement where you spend 80 percent of time in clinical practice, which would be remunerated (and will count towards practice hours as it will be part of your programme), and 20 percent in academic study during this emergency period.

If you do not feel able to opt-in to this arrangement you will be supported by your university to consider the options available to you including a period of authorised absence or a suspension of studies, or if available, an alternative academic pathway.

Please note that a suspension of your studies will lead to a suspension of the bursary until you re-join the programme.

Revised programme structure

You will be asked to opt into an arrangement, whereby you spend no more than 80% of your time in clinical practice and 20% in academic study.

This will offer a continuing opportunity for learning and a support mechanism and link to your university.

It will not be possible for students to be supernumerary whilst in clinical practice during this temporary emergency situation, but you will be supervised and work within an appropriate delegation framework.

The exact nature of the role to be undertaken and the level of supervision will be agreed between you and the organisation in which you will be working.

What does this mean for your education programme?

Your university will continue to provide support to you and will offer ways of maintaining contact when you are in clinical practice. Your time in clinical practice can be used to support achievement of required practice hours.

Practice Education Facilitators (or equivalent roles) will also provide a network of support to students who are working in practice.

However, given the significant change in time spent in clinical practice consideration will need to be given to how students can be supported to meet the academic course requirements.

The NMC will work closely with HEIW, the Council of Deans for Health and universities to assess what this means for students and how they can be supported to achieve the course requirements including clinical competences and academic attainment across the remaining period of their studies.

Will this have a financial impact on students?

Whilst in clinical practice you will be paid in line with the terms and conditions of the organisation in which you working and national guidelines (e.g. Agenda for Change).

As set out above, specific roles will be agreed with individuals, and it is expected this will be remunerated at Agenda for Change Band 3.

NHS bursary payments will continue to be paid during the period. Eligible students should continue to apply for payments through the NHS Student Awards Service in the same way as they do now.

For those students who have opted to fund their studies with a student loan Student Finance Wales has issued the following guidance which will continue to be updated at <https://www.studentfinancewales.co.uk/>.

Student Finance Wales is continuing to support students, universities and colleges and we will be providing further relevant updates here.

Will I still get my next bursary or student finance payment?

Your bursary payments will be maintained and therefore you will receive your payments as described in your award offer communication.

Student Finance Wales have confirmed that students will receive their scheduled or next instalment of their maintenance loan at the planned start of their summer term, regardless of whether their university or provider has made alternative arrangements for teaching.

Can I still apply for my bursary or student finance?

Yes. You can apply for your bursary in the normal timescales.

For those students who have opted to fund their studies with a student loan or have a top up student loan.

If you're studying at the moment or you'll be starting a full-time, undergraduate course after 1 August 2020, you can apply online for student finance as normal.

Pre-registration postgraduate and part-time, undergraduate student finance applications for academic year 2020 to 2021 are scheduled to launch in June. If this changes, we'll let you know through our social media channels.

What action do students need to take?

Your university will be in touch with you to discuss the revised programme delivery model and what it means for you:

- If you decide to opt in to work in clinical practice, your university will work with you to identify your preferences. This information will then be provided to the NHS who will identify an appropriate organisation for you to work in.

You will continue to wear your student uniform when you are working in practice.

- This organisation will then be in touch with you to discuss your deployment in more detail and answer your questions. NHS Wales Shared Services will also contact you regarding your employment arrangements.
- If you decide you do not want to work in clinical practice, your university will discuss alternative options with you including a period of authorised absence or a suspension of studies, or if available, an alternative academic pathway.
- Your University will inform you where you have been placed.

Students in their final six months of the third year of their undergraduate programme

Overview

Given the significant pressures on the system and the need to ensure that front line services are fully supported it is not possible to continue to provide the current programme for students in these years of study. You do not need to be concerned about this.

The NMC have put actions into place to expand the nursing and midwifery workforce and have changed the nature of the programme for undergraduate nursing and midwifery students so that you can opt to undertake your final six months of your programme as a clinical placement.

If you do not feel able to opt-in to this arrangement you will be supported by your university to consider the options available to you including a period of authorised absence or a suspension of studies, or if available, an alternative academic pathway.

Revised programme structure

You will be asked to opt into an arrangement whereby you move into clinical practice during this emergency period.

It will not be possible for students to be supernumerary during their time in clinical practice during this temporary emergency situation, but you will receive appropriate support and supervision within an appropriate delegation framework.

The exact nature of the role to be undertaken and the level of supervision will be agreed between each student and the organisation in which they will be working. In the majority of cases, we will seek to place students on a clinical placement within an organisation where they have worked previously.

The hours you work will contribute to your overall programme to recognise the valuable contribution you are making and can offer to health and care delivery in these challenging times. It is expected that students in the final 6 months of their third year will be remunerated on Agenda for Change Band 4.

Those students having already commenced their final placement can opt-in to the new arrangements.

It is recognised that you will need to be supported and supervised clinically during such deployment to develop your confidence. This support will be offered as an extension to the pastoral care and clinical support currently offered by your university. This will build on the already close partnership working established between universities and local employers.

COVID-19 Emergency temporary register

The Nursing and Midwifery Council have also established a COVID-19 emergency temporary register. This went live on the 25.03.20.

In the first instance, the COVID-19 emergency temporary register is only open to nursing and midwifery professionals who left the register within the last three years.

The NMC will only consider asking **nursing students** whether they would like to join this emergency temporary register if they believe that this is necessary to further benefit our health services and the people who use them. Further details about this will be made available to students on the NMC website at

<https://www.nmc.org.uk/news/coronavirus/temporary-registration/>

Should the NMC invite **nursing students** to consider entry to the COVID-19 emergency temporary register conditions of practice will apply. These refer to ensuring appropriate levels of direct and indirect supervision by a registered nurse, midwife, or other registered health care professional at any time you are working.

The conditions also ensure that any **nursing student** placed on the register must not carry out any activity in which you have not been assessed as competent and appropriately signed off during your training unless you are supervised by NMC registered nurses, midwives, and other registered health care professionals.

You can access more information here:

<https://www.nmc.org.uk/globalassets/sitedocuments/registration/covid-19-temporary-emergency-registration-policy.pdf>

Note: The NMC are not currently proposing to invite midwifery students to join the temporary register. This is because the newly registered midwife is required to practice with a high level of clinical autonomy, which it was felt could not be expected of students who had not completed their full programme.

While in clinical practice students will be paid in line with the terms and conditions of the organisation in which they are working and national guidelines (e.g. Agenda for Change). As set out above, specific roles will be agreed with individuals with the first 6-8 weeks expected to be at Band 4 moving to Band 5 on joining the temporary register.

To support you in joining the temporary register you would be offered a bespoke package of support to enable you to practice. This would include:

- An induction including all key mandatory training requirements to ensure you are supported to practice safely
- Support to develop skills ordinarily reserved for preceptorship
- More specific guidance, for example, on the management of coronavirus and use of Personal Protective Equipment (PPE)

What does this mean for your education programme?

Universities will continue to provide support for students in the last 6 months of the third year. Students' time in clinical practice can be used to support achievement of required practice hours.

However, given the significant change in time spent in clinical practice, consideration will need to be given to how students can be supported to meet the academic course requirements.

The NMC will work closely with Health Education and Improvement Wales (HEIW), the Council of Deans for Health and universities to assess what this means for students and how they can be supported to achieve the course requirements across the remaining period of their studies.

Will this have a financial impact on students?

As set out above, while in clinical practice students will be paid in line with the terms and conditions of the organisation in which they are working and national guidelines (e.g. Agenda for Change).

NHS bursary payments will continue to be paid during the period. Your bursary payments will be maintained and therefore you will receive your payments as described in your award offer communication.

For those students who have opted to fund their studies with a student loan or have a top-up student loan?

The Student Finance Wales have issued the following guidance which will continue to be updated at <https://www.studentfinancewales.co.uk/>

Student Finance Wales is continuing to support students, universities and colleges and we will be providing further relevant updates here.

Will I still get my next student bursary or student finance payment?

Your bursary payments will be maintained and therefore you will receive your payments as described in your award offer communication.

For those students who have opted to fund their studies with a student loan or have a top up student loan.

Student Finance Wales have confirmed that students will receive their scheduled or next instalment of their maintenance loan at the planned start of their summer term, regardless of whether their university or provider has made alternative arrangements for teaching.

What action do students need to take?

If you decide to opt in to the NMC revised programme in clinical practice, your university will work with you to identify your preferences. This information will then be provided to the NHS who will identify an appropriate organisation for you to undertake your clinical placement/work in. This organisation will then be in touch with you to discuss your deployment in more detail and answer your questions.

Your University will inform you where you have been placed. NHS Wales Shared Services will also contact you regarding your clinical placement employment arrangements.

You will continue to wear your student uniform when you are working in practice.

If you decide you do not want to opt-in to the revised programme, your university will discuss your alternative options with you.

Student health and wellbeing during the emergency period

Looking after yourself and others

Over and above the precautions protecting you from transmission of the coronavirus, it will be crucial over the coming weeks and months that you look after yourselves, reflecting on both your physical and mental health.

Your university will continue to provide pastoral support to you and if you move into clinical practice you will have a line manager who will also provide support.

You can also access the NHS Health and Wellbeing Framework here - <https://www.nhsemployers.org/retention-and-staff-experience/health-and-wellbeing>

Given the increased risks associated with COVID-19 in those with co-morbidity, pregnancy and in the elderly population, we would of course advise against taking up patient-facing clinical work if you belong to these groups. For more information on vulnerable groups please access [here](#)

Staff wellbeing and support – employers' duty of care

Employers have a moral and statutory duty of care to protect employees' health and safety and provide a safe environment in which to work. NHS organisations need to be proactive in protecting employees and supporting them to feel safe and secure in their employment.

It is critical employers support staff by listening to concerns, responding appropriately and reinforcing the need to follow the latest [PHW guidance](#).

Employers have the same duty of care to their staff during a pandemic as in other circumstances and should take steps to safeguard the health and safety of their staff.

NHS organisations must consult with their health and safety leads, public health colleagues, occupational health colleagues and staff unions to develop a local plan to support the workforce.

Trade union safety representatives should also be involved in line with the statutory duty to consult them on matters relating to the health and safety of members they represent.

Employers may want to encourage staff to use their reps as a route for drawing attention to concerns. [PHE's infection prevention and control guidance](#) principles should be applied and reflected in local plans.

During your time in clinical practice you should:

- Have regular breaks to reduce the onset of fatigue and associated risks - additional arrangements may need to be considered by organisations where staff are working longer shifts and/or additional hours - this could involve the repurposing of offices into rest spaces.
- Know where to go to access local support e.g. Occupational Health contacts, employee assistance provider (EAP) information and psychological support - provisions for accessing counselling or other services.
- Have an effective safety induction into new areas where you are being deployed, ensuring you are familiar with emergency procedures, reporting procedures and any equipment you may be asked to use.
- Be supported to raise concerns and seek reassurance/explore and agree solutions with line manager where required.

Frequently asked questions

Do the changes to my student clinical placements in the revised programme options apply to midwifery and all four fields of nursing?

Yes – this applies to all student nurses and midwives. We will work in partnership with universities to place you in an organisation where you have undertaken a clinical placement before with the decision about your role made between you, your university and the local organisation to ensure you feel supported and able to meet the requirements of the role.

What is the COVID-19 emergency temporary register?

The Nursing and Midwifery Council have established a COVID-19 emergency temporary register. This went live on the 25.03.20.

<https://www.nmc.org.uk/news/press-releases/nmc-covid-19-emergency-register-goes-live/>

In the first instance, the COVID-19 emergency temporary register is only open to nursing and midwifery professionals who left the register within the last three years.

However, the next group of people that the NMC consider may be suitable for temporary registration are **nursing students** in the final six months of their NMC approved pre-registration education programmes.

The NMC recognise there may be **nursing students** in their final six months who are suitably experienced to be registered on the COVID-19 emergency temporary during this emergency period, provided their temporary registration is subject to proposed 'conditions of practice.'

As with the permanent register, your registration will be listed on the NMC website.

What does it mean when it says that temporary registration has conditions of practice?

The NMC proposed conditions of practice for nursing students going onto the Covid-19 temporary register make clear that:

- *You must ensure that you are supervised any time you are working. Your supervision must consist of working at all times with, but not always directly observed by, a registered healthcare professional, who is not on a temporary register.*
- *You must not carry out any activity in which you have not been assessed as competent and have been appropriately signed off during your training unless supervised by a band 6 nurse/midwife or above (except in life threatening emergencies).*

In the event that **nursing students** are invited to join the temporary register, the NMC will ask AEs to exclude any student who is in a local fitness to practise process, who has any outstanding failed assessments, or for whom the university would not sign a health and good character statement.

Nursing students who choose to join the temporary register instead of completing their pre-registration programmes in an extended clinical placement will not be automatically admitted onto the full register at the end of the emergency period.

In each case, the university would need to work with the **nursing student** who opted to join the temporary register to see if their practice hours could be counted towards their programme.

Will I have to pay to join the COVID-19 emergency temporary register?

No – there will be no fee to join the temporary register.

What will I be expected to do?

We acknowledge that you may be anxious about changes within your role especially in these unprecedented circumstances. Please be assured that there is no expectation that you will work outside of your skills or capabilities. Where you are a temporarily registered with the NMC up-to-date information can be accessed here about the code of practice and other professional standards.

How will indemnity work?

Arrangements are in place to indemnify healthcare workers for the NHS work they already do, through state indemnity schemes operated by NWSSP Legal & Risk Services on behalf of the Welsh Government. During a pandemic, existing indemnity arrangements will continue.

The Welsh Risk Pool will cover student nurses and midwives working for NHS Health Boards/Trusts and will cover student nurses and midwives who work for general practices undertaking normal NHS contracted work.

These arrangements should cover all healthcare workers for the vast majority of NHS services. However, we recognise that there will be a need for changes to working arrangements during this emergency period. We do not want indemnity to be a barrier to such changes.

The Government is therefore planning to introduce additional indemnity coverage for clinical negligence liabilities that may arise when healthcare workers and others are working as part of the COVID-19 response, or undertaking NHS work to backfill others, in the event that existing arrangements do not cover a particular activity.

Further information regarding indemnity is available on NWSSP's website:
<http://www.nwssp.wales.nhs.uk/welsh-risk-pool>

What happens if someone raises a complaint about me to the regulator?

The Royal College of Nursing has confirmed that if its student or retired members enter on to an emergency register at the NMC during the crisis, and if they need legal representation for employment or regulatory issues arising from their time on those registers, the RCN or other union body will provide that representation even if their membership status remains that of student or retiree.

Accordingly, there should be no barrier to them taking on new duties without any need to inform the RCN or other union representative, and they can be confident that we will provide them with the same support as if they had a full membership. It should also be noted that where a concern is raised about a temporarily registered professional, the NMC will always consider the specific facts of the case, taking into account the factors relevant to the context and environment in which the professional is working.

The NMC will also take account of any relevant information about resources, guidelines, or protocols in place at the time. To seek advice or to discuss what being on the temporary register may mean for you can contact the NMC directly via <https://www.nmc.org.uk/contact-us/>

Terms and conditions

Will I get paid and how will this be agreed?

Yes, you will be remunerated for any work you do in a way that reflects the responsibilities you undertake. This will be discussed with you at the point you commence work.

It is expected that year 2 students, year 3 students in their first 6 months and postgraduate pre-registration students not in the last 6 months of their programme will be remunerated on Agenda for Change Band 3.

Students who opt to undertake their final six months of the programme as a clinical placement will be remunerated on Agenda for Change Band 4.

Students who in due course the NMC may invite to join the COVID-19 emergency temporary register, will be paid in line with the terms and conditions of the organisation in which they are working and national guidelines (e.g. Agenda for Change). As set out above, specific roles will be agreed with individuals with the first 6-8 weeks likely to be at Band 4 moving to Band 5 on joining the temporary register.

Will I have a contract?

You will have a contract that reflects all the working hour protections, pay arrangements and annual leave entitlement of the organisation into which you are deployed. National terms and conditions for NHS staff can be found on the NHS Employers website - <https://www.nhsemployers.org/>

How many hours can I work?

Your working hours and pattern will be agreed between you and the organisation in which you have decided to work. This agreement will take into account working time regulations and expectations that sufficient rest time is provided.

Will I join the NHS Pension scheme?

If you hold a contract of employment with an NHS employer and are on payroll, then you will be automatically enrolled into the NHS Pension Scheme upon starting your NHS employment.

Joining the NHS Pension Scheme allows you to get a head start on saving for retirement which you can continue throughout a future career in the NHS. Membership also provides valuable life assurance benefits whilst working for the NHS.

The pension scheme is contributory, which means that all members and their employers pay into the scheme each month. However, membership of the pension scheme is voluntary, and you can decide to opt-out at any time. If you opt-out within the first pay period after starting NHS employment, you will be treated as having never joined and your contributions are refunded. Your temporary employer will be able to help you with this.

Deployment

Where can I work?

Where possible, you will be offered work at an organisation where you have undertaken a clinical placement before.

There might be rare occasions where we would ask if you would consider moving to a different area to cover local needs, but this will be in accordance with your identified knowledge, skills and competencies and will be discussed with you beforehand. Any such decisions will also take into account wider government advice on limiting travel.

I have children – do I qualify as a key worker?

Welsh Government's Department of Health and Social Services has confirmed that students undertaking clinical healthcare courses are contributing to the national COVID-19 response and can confirm that these students are able to self-identify as key workers. If you require any evidence to support discussions with your school or childcare provider this can be obtained from your university

What training and support will I receive before I am deployed?

You will be provided with training prior to commencing in your role. This will involve an induction appropriate to your needs and to enable you to practice safely including:

- Statutory and mandatory training
- Local Induction
- Specific guidance associated with the unprecedented situation i.e. the management of coronavirus and use of Personal Protective Equipment (PPE).

What if I decide I can no longer work?

As set out in this guide opting in to work in clinical practice is voluntary. If at any time you feel unable to continue to work, you should speak to your employer and university link who can support you.

Your health and wellbeing

What if I'm concerned about my health, I'm pregnant, immunosuppressed, have health problems or am a primary carer?

Given the increased risks associated with COVID-19 in these vulnerable groups we would of course advise against taking up patient-facing clinical work if you belong to this group and are at increased risk of severe illness from coronavirus (COVID-19).

For more information on vulnerable groups please access [here](#).

There are a range of opportunities you may wish to consider in non-patient facing roles that may be more suited and these can be discussed in more detail as part of your bespoke offer.

What if I become ill when I am working or concerned that I may have coronavirus?

If you become ill while working, local policy and national guidance must be followed to ensure your safety and the safety of others.

You should immediately inform your line manager and withdraw from work. If you have concerns regarding COVID-19 please follow national guidance which you can access via [NHS111](#).

Where can I get more information?

For further information, advice or support the following may be of interest:

- [NHS111 coronavirus guidance](#)
- [NMC information for students:](#)
<https://www.nmc.org.uk/news/coronavirus/information-for-students-and-educators/>
[NMC joint Statement from Chief Executives of Statutory regulators of Health and Care Professionals](#)
- [Royal College of Midwives – Coronavirus – what you need to know](#)
- [RCN publication of UK coronavirus action Plan](#)
- [Council of Deans for Health – Response to Coronavirus - News Releases](#)
- [Unison: your rights at work \(coronavirus\)](#)
- [National Care Forum – Coronavirus Resources](#)
- [Public Health Wales – Coronavirus Resources](#)
- [NHS Employers guidance \(include hyperlink\)](#)
- [Student Finance Wales guidance https://www.studentfinancewales.co.uk](https://www.studentfinancewales.co.uk)

Annex A - Glossary

Agenda for Change	National system for pay and terms & conditions for all NHS staff, with the exception of doctors, dentists and most senior managers.
Approved Education Institutions	Bodies approved by the NMC to offer educational programmes for nurses, midwives and nursing associates (England only).
Council of Deans of Health	Represents the UK's university faculties providing education and research for nurses, midwives and allied health professionals.
Employee assistance	An employee benefit offered by employers and intended to help employees deal with personal problems that might adversely impact their work performance, health and well-being.
Learning Support Fund	A programme of financial support for students to assist with the costs of dependent children, travel & accommodation and financial hardship.
NHS Wales Shared Services Partnership (NWSSP) Student Awards Service	Responsible for assessing applications to the Learning Support Fund and making payments to eligible pre-registration students.
Nursing and Midwifery Council (NMC)	The professional regulator of nurses and midwives in the UK, and nursing associates in England. Ensures these professionals have the knowledge and skills to deliver consistent, quality care that keeps people safe.
Preceptorship	the period in which newly registered practitioners are guided in their transition from a student and support to develop their practice further.
Statutory and mandatory training	Training for staff that is required by law or a compulsory requirement of the organisation to ensure safe and effective care.
Supernumerary	Students must be considered 'supernumerary', meaning that they are not counted as part of the staffing required for safe and effective care in that setting. This ensures that students can be supported to learn and practice skills safely.
Supervision	Supervision of student nurses and midwives in practice learning environments by registered nurses to ensure that students can meet the relevant learning outcomes whilst ensuring public protection.
COVID-19 temporary emergency register	This is a new part of the NMC register, established by emergency legislation, to which nurses whose registration recently lapsed may be admitted. Nursing students in their final 6-months of study may also be considered for the temporary register given specific conditions of practice.

Annex B – Student opt-in and allocation process

Applies to all students in the second year or the first six months of their final year of their undergraduate programme, postgraduate pre-registration students not in the last 6 months of their programme, and students in the final 6 months of their programme

