

# Student Support guidance for Scotland during COVID- 19 Outbreak: medical, nursing and midwifery

This guidance has been endorsed for use in Scotland by the Chief Medical Officer, the Chief Nursing Officer, the Scottish Terms and Conditions Committee, the Nursing and Midwifery Council, and the General Medical Council. It is based on NHS England national guidance.

Version number	Date	Changes
V1.0	1 April 2020	Approved version

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## 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 medical, nursing and midwifery students and recent graduates on what this means for them during this time should they wish to participate in supporting NHS Scotland's workforce.

Students and recent graduates are not required to take up these roles, and it is the individual choice of each whether they wish to do so. Students and graduates who do not take up these roles will not be adversely affected.

The guidance is focused on how students and recent graduates 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, these principles should be used in conjunction with advice and guidance from both students' higher education institutions and, as the case may be, the Nursing and Midwifery Council (NMC), British Medical Association (BMA) and General Medical Council (GMC).

## Overview

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, GMC, NHS Education Scotland (NES), Medical Schools, the Statutory Education bodies and respective Government departments of the four nations, and staff side representatives to consider how best to support utilisation of your skills and expertise in the safest possible way. This guidance takes into account developments and collaboration across the UK and has been endorsed by the partners listed above.

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 nursing and midwifery students in:
  - the first year of their pre-registration programme;
  - the second year (and third year for 4-year honours students) or early stages of the final year of pre-registration programme and postgraduate students;
  - the last 6 months of their pre-registration programme.
  
- A summary of the position and options for medical students who are in:
  - the first and second years of their undergraduate programme;
  - the third and fourth year of their undergraduate programme (and those in 5<sup>th</sup> year where an intercalated year has been taken);
  - the process of completing their final year and have graduated or are ready to graduate.
  
- A set of more general frequently asked questions aimed at nursing and midwifery students, elements of which may also be of interest to medical students.



## Medical Students

### Overview

We recognise that many students have already let their Universities know of their wish to help where needed to ensure that NHS Scotland's workforce is bolstered at this time of public health emergency. Medical students can offer a considerable contribution to further enhance the numbers of healthcare staff by taking up employment either in interim FY1 (FiY1) roles, or, in other temporary employment roles such as Healthcare Support Worker.

Medical students are not required to take up these roles, and it is the individual choice of each student or graduate to volunteer and decide whether they wish to. Students and graduates who do not take up these roles will not be adversely affected.

Training and induction appropriate to the particular role you will be undertaking will be provided by NES and/ or the Health Board that you will be working for. The NES Foundation School will be responsible for the training and induction for FiY1 posts, however, role specific induction and training will be undertaken at a Board or Unit level and will be the responsibility of the Health Board that you will be working for. For other posts, such as Healthcare Support Worker, induction and training will be provided by the Health Board that you are working for and not NES. Training in the correct use of PPE (personal protective equipment), where required, will be provided by the relevant Health Board you are working for.

Measures are being put in place to ensure that anyone who offers their services has the support they need to be able to practise safely and effectively. We also wish to ensure that Health Boards have the required flexibility to deploy individuals where needed according to local needs and pressures.

The Medical Schools Council has provided a statement of expectation which relates to how medical students can volunteer in the NHS. This applies to students who have not graduated or are not in the process of graduating. Where this refers to Trusts it may also be read as referring to Health Boards. The statement can be found here:

<https://www.medschools.ac.uk/media/2622/statement-of-expectation-medical-student-volunteers-in-the-nhs.pdf>

Further information and guidance for students and graduates regarding FiY1 and other roles, including FAQs, pay, terms and conditions, will be provided shortly.

### Students in the process of completing their final year and have graduated or are ready to graduate

Scotland's medical schools are working collaboratively with Health Boards, NES and the GMC in order facilitate the early provisional registration as doctors of suitable final year medical students once they have graduated, so that they may apply for FiY1 posts in advance of main FY1 posts beginning on August 5<sup>th</sup>.

## V1.0 Scotland student guidance; nursing, midwifery and medical

Taking up a FiY1 is entirely optional and graduates who choose to do this, or are unable to find a suitable post, will not be negatively affected. FiY1 posts are not formal training posts.

NES will firstly match graduates to any FiY1 posts available in the region of their medical school. Where FiY1 posts are unavailable, either because there is more demand than roles available; there are no posts available locally; or because you do not wish to take up a FiY1 role, final year students will have the opportunity to volunteer to support the service in other ways, such as a Healthcare Support Worker (AfC Band 4). Skills and resource will, however, be matched by individual Health Boards according to local needs and pressures.

A Joint Statement on a UK wide approach to final year students was issued from the UK Health Departments, the GMC, Health Education England, NHS Education for Scotland, Health Education and Improvement Wales, the Northern Ireland Medical and Dental Training Agency and the Medical Schools Council. The joint statement provides further information for final year students and can be found in full on the NES website here:

[https://www.scotlanddeanery.nhs.scot/media/368934/joint-statement-5th-year-medical-students\\_0.pdf](https://www.scotlanddeanery.nhs.scot/media/368934/joint-statement-5th-year-medical-students_0.pdf)

NES is responsible for recruiting FiY1 posts and will also be the employer. To apply for FiY1 posts, you must first have successfully graduated. Not all medical schools will be able to graduate medical students within the same timeframe. Medical schools will communicate their graduation plans directly with their students. Once graduated, you will then need to obtain provisional registration with the GMC. The GMC will contact students directly in early April with details of how to apply for registration.

Whilst awaiting confirmation of your provisional registration from the GMC, you should commence your application for an FiY1 post via the portal managed by UK Foundation Programme Office, available at <https://poll.hee.nhs.uk/s/Covid19FRS/>. Any queries on how to complete your application can be addressed to [helpdesk@foundationprogramme.nhs.uk](mailto:helpdesk@foundationprogramme.nhs.uk). Where it is not possible to match you to an available FiY1 post, the Scottish Foundation School be in touch to ask if you wish to be considered for a Healthcare Support Worker role.

Please note if you are an international student and currently a Tier 4 visa holder, you will be able to commence in an FiY1 post as soon as possible, providing your new Tier 4 visa application for postgraduate training is in progress.

NES is also responsible for recruiting healthcare posts across NHS Scotland to enable speedy deployment and employment at this time, including Healthcare Support Worker roles. Should you instead prefer to apply for these roles, instead of an FiY1 role, please apply via the NES Health and Social Care COVID-19 Accelerated Recruitment Portal here: <https://careers.nhs.scot/coronavirus-covid-19-recruitment/>. You will be asked to provide information on your location, sector, skills and experience.

Further guidance for graduates regarding FiY1 and other roles, including FAQs, pay, terms and conditions, will be provided shortly.

### Students in the third or fourth year of their undergraduate programme (or 5<sup>th</sup> year where an intercalated year has been taken)

Students in the third and fourth years of their undergraduate programmes, or fifth year where an intercalated year has been taken, may be able to take up temporary employment, where this does not interfere with their studies. **The priority will however be to ensure that students continue with their undergraduate programme. Students must therefore seek the endorsement of their medical school to take up any temporary employment.**

Third and fourth year medical students may be able to be temporarily employed as Healthcare Support Workers. Skills and resource will, however, be matched by individual Health Boards according to local needs and pressures. If you are employed in this capacity, you will not be asked to undertake any activity beyond your level of competence.

Temporary employment as a Healthcare Support Worker, or in any other role, is not part of your formal medical training. You may, however, learn new skills and improve on existing skills.

The Medical Schools Council has issued a Statement of Expectation noting how medical students may be able to volunteer at this time, which includes sources of support and advice to students, and is available here:

<https://www.medschools.ac.uk/media/2622/statement-of-expectation-medical-student-volunteers-in-the-nhs.pdf>

NES is responsible for recruiting healthcare posts across NHS Scotland to enable speedy employment and deployment at this time. Should you wish to apply for temporary employment, please provide your expression of interest via the NES Health and Social Care COVID-19 Accelerated Recruitment Portal here: <https://careers.nhs.scot/coronavirus-covid-19-recruitment/> You will be asked to provide information on your location, sector, skills and experience.

Further guidance for students on taking up temporary employment, including FAQs, pay, terms and conditions, will be provided shortly.

### Students in first and second years of their undergraduate programme

First and second year medical students may also wish to undertake temporary contracted employment to support the service where this does not interfere with their studies. **The priority will however be to ensure that students continue with their undergraduate programme. Students must therefore seek the endorsement of their medical school to take up any temporary employment.**

Temporary employment in any role is not part of your formal medical training. You may, however, learn new skills and improve on existing skills. If you are employed, you will not be asked to undertake any activity beyond your level of competence.

The Medical Schools Council has issued a Statement of Expectation noting how medical students may be able to volunteer at this time, which includes sources of support and advice to students, and is available here:

<https://www.medschools.ac.uk/media/2622/statement-of-expectation-medical-student-volunteers-in-the-nhs.pdf>

NES is responsible for recruiting healthcare posts across all NHS Scotland to enable speedy employment and deployment at this time. Should you wish to apply for temporary employment, please provide your expression of interest via the NES Health and social Care COVID-19 Accelerated Recruitment Portal here: <https://careers.nhs.scot/coronavirus-covid-19-recruitment/> You will be asked to provide information on your location, sector, skills and experience.

Further guidance for students on taking up temporary employment, including FAQs, pay, terms and conditions, will be provided shortly.



## Nursing and Midwifery students in their first year of pre-registration programmes

### 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.

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 be counted towards practice hours and experience.

### 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 their 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 the Council of Deans of Health and your university 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, and to achieve the required academic and practice competencies within the original timeframe of your degree. Where this requires ongoing changes to the structure of programmes, NHS Education for Scotland, on behalf of the Chief Nurse, will monitor the impact at universities to ensure that outcomes are achieved. Each university will have its own arrangements as all programmes are different, and your university will answer questions you have on this.

### Will this have a financial impact on students?

As you are remaining on your programme, your financial arrangements will continue as present. If you receive a SAAS bursary, it will continue, including any allowances.

If you take a break in studies, you should discuss this with your university, as continuation of bursary will be dependent on the reasons for the break, under the same conditions as at present.

### 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 outwith your programme, you should register on the NHS portal at <https://www.careers.nhs.scot/coronavirus-covid-19-recruitment/>

## Nursing and Midwifery students **not** in first year, and **not** in the final six months pre-registration programme

### Overview

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

You will be given the option to opt into a revised programme structure as set out below. This is voluntary and if you do not feel able to opt in to this you will be supported by your university to consider the options available to you, including an authorised break in your studies which would be part of your university's existing process around suspension of studies.

### Revised programme delivery

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. The latter offers a continuing opportunity for learning and a support mechanism and link to your university. In the majority of cases, we will seek to place students in the placement that had already been arranged for them, or in 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 will not be possible for students to be supernumerary whilst in clinical practice during this 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. You will be paid the remainder of your bursary as you will be required to continue to study to complete the rest of your course. Bursary allowances as currently paid will continue.

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 the Council of Deans of 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, and within the original timeframe of your degree. Where this requires ongoing changes to the structure of programmes, NHS Education for Scotland, on behalf of the Chief Nurse, will monitor the impact at universities to ensure that outcomes are achieved. Each university will have its own arrangements as all programmes are different, and your university will answer questions you have on this.

If you are unable to undertake clinical practice, and take a break in studies, you should discuss this with your university, as continuation of bursary will be dependent on the reasons for the break, under the same conditions as at present.

#### Will this have a financial impact on students?

While in clinical practice you will be paid in line with the terms and conditions of the organisation in which you are working and national guidelines (e.g. Agenda for Change) in line with a Band 3 role description.

You will not be able to claim travel expenses while employed.

#### 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 placement. This information will then be provided to the NHS who will identify an appropriate organisation for you to work in. This organisation will then be in touch with you to discuss your deployment in more detail and answer your questions.
- You should register on the NHS portal at <https://www.careers.nhs.scot/coronavirus-covid-19-recruitment/>
- If you decide you do not want to work in clinical practice, your university will discuss your alternative options with you including continuation of the academic elements of your programme.

## Nursing and Midwifery students in their final six months of their pre-registration 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.

Students will be given the option to opt in to a revised programme structure as set out below.

This is voluntary and if you do not feel able to opt in to this you will be supported by your university to consider the options available to you which may include continuing with the academic elements of your study through distance learning/online approaches, or an authorised break in your studies. Each university programme is different, and these options should be discussed with the university

### Revised programme delivery

You will be asked to opt in to an arrangement whereby you move in to clinical practice during this emergency period. It will not be possible for students to be supernumerary during their time in clinical practice during this 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 in the placement than had already been arranged for them, or in an organisation where they have previously undertaken a placement. 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 recognised that you will need to be supported and supervised clinically during such deployment to develop your confidence. It is envisaged that support could 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.

This revision of the programme is for all students in the final six months of their programme, and is separate from the temporary register. NHS Education for Scotland and universities will work closely together 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, and within the original timeframe of your degree.

### What does this mean for your education programme?

Universities will continue to provide support to students and the student's time in clinical practice can be used to support achievement of required practice hours. You will be paid the

remainder of your bursary as you will be required to continue to study to complete the rest of your course. Bursary allowances as currently paid will continue.

If you are unable to undertake clinical practice, and take a break in studies, you should discuss this with your university, as continuation of bursary will be dependent on the reasons for the break, under the same conditions as at present.

Given the significant change in time spent in clinical practice, consideration will need to be given as to how students can be supported to meet the academic course requirements. The NMC will work closely with the Council of Deans of Health Scotland 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?

While in clinical practice you will be paid in line with the terms and conditions of the organisation in which you are working and national guidelines (e.g. Agenda for Change) in line with a specifically developed Band 4 role description.

You will not be able to claim travel expenses while employed.

### 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 placement. This information will then be provided to the NHS who will identify an appropriate organisation for you to work in. This organisation will then be in touch with you to discuss your deployment in more detail and answer your questions. You will be able to 'opt out' again at a later stage if necessary via your University.
- If you decide you do not want to work in clinical practice, your university will discuss alternative options with you including continuation of the academic elements of your programme.

## Decisions for opening a temporary register for student nurses<sup>1</sup> in the final six months of their NMC approved programme

Under new legislation, the NMC has emergency powers to establish a Covid-19 temporary register. The second stage of this temporary register may be to establish a specific temporary register for nursing students in the final six months of their programme, which would have specific conditions on practice to ensure appropriate safeguards are in place.

In line with the earlier joint statement the NMC will only consider asking student nurses whether they would like to join this emergency register if we 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. Universities will support you in understanding the choices and options available to you at this time.

For **some** students, if and when the temporary student register opens, and where it is appropriate and there is a service need, there **may** be an opportunity to join the emergency register.

Once the emergency register is opened, after a period of time, and with advice from the HEI and clinical staff, **nursing** students could be transferred to the temporary register. If you choose to join the temporary register you will complete a transitional period as a band 4 then move to band 5 in line with the changing duties of the role.

Student midwives will continue to work in clinical practice, supervised, but will not have the option of entering onto the emergency register because of the autonomous role of the midwife.

To support student nurses who opt to join the temporary register you will be offered a bespoke package of support to enable you to practice. This will 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)

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<sup>1</sup> There is no temporary register for midwifery students.

## 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 can provide further support.

You can also access support specific to healthcare staff at

<https://learn.nes.nhs.scot/28063/coronavirus-covid-19/psychosocial-support-and-wellbeing>

### Staff wellbeing and support – employers' duty of care

Employers have a moral and statutory duty of care to protect employee's health and safety and provide a safe environment 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 that employers support staff by listening to concerns, responding appropriately and reinforcing the need to follow the latest Health Protection Scotland (HPS) guidance at <https://www.hps.scot.nhs.uk/a-to-z-of-topics/covid-19/>

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

HPS 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 including provisions for accessing counselling or other supportive provisions.

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 your line manager where required

## Nursing and Midwifery students: frequently asked questions

### 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. There will be placements in all fields of nursing and all areas of midwifery. Any such decisions will also take into account wider government advice on limiting travel.

#### **Does 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 training and support will I receive before I am deployed?**

You will be provided with training prior to commencing in your role. This will include induction as appropriate to your needs and to enable you to practice safely. This is likely to include:

- 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).

For individuals joining the temporary register, you should also expect to receive a further preceptorship package to support transition from band 4 to band 5.

#### **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 be required to work outside of your skills or capabilities.

#### **I have children – do I qualify as a critical worker?**

Key workers are in posts which ensure that essential services can be delivered and cover tasks within the local community which support the vulnerable and aid community resilience. This may be slightly different in each community to allow the country to address local priorities. Whilst decisions will be taken at the local level, we would expect this to include consideration of health and social care staff. [Further guidance is available at www.gov.scot/publications/coronavirus---school-and-elc-closures-guidance-on-critical-childcare-provision-for-key-workers/](http://www.gov.scot/publications/coronavirus---school-and-elc-closures-guidance-on-critical-childcare-provision-for-key-workers/)



If you require any evidence to support discussions with your school or childcare provider this can be obtained from your university.

### **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.

## 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. This does not apply to year 1 students as you will be continuing with their education programme.

### **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 in to which you are deployed. National terms and conditions for NHS staff can be found on the Scottish Terms and Conditions Committee website ([www.stac.scot.nhs.uk](http://www.stac.scot.nhs.uk))

### **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 account of working time regulations and expectations that sufficient rest time is provided.

### **Will I join the NHS Pension scheme?**

If staff hold a contract of employment with an NHS employer and are on payroll, they will be auto-enrolled into the [SPPA](#). Your temporary employer will be able to help with any questions you have on this.

### **How will indemnity work?**

Arrangements are in place to indemnify healthcare workers for the NHS work they already do, through the national indemnity arrangements via the Clinical Negligence and Other Risks Indemnity Scheme (CNORIS). During a pandemic existing indemnity arrangements will continue. CNORIS will cover student nurses, midwives and medical students working for NHS Boards. 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 (CNORIS or individual arrangements) do not cover a particular activity.

## Temporary registration

### **What is the COVID-19 temporary register?**

The Government is seeking to pass emergency legislation to establish a temporary part of the NMC register. This will allow for final year nursing students in the last six months of their nursing programme to be temporarily registered to practice by the NMC during the period of emergency.

The NMC will only consider asking student nurses whether they would like to join this emergency register if we 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/>

Universities will support you in understanding the choices and options available to you at this time. As with the permanent register, your temporary registration will be listed on the NMC website.

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

The NMC conditions of practice and proposed conditions of practice for nursing students going onto the Covid-19 temporary register state 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 NMC registered nurse, midwife, or other registered health care 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 appropriately signed off during your training unless you are supervised by NMC registered nurses, midwives, and other registered health care professionals who are not on a temporary register (unless a lifesaving intervention is required to avoid sudden and unexpected death).
- These conditions of practice would be published on the temporary register for any nursing student registrant.
- The NMC will also inform students who were opting onto the register that they would be subject to those conditions.

### **Will I have to pay to join the temporary register?**

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

### **Will I be able to transition from the temporary register to the full register if the end of my programme falls during the emergency period?**

In exceptional circumstances – where students are very close to meeting the requirements for full registration, it may be more appropriate for students to complete their studies and apply to the full register route than to join the temporary register.

If you join the temporary register your university will need to decide whether you have met all the outcomes of your programme. In any eventuality they will advise and support you about what you need to do to reach full registration.

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

The royal colleges and trades unions have confirmed that if a nursing student enters on to a temporary 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, their union will provide that representation even if their membership status remains that of student.

Accordingly, there should be no barrier to you taking on new duties and you would not need to inform your union, and you can be confident that royal colleges and trade unions will provide you with the same support as if you 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. Detail on the temporary register can be found on the NMC website <https://www.nmc.org.uk/news/coronavirus/temporary-registration/>

When you are temporarily registered as a Registered Nurse with the NMC up-to-date information can be accessed about the Code of Practice and other professional standards can be found on their website - <https://www.nmc.org.uk/standards/code/>

## Your health and wellbeing

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

Given the increased risks associated with COVID-19 in those with co-morbidity and in the elderly population, we would of course advise against taking up patient-facing clinical work if you belong to this group. There are a range of opportunities you may wish to consider in non-patient facing roles that may be more suitable and these can be discussed in more detail as part of your bespoke offer. For more information on vulnerable groups please access [here](#). Information for pregnant workers can be accessed at [www.rcog.org.uk](http://www.rcog.org.uk) Further advice can be accessed at <https://www.staffgovernance.scot.nhs.uk/coronavirus-covid-19/guidance/>

### **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 NHS Inform at [www.nhsinform.scot/illnesses-and-conditions/infections-and-poisoning/coronavirus-covid-19](http://www.nhsinform.scot/illnesses-and-conditions/infections-and-poisoning/coronavirus-covid-19)

### **Where can I get more information?**

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

- [NHS Inform coronavirus guidance](#)
- [NMC information for students](#)
- [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 coronavirus information](#)
- [Council of Deans for Health – Response to Coronavirus](#)
- [Unison: your rights at work \(coronavirus\)](#)
- [Scottish Terms and Conditions Committee](#)
- [Health Protection Scotland](#)

## Annex A - Glossary

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**Agenda for Change** - national system for pay and terms & conditions for all NHS staff, with the exception of doctors, dentists and most senior managers.

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**Approved Education Institutions** – bodies approved by the NMC to offer educational programmes for nurses, midwives and nursing associates.

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**Council of Deans of Health Scotland** – represents Scotland’s university faculties providing education and research for nurses, midwives and allied health professionals

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**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.

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**Nursing and Midwifery Council** - the professional regulator of nurses and midwives in the UK, and nursing associates in England. Ensure these professionals have the knowledge and skills to deliver consistent, quality care that keeps people safe

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**Preceptorship** – the period in which newly qualified practitioners are guided in their transition from a student and support to develop their practice further.

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**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.

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**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 practise skills safely.

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**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

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**Temporary register** – a new part of the NMC register, established by emergency legislation, to which nurses whose registration recently lapsed and nursing students may be admitted.