

MIDWIFERY ONGOING RECORD OF ACHIEVEMENT

Frequently asked questions

January 2020

**Midwifery
Practice
Assessment
Collaboration**

The MORA is the Midwifery Ongoing Record of Achievement, created in collaboration with members of the Midwifery Practice Assessment Collaboration (MPAC). The MPAC includes all NMC approved education institutions that deliver pre-registration midwifery education in England and Northern Ireland.

There were some great names suggested for the document, but as the NMC standards of proficiency for midwives require students to record achievement of proficiency in an ongoing record of achievement, it made sense to call the document this so that it was clear where proficiencies were recorded and universities didn't need to develop a separate document.

At the beginning of the project we worked on a separate document for each year, however as the NMC standards of proficiency for midwives (2019) no longer have specific skills for progression points as in the previous standards, this became problematic. In order to allow for local flexibility, we decided to present the standards of proficiency as outcome statements that must be met by the end of the student's programme.

We would suggest that students using printed copies of the MORA use free scanning apps or their camera on their mobile devices to scan pages as they are completed to keep an electronic record. Academic Assessors could also scan the assessment pages and end of year summary page to create electronic copies.

A: The MORA has been designed in partnership with representatives from the universities across the regions therefore it should meet the requirements of NMC approved midwifery programmes. There can be some variation for example, the number of Practice Assessor reviews, academic level criteria and rubrics and the inclusion of practice hour records. A set

The MORA is designed using the NMC (2018) standards for student supervision and assessment to enable students to collate evidence in support of achieving the required standards of proficiency and the EU directive requirements. It is also mapped to the Unicef BFI UK standards for universities (2019).

Students record practice episodes to demonstrate that they meet the EU requirements for the number of activities they undertake whilst they are in practice. These records are also mapped to the NMC proficiencies to provide evidence of the clinical activities and skills that they complete. Students work with Practice Supervisors who verify their practice episode records and also confirm when a proficiency is met. Practice Supervisors are required to provide regular structured feedback to students, using defined criteria and to seek feedback from women and their families; this is designed to be an ongoing and continuous process.

Students are allocated a Practice Assessor for either the whole academic year (which is ideal, if possible) or for a placement or series of placements. Students meet with their Practice Assessor at the beginning of the year and at regular points throughout it to assess progress and review feedback from other practitioners (formative assessment). The summative assessment takes place at the end of the year or part of the programme and takes the form of a structured discussion against defined criteria appropriate for the academic level, and a review of the evidence presented within the MORA. If concerns are raised at any point, the Academic Assessor should be contacted. There is an assessment planner that students should complete with the practice nominated person to plan for the Practice Assessor meetings.

Students are allocated a different Academic Assessor for each year or part of their programme who will have an understanding of their achievements in theory and practice and will confirm, in partnership with the Practice Assessor, student progression. The MORA is designed to be the communication tool between Practice Supervisors, Practice Assessors and the Academic Assessor. There is no requirement for tripartite meetings, however this may be appropriate in certain situations.

The practice nominated person is the individual who co-ordinates placements and supports students during practice learning. The NMC (2018) standards require there to be a nominated person for each practice setting to actively support students and address student concerns (1.4). As the titles of people in these roles is so variable, we have decided to use the term practice nominated person throughout the document. Job titles of the practice nominated person might include: Clinical Placement Facilitator, Practice Education Facilitator, Placement Manager, Practice Development Midwife or the role might be undertaken by other members of a practice education team.

This is guidance only and is aimed to help students think about the purpose of what they are recording and how it is evidence of their clinical skills and knowledge development. A similar table is used in the current pan London document and students have said that they find it a helpful guide.

There is no agreement on how many systematic examinations should be undertaken to ensure proficiency and therefore a particular number has not been suggested. Although 20 records have been included, the individual AEI can make a judgement about this and prepare students and practice staff accordingly. Additional record pages can be included if required.

There have been queries about whether the standards of proficiency include systematic examination of the newborn, so we sought clarification from the NMC and received this response:

The student will be required to undertake the systematic newborn examination according to local and national policy, which will be included in their theoretical and clinical instruction. The MORA enables students to evidence that they have had the relevant experience and practised under the supervision of a practitioner qualified to undertake the examination. The full details of the examination will be entered into the newborn infant's medical record according to local policy.

The NMC standards for student supervision and assessment do not stipulate specific preparation for Practice Supervisors and state that all students on an NMC approved programme can be supervised in practice by NMC registered nurses, midwives, nursing