



23 February 2023

Test of Competence Social Care webinar

Pilar Alcocer
Contracts Manager Test of Competence
Professional Regulation



Housekeeping



- ❖ We will be recording the session and will send the link out by email after the webinar
- ❖ Attendees are automatically muted
- ❖ Please use the questions box to share feedback and to present your queries – we've allowed some time for Q&As
- ❖ We may not get to all questions, but everything will be reviewed after the session
- ❖ We live-caption our online events to make them more accessible
- ❖ Let us know if you're having technical issues via the questions box
- ❖ Any follow up comments can be sent to TOC@nmc-uk.org

Today's agenda



Timings	Item
14:00 - 14:05	Welcome, introduction to the team and objectives for the session Pilar Alcocer, Contracts Manager Test of Competence, NMC
14:05 - 14:40	Overview of the Test of Competence and support materials Dave Mellor, Director, AlphaPlus
14:40 - 14:50	An outline of the International process and candidate journey Vidhya Sankoorikkal, International Registrations Team Manager, NMC
14:50 - 15:00	Q&A session
15:00 - 15:15	Comfort break
15:15 - 15:45	An overview of the support available at our OSCE test centres Barry Ricketts, Deputy Provision Lead, Oxford Brookes University Michelle Thompson, Test Centre Manager, University of Northampton
15:45 - 15:55	Q&A session
15:55 - 16:00	Summary of the session and closing Pilar Alcocer, Contracts Manager Test of Competence, NMC

Objectives for today's session



- Provide further insight into the way the Test of Competence has been designed and developed, covering both the CBT and the OSCE
- Provide an overview of the various support and preparation materials available and where to find them
- Meet our OSCE delivery partners and hear from them on what good pastoral care and test preparation looks like
- Understand the support available and information available for candidates to maximize their chances of success
- Explore ways to support candidates through greater collaboration

An Introduction to the Test of Competence

AlphaPlus Consultancy Ltd.

23 February 2023



Partnership

We work in partnership with our clients. This is more than a cliché for us: we care about the services we provide and the impact they have on learners. Experience has shown us that the best impact our work can have is when it is undertaken alongside our clients so we make partnership a key feature of our project approach and management method.



Quality

We manage projects effectively and to the highest quality, freeing up experts to concentrate on their specialism, but ensuring that activities are managed to meet expectations. This means only making promises that we know we can keep, and remembering the promises we have made to make sure we deliver.



Expertise

We ensure our teams consist of genuine sector experts with understanding in breadth and depth of both the theory and the practical complex everyday challenges faced by education providers.



Development

We are committed to the improvement of our staff, both to promote the long-term development of our business and as an end in itself: we believe in the value of education for all.



Educationalists

We are educationalists with a strong commitment to improving teaching, learning and assessment, based on intellectual integrity, sound evidence and innovative approaches.



NMC Test of Competence

- Overview of CBT and OSCE design
- How the test specification and blueprint work together
- What support materials are available
- Where to find them

Overview of the CBT and OSCE design



Format of the nursing test of competence

Test	Format	Marks	Timing
CBT	Part A: Numeracy	15	30 minutes
	Part B: Clinical	100	2 hours and 30 minutes
OSCE	<p>10 stations</p> <p>4 station 'APIE'</p> <ul style="list-style-type: none"> • Assessment • Planning • Implementation • Evaluation <p>6 skill stations</p> <ul style="list-style-type: none"> • 4 practical skills • 1 professional values (PV) • 1 evidence-based practice (EBP) 	Variable by station according to task-specific criteria	<p>Up to 2 hours and 45 minutes</p> <p>APIE stations:</p> <ul style="list-style-type: none"> • Assessment station: 20 • Planning station: 14 • Implementation station: 15 • Evaluation station: 8 <p>Skills stations:</p> <p>Practical skills: 6-12 minutes</p> <p>PVs: 10 minutes</p> <p>EBP: 10 minutes</p>



Test specification and blueprint

What is the specification?

The test specification is the key document which defines the purposes of the Test of Competence, how the Test is designed, what it will assess and how, and how results will be produced and presented.

What is the blueprint?

The blueprint shows how the standards of proficiency and associated skills and procedures for nurses, midwives and nursing associates may be tested in either the CBT, OSCE or both parts. Applicants can use the blueprint to prepare for each part of the test.

The ToC specifications and blueprints for all fields can be found here on the [NMC website](#):

- [Test of Competence 2021: Nursing test specification](#)
- [Test of Competence 2021: Adult nursing blueprint](#)

Support Materials



What support materials are available

	NMC website	Delivery partners Website
CBT	CBT Information booklet for nurses	Practice CBTs home.pearsonvue.com/nmc/practicetests
OSCE	OSCE Information booklet for nurses	<ul style="list-style-type: none"> • Glossary of technical terms • Preparing for your OSCE • Nursing Station Timings • Mock OSCEs • Marking criteria for live OSCE stations • Reading lists • Illustrated equipment list Leeds Teaching Hospitals NHS Trust Oxford Brookes University University of Northampton University of Northumbria Ulster University



How to access support materials:


[Cymraeg](#) [Covid-19 hub](#) [Latest hearings](#) [NMC Online](#) [Contact us](#)
[Search the register](#) [Employer confirmations](#)

[About us](#) [Standards](#) [Education](#) [Concerns](#) [Registration](#) [News](#) [Search](#)

[Home](#) > [Test of Competence](#) > [Test of Competence 2021 for nurses and midwives](#) > [Preparation materials](#)

Preparation materials

Test of Competence 2021 for nurses and midwives

Contents

- [Overview](#)
- [CBT](#)
- [OSCE](#)
- **Preparation materials**

Webinar recordings

We held some webinars covering different aspects of the new test. You can watch the recordings and download slides for each of the webinars.

Introduction to the new Test of Competence 2021	+
Introduction to the new CBT	+

Related pages

[Test of Competence review](#) [→](#)

Candidate information booklets

These booklets give an overview of the CBT and OSCE, what candidates should expect on the day and how they can prepare.

CBT

- [Test of Competence 2021: CBT information booklet for nurses](#)
- [Test of Competence 2021: CBT information booklet for midwives](#)

OSCE

- [Test of Competence 2021: OSCE information booklet for nurses](#)
- [Test of Competence 2021: OSCE information booklet for midwives](#)

Test specifications

Test specifications show how the test is designed, what it will assess and how, and how results will be produced and presented.

- [Test of Competence 2021: Midwifery test specification](#)
- [Test of Competence 2021: Nursing test specification](#)

Test blueprints

These blueprints show how the relevant standards of proficiency and associated skills and procedures may be tested in either the CBT, OSCE or both parts.

- [Test of Competence 2021: Midwifery blueprint](#)
- [Test of Competence 2021: Adult nursing blueprint](#)



How to access support materials:

Other support materials

CBT

You can find CBT practice tests on [Pearson VUE's website](#). They are accessible to all and do not need to be booked.

Taking these practice tests will help you check your understanding and readiness for the new CBT and learn more about the question format, style and level of difficulty.

OSCE

You can find a pack of OSCE support materials, including OSCE marking criteria, mock exams and resource lists, on our approved OSCE test provider websites:

- [Oxford Brookes University](#)
- [University of Northampton](#)
- [Ulster University](#)
- [Northumbria University](#)
- [Leeds Teaching Hospitals NHS Trust](#)



How to access support materials: CBT

Pearson | VUE

Registered nurse (adult) 2021 – numeracy practice test 3

For test-takers | For test owners | Become a test

Home > Test-taker home > Nursing and Midwifery Council (NMC) > Pract

COVID-19 (Coronavirus) situation:

Testing candidates: Check our COVID-19 Update Page about any country-specific testing policies.

Appointment availability is limited due to social distancing service wait-times are also longer than usual right now. FAQs.

Practice tests for the Test 2021

The NMC is introducing a new Test of Competence in August to help you check your understanding and readiness! the question format, style, and level of difficulty.

The questions are specifically written for the practice tests: platforms of the Future Nurse standards and to the six domains.

The practice tests for numeracy are the same as the live exam applied numeracy set in a nursing or midwifery context. The practice tests contain both generic numeracy questions and adult, child, mental health or learning disabilities setting.

The clinical practice tests differ from the live exams in that questions instead of 100. Each field specific clinical practice 5 questions that are specific to either adult, child, mental health or learning disabilities setting.

You can take the practice tests as many times as you want, replicate similar exam conditions. You'll have 30 minutes to complete the numeracy test and 1 hour 15 minutes to complete the clinical practice test.

Once you have completed the practice test, you will be able to click on the information button for each question to see to which part of the blueprint the question



Registered nurse (adult) 2021 – numeracy practice test 3

This is a practice test.

The practice test contains 15 questions.

Use it to become familiar with the various features of the CBT:

- The style of the questions
- The level of difficulty of the questions
- The format of questions and answers
- The buttons on the screen
- The timer and screen count
- The item review screen which is shown at the end of the exam

The practice test will indicate which questions have been answered incorrectly on the item review screen.

When entering numeric answers, only include significant digits, do not add extra zeroes after the decimal point. For example, if an answer is 1.5, do not enter 1.50 or 1.500 as these may not be shown as correct on the item review screen.

You have 30 minutes to complete the test. There is no overall score.

Select the **Next** button to begin.

End Exam

Next



How to access support materials OSCE:

OXFORD
BROOKES
UNIVERSITY

Test of Competence 2021 downloads

Please note: the OSCE support materials reflect live materials in which actors are used in the relevant stations (for example in the Assessment station in the APIE). We currently expect that actors will be used when the TOC 21 goes live in August. If this situation changes, we will notify Trusts and registered candidates directly. We will also provide the information on this web page.

All disciplines

- [Glossary of technical terms](#)
- [Preparing for your OSCE \(2021\)](#)
- [CBT Information Booklet for Nurses \(2021\)](#)
- [OSCE Information Booklet for Nurses \(2021\)](#)
- [Equipment List \(2021\) & Refresh](#)
- [Nursing Station Timings \(2021\)](#)
- [Midwifery Station Timings \(2021\)](#)
- [OSCE Supporting Documents \(2021\)](#)

Midwifery

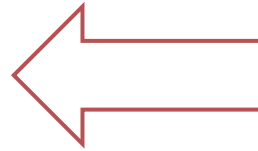
- [CBT Information Booklet for Midwives \(2021\)](#)

Further Information and Documentation

Please find below documentation and information relating to both pre and post OSCE.

Further information on the Test of Competence can be found on the [NMC website](#). You will also be able to find [The NMC Code](#) which outlines the professional standards that everyone on the NMC register must uphold throughout their practice.

Reasonable Adjustments, Pregnancy Checklist and Mitigating Circumstances

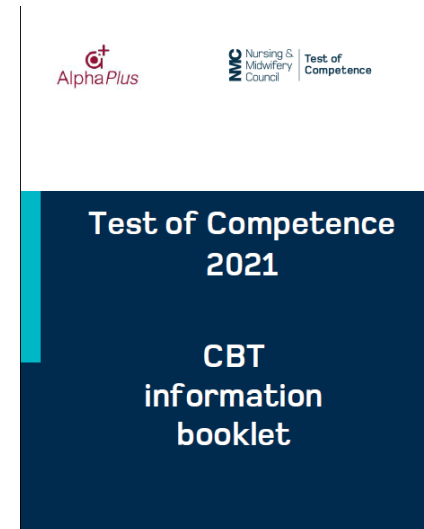


Candidate information booklets



CBT information booklet:

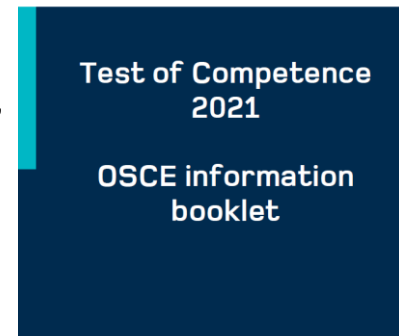
- Contains overview information about the ToC
- How to apply
- Specific information on sitting the CBT at Pearson Vue test centres
- What to expect on the day of the CBT
- Structure of the CBT
- Information about results, the passing standard, re-sits, exceptional circumstances and reasonable adjustments.





OSCE information booklet:

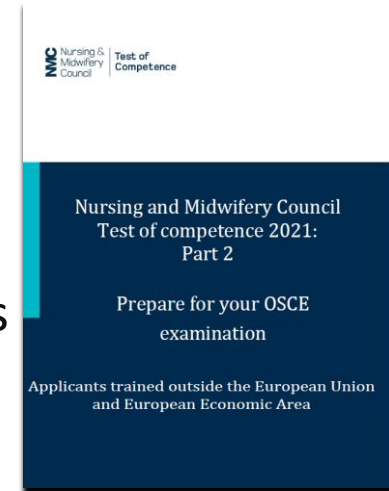
- Contains overview information about nursing/midwifery practice in the UK
- Specific information on taking the OSCEs at test centres
- What to expect on the day of the OSCE
- Information about results, appeals, complaints, mitigating circumstances and reasonable adjustments
- Annexes containing sample forms for candidates.





Preparing for your OSCE booklet:

- Contains overview information about the ToC and nursing/midwifery practice in the UK
- Specific information on how to prepare for the OSCEs
- What to expect in the test centre
- Guide to the stations (APIE, clinical skills and written stations)
- Guidance about common mistakes
- Information about marking, moderation, results and feedback
- General tips and advice.



Mock OSCEs and associated resources



Mock OSCE documentation

We have developed this mock OSCE to provide an outline of the performance we expect and the criteria that the test of competence will assess. This mock OSCE contains an APIE, one pair of linked clinical skills, one PV and one EBP station.

The Nursing and Midwifery Council's code (2018) outlines professional standards of practice and behaviours, setting out the expected performance and standards that are assessed through the test of competence.

The code is structured around four themes: prioritise people, practise effectively, preserve safety and promote professionalism and trust. These statements are explained below as the expected performance and criteria. The criteria must be used to promote the standards of proficiency in respect of knowledge, skills and attitudes. They have been designed to be applied across all fields of nursing practice, irrespective of the clinical setting, and they should be applied to the care needs of all patients.

Please note: this is a mock OSCE example for education and training purposes only.

The marking criteria and expected performance apply only to this mock OSCE. They provide a guide to the level of performance we expect in relation to nursing care, knowledge and attitude. Other scenarios will have different assessment criteria appropriate to the scenario.



Implementing Care

Scenario

Ash Potter was admitted to the surgical assessment unit after presenting with an infected abdominal wound, mild pain and constipation following an uncomplicated laparoscopic hemicolectomy to remove a small primary colorectal cancer.

- Talk to the person.
- Please verbalise what you are doing and why to the examiner.
- Read out the chart and explain what you are checking/giving/not giving and why.
- Complete all the required drug administration checks.
- Complete the documentation and use the correct codes.
- The correct codes for non-administration are on the chart.
- Check and complete the last page of the chart.



Drugs Chart

www.alphaplusconsultancy.co.uk

HOSPITAL MEDICATION PRESCRIPTION AND ADMINISTRATION RECORD							
Surname: Foster				Height (m): 1.57			
Forename(s): Ash				Weight (kg): 74			
Date of birth: 01/01/1950				Body Surface Area (BSA) (m ²): 1.80			
Hospital/MSIS number: 0004321				Consultant: Dr A Richards			
Ward: Surgical Assessment Unit				Time of admission: 10:00			
Date of admission: Today							
Number of Prescription Records Chart 1 2 3 4 of 1 2 3 4							
All Prescribers MUST Complete the Signature Record							
NAME	GMC/NMC Number	Signature	Bleep	NAME	GMC/NMC Number	Signature	Bleep
Dr P Wright	3214213	<i>P Wright</i>	642				
ALERTS: Allergies/Sensitivities/Adverse reaction							
Medicine(s)				Effects)			
IF NO KNOWN ALLERGIES TICK BOX <input type="checkbox"/>							
Signature: <i>P Wright</i> Bleep Number: 642 Date: TODAY							
Allergy status MUST be completed and SIGNED by a prescriber/pharmacist/nurse BEFORE any medicines are administered.							
Medication Risk Factors							
Pregnancy <input type="checkbox"/>		Renal impairment <input type="checkbox"/>		Impaired oral access <input type="checkbox"/>		Diabetes <input type="checkbox"/>	
Other high risk conditions <input type="checkbox"/> - specify							
Patient self-medicating <input type="checkbox"/>							
Information for prescribers:				Medicine non-administration/self-administration:			
Write in BLOCK CAPITALS using black or blue ink.				If a dose is omitted for any reason, the nurse should enter the relevant code on the administration record and sign and date the entry.			
Sign and date and include bleep number.							
Record detail(s) of any allergies.				1 Medicine unavailable - INFORM DOCTOR OR PHARMACIST		2 Patient off ward	
Sign and date allergies box. Tick box if no allergies know.				3 Self-administration		4 Unable to administer - INFORM DOCTOR (alternative route required?)	

MEDICATION PRESCRIPTION AND ADMINISTRATION RECORD			
321			
Height (m): 1.57			
Weight (kg): 74			
Body Surface Area (BSA) (m ²): 1.80			
Consultant: Dr A Richards			
Time of admission: 10:00			
4 medication must			
5 Stat dose given		6 Prescription incorrect/unclear lines	
7 Patient refused		8 Nil-by-Mouth (on Doctor's instruction only)	
9 Low pulse and/or low blood pressure		10 Other - state in nursing notes including action taken	

MEDICATION PRESCRIPTION AND ADMINISTRATION RECORD							
321							
Height (m): 1.57							
Weight (kg): 74							
Body Surface Area (BSA) (m ²): 1.80							
Consultant: Dr A Richards							
Time of admission: 10:00							
PREMEDICATION, ANTIBIOTIC PROPHYLAXIS AND PATIENT GROUP DIRECTIONS							
Dose	Route	Instructions	Time required	Prescriber's signature, print name & bleep number	Time given	Signature given	Pharmacy check
PRESCRIBED OXYGEN							
oxygen should be prescribed to achieve a target saturation of 94-98% hypercapnic respiratory failure i.e. CO2 retainers).							
used? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>							
<input type="checkbox"/> Check and record flow rate (FR) and device (D) at each medicine round or other times specified.							
<input type="checkbox"/>							
<input type="checkbox"/>							
Date of life care (state)							
Start date: Today		Date		Time		FR/D	
Stop date:							
Pharmacy check:							
Codes for starting device and modes of delivery							
A	Humidified oxygen at 28% (add% for other flow rate)			H28			
N	Reservoir mask			RM			
M	Tracheostomy mask			TM			
V24	Venturi 25			V25			
V28	Venturi 40			V40			
V60	Patient on CPAP system			CP			
NIV	Other device (specify)						

MEDICATION PRESCRIPTION AND ADMINISTRATION RECORD							
321							
Height (m): 1.57							
Weight (kg): 74							
Body Surface Area (BSA) (m ²): 1.80							
Consultant: Dr A Richards							
Time of admission: 10:00							
ANTI-MICROBIALS							
Check allergies/sensitivities and patient identity							
Date and signature of nurse administering medications and code if not administered							
Y	Route	Duration	Time	Today	Tomorrow	Pharmacy check	
	PO	7 DAYS	06:00	<i>Harry Jones</i>			<i>Sigs Thomas</i>
			12:00				<i>Sigs Thomas</i>
ent?	Yes	No	18:00				<i>Sigs Thomas</i>
			00:00				<i>Sigs Thomas</i>
Print name Dr P Wright							
Check allergies/sensitivities and patient identity							
Date and signature of nurse administering medications and code if not administered							
Y	Route	Duration	Time	Today	Tomorrow	Pharmacy check	
ent?	Yes	No					
Print name							
Check allergies/sensitivities and patient identity							
Date and signature of nurse administering medications and code if not administered							
Y	Route	Duration	Time	Today	Tomorrow	Pharmacy check	
ent?	Yes	No					
Print name							



Professional values example

Scenario

You are just about to commence the lunchtime drug round, you enter the clinical room and one of your nursing colleagues is in the room already.

You witness the nurse take a 30 milligram Codeine Phosphate tablet from the drug cupboard. She puts it into her mouth and swallows it in front of you.

You ask if she is okay and she tells you she needs the tablet for a headache.

As far as you are aware this is an isolated incident.

- Using your knowledge of NMC (2018) The Code: “Professional standards of practice and behaviour for nurses, midwives and nursing associates”, consider the professional, ethical and legal implications of this situation.
- Please summarise the actions you would take in a number of bullet points.
- This is a silent written station. Please write clearly and legibly.



Marking criteria for live OSCEs

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Reading list for OSCEs

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Core Adult Nursing Reading List

The following titles are essential reading for anyone entering the NMC Test of Competence:




- Dougherty, L., Hofland, J. and Grafton, H. (2020). *The Royal Marsden Manual of Clinical Nursing Procedures (Online Edition)*. 10th edition. Hoboken, NJ: Wiley Blackwell.
(This is accessible through test centre learning platforms on receipt of payment for OSCE – please check edition details with your test centre.)
- Nursing and Midwifery Council. (2020). *Standards of proficiency for registered nurses*.
<https://www.nmc.org.uk/standards/standards-for-nurses/standards-of-proficiency-for-registered-nurses/>
- Nursing and Midwifery Council. (2018). *The Code: Professional standards of practice and behaviour for nurses, midwives and nursing associates*.
<https://www.nmc.org.uk/standards/code/>
- Nursing and Midwifery Council. (2020). *Test Specification for the Test of Competence*.
<https://www.nmc.org.uk/globalassets/sitedocuments/registration/toc-21/toc-21-test-specification---nursing.pdf>



Equipment list for OSCEs

Appendix 2.0 Range of Equipment Used

Below is a list of equipment likely to be used throughout the OSCEs. Care has been taken to ensure this list is accurate, however due to availability, sometimes different brands and variants are stocked. Please take some time to read about the equipment and their functions.

PPE & Hygiene	
Non Sterile Gloves, Latex Free (XS, S, M, L, XL)	
Hand Sanitizer	
Aprons	

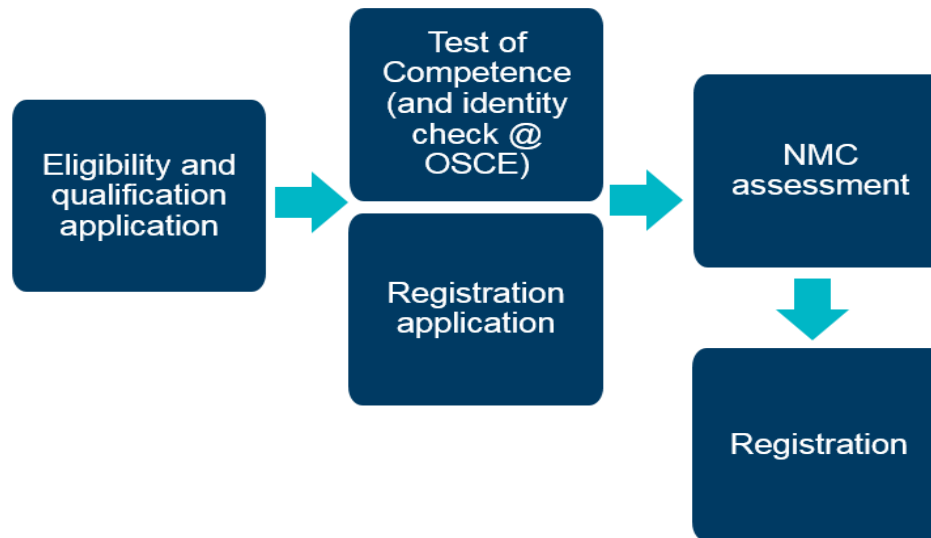


The International registration process and candidate journey

Vidhya Sankoorikkal
International Registrations Team
Manager, NMC



International Registration: The application process



International Registration: Registration requirements



Identity	Qualification	Health	Language	Character
<ul style="list-style-type: none"> • Valid passport • Evidence of name changes if relevant 	<ul style="list-style-type: none"> • Qualification certificate • Registration certificate if they've registered using their qualification • Electronic verification to confirm eligibility 	<ul style="list-style-type: none"> • Applicant declaration • Supporting declaration from medical practitioner or occupational health department 	<ul style="list-style-type: none"> • Approved language test (currently IELTS & OET) • Pre-registration programme taught and examined in English. Supporting Information from Employers(SIFE) as supplementary evidence • Recent practice in an majority English speaking country 	<ul style="list-style-type: none"> • Applicant declaration • Supporting declaration from third party • Police clearances/DBS

STAGE 1 Pre-app. checklist	STAGE 2 Eligibility and Qualification	STAGE 3 Evaluate Qualification	STAGE 4 Test of Competence and Registration Application		STAGE 5 Assessment
Immediate	Immediate	14 Days	Dependent on the applicant and third parties. No expiry date for applications		30 Days
<p>Applicants can use our pre-application checklist tool to get a personalised checklist of everything they need to provide in the registration application.</p> <p>Applicants start their application and registers an account through NMC Online.</p>	<p>Applicants complete the eligibility. As part of this, they will need to provide:</p> <ul style="list-style-type: none"> -Identity documents -Qualification details -Registration details (If applicable) <p>Applicants must pay the evaluation fee of £140 through our secure payment site.</p> <p>Once payment is made, an email will be sent to the nominated third party verifiers to confirm applicant's registration eligibility.</p> <p>Applicants are prompted to contact their verifiers to confirm receipt of email.</p> <p>The evaluation fee is non-refundable if an application reviewed and was ineligible</p>	<p>The application will enter the evaluation queue only if there is a mismatch in the applicants identity details or third party response(s). If there is no mismatch, they will automatically move onto stage 4.</p> <p>If they do not meet our eligibility criteria then the application will be closed.</p> <p>We will email the applicants about the outcome of our evaluation within 14 days.</p>	<p>Applicants can complete this stage in any order.</p> <p>Test of Competence We will email the applicants with a 'Test of Competence' invitation with booking instructions.</p> <p>Computer Based Test (CBT) and Objective Structured Clinical Examination (OSCE) will need to be taken within 2 years of each other.</p> <p>Applicants are granted a maximum of 3 CBT and OSCE attempts as part of one application. For resits, applicants must wait at least 10 days between each sitting.</p> <p>CBT test provider is Pearson VUE.</p> <p>Results will be available via applicant's Pearson VUE account and also on their NMC online account/ MSD</p> <p>OSCE NMC approved test centres facilitating the exam.</p> <p>Results will be available by email within 5 working days from the date of the exam.</p> <p>We will verify the authenticity of applicants' documents at the OSCE centre on the day of their exam. Applicants will need to bring all of the original documents that were uploaded as part of the application. If incomplete, the applicant may need to return.</p> <p>Registration Application Applicants can provide the following through their online account:</p> <ul style="list-style-type: none"> -Health declaration -Character declaration -Police clearance(s) and/or UK DBS check (Disclosure & Barring Service) -English language evidence -Confirm professional indemnity arrangement <p>Applicants will need to pay the registration fee of £153 through our secure payment site.</p> <p>Once payment is made, we will email the nominated third party verifiers to request the information.</p> <p>CBT and OSCE must be completed along with receiving all submissions from third party verifiers before application can join the assessment queue.</p>		<p>We aim to assess applications within 30 days of it joining our assessment queue.</p> <p>We will contact applicants by email/NMC online portal about their application and the next steps.</p> <p>All evidence must be in date at this point.</p> <p>Applicants can appeal against a decision on registration within 28 days of the decision.</p> <p>Final declaration stage Applicants will be required to complete a final declaration. This will include confirmation that they are of good character, health and that they will comply with the NMC Code.</p>
<p>Applicants can check that they're ready to register by reading through our guide on cost, time frames, what evidence we ask for.</p> <p>Website</p>					

nmc
Nursing &
Midwifery
Council

Q&A session

**15 minutes
comfort break**



An overview of the support available at our OSCE Test Centres

Michelle Thompson, Test Centre Manager, UON
Barry Ricketts, Deputy Provision Lead, OBU



Introduction to the Test Centres



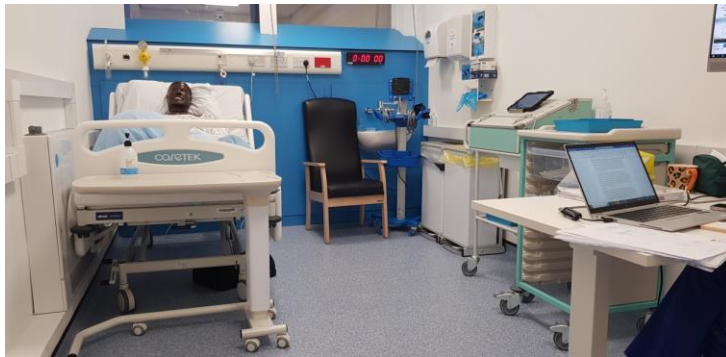
Test Centres contact details

- **Oxford Brookes University:**
Trustbookings@brookes.ac.uk 01865 48 8418
- **University of Northampton:**
Trustbookings@northampton.ac.uk 01604 892 066
- **Ulster University:**
Ctc@ulster.ac.uk 02871 675150
- **Northumbria University:**
CTCTrustEnquiries@Northumbria.ac.uk 0191 300 2441
- **Leeds Teaching Hospitals NHS Trust:**
Leedsth-tr.oscebookings@nhs.net 0113 392 0752

The Candidate Journey: The OSCE process



The Candidate Journey: The OSCE process



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Enhancing the candidate experience: pastoral support

The logo for the Nursing & Midwifery Council (NMC) is located in the top right corner. It consists of the letters 'nmc' in a white, lowercase, sans-serif font, followed by the words 'Nursing & Midwifery Council' in a smaller, white, uppercase, sans-serif font. The logo is set against a purple circular background that overlaps with a larger, lighter purple circle on the right side of the slide.

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- Early contact with candidate in their own country
- Support: buddy system / named person to support new groups
- Transcultural awareness of language, and cultural events which may impact on exam preparation
- Welcome to the UK packs, photos and video online links
- Getting used to the climate, food, travel and living conditions
- Understanding the NHS and wider health care sector
- Understanding the NMC code and the links to exam procedures and regulations

Pastoral support: at the test centres

- Test centres have invigilators who welcome, guide, and support the candidates throughout their exam day
- Understanding anxiety and how this impacts on their performance is important
- Ensure candidates eat and drink before and after the exam
- Clinical assessors offer support and look out for their wellbeing while they undertake OSCE stations
- Test centres offer a spare room for timeout and prayer rooms
- Drinking water facilities, hospitality available

The importance of support to promote achievement:



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- All candidates need support. It is a fundamental step in adult learning
- It is key to share the materials available and how to access them, so candidates are aware of the support available at NMC and test centres websites
- Support from the employers enhances candidates self belief, and improves their motivation
- In reference to the 6 Cs – care and compassion are key to place candidates in a better position for succession on their OSCE journey

Train the Trainer Workshops available at Competence Test Centres

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Aims of the virtual and face to face workshops:

- Build on existing knowledge about the NMC ToC assessment processes
- Develop greater understanding about the candidate and the candidate assessment journey to build resilience
- Explore educational theory of Simulation Based Education and debriefing during an OSCE to support candidate preparation

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How to book these workshops:

- The centres provide workshops virtually, and face to face. The programme vary in duration to support different organisations and sponsor needs
- The Train The Trainer Workshops can be booked directly through all the Competence Test Centre:
 - OBU: nmc_ttt@brookes.ac.uk
 - UON: ctc@northampton.ac.uk
 - Northumbria: CTCTrustEnquiries@northumbria.ac.uk
 - UU: ctc@ulster.ac.uk
 - LTH: leedsth-tr.oscebookings@nhs.net

Early Preparation: Resilience and Engagement

- Exam conditions: timed and encompasses patient and simulated activities
- Reflection of previous competence
- May have to be adapted to the participant's previous level of learning
- Previous knowledge, education, experience, length of practice and role



What is assessed and how this relates to the NMC Professional Standards



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- Safe patient care – **Preserve Safety**
- Decision-making and knowledge – **Practise Effectively**
- Psychomotor skills – use of skills equipment and procedures – **Practise Effectively**
- Critical thinking – **Practise Effectively-Professional Values and Evidence Based Practice**
- Application and context – range of clinical settings and patient scenarios - **Prioritise People**

What Preparation is needed

The following provides an overview of the OSCE content and is outlined in the published support materials to assist in preparing candidates:

Assessment: Undertake an A to E assessment using a range of Health care Assessment Tools whilst recording physiological observations

Planning: Document a care plan that identifies the care needs of the patient and prescribes evidence based care, utilising best practice

Implementation: Administering medication correctly and safely using a range of common medications seen in a variety of healthcare settings, whilst respecting the needs of the patient to ensure they receive informed information

Evaluation: Provide a verbal handover using the SBAR tool to convey the key information that will permit ongoing care for the patient

Candidate preparation for Skills stations

- Use the marking criteria and expected clinical performance and objectives to guide the learning and rehearsal
- Must be achievable within the timeframe
- Include evidence based practice, this may mean directing participants to further reading, guidelines or standards
- The theme of safe practice remains essential - this can be achieved through professional and ethical behaviour using The Code

Evidence Based Practice

- How to make evidence based (EB) practice a reality: use EB as a method for implementing best practice and so use:
 - Local Policy, National Policy and Legislation that underpins the skills and exam criteria



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Professional Values

- Nursing, its regulation and implications for legal and ethical preparedness
- Professional Code of Conduct
- Professional Standards, behaviour and ethics
- Learn the principles of The Code (2018)

Post results and feedback

- All candidates are offered the opportunity to consent for their OSCE results to be shared with their employers, at the time of release. Test centres and NMC actively encourage this.
- This provides a supportive culture for practitioners to reflect on their performance and ensures:
 - Transparency of the results
 - Clarity and understanding which can guide candidates to rehearse and prepare for resits and professional practice
 - Provide educators with feedback that can enhance future candidate support
 - Identifies where specific and individualised support can be offered to the candidate

The strengths of our candidates

- Compassion
- Motivation and excitement to be practicing in the UK
- Holistic patient care
- Individualised planning
- Communication and procedural knowledge
- Professionalism
- Knowledge and confidence

Some common errors that may lead to failure to demonstrate competence

- Lack of familiarity with the documentation and the support materials available which may lead to incomplete and inaccurate documentation
- Not enough simulation and rehearsal of skills to aid familiarity with the equipment used in OSCE stations
- Poor understanding of policy which may lead to poor application of standard precautions
- The need for reflective working and peer support to share interpretation of vital signs and clinical decision making
- Lack of opportunity to practice systematic checking of medications using a variety of routes not used in the social care sector

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Q&A session



Summary of the session and closing

Pilar Alcocer
Contracts Manager, Test of Competence
Professional Regulation



Thank you



- We hope this session has provided a useful steer for candidates and those supporting them
- Collaboration across employers is key to support candidates during their OSCE experience and support the social care system
- Please explore the options to partner with other social care organisations or NHS trusts in your area to develop your local support and preparation programmes
- Do not rush candidates: candidates having the right time to prepare for their OSCE, and access to the support and preparation materials is crucial for their success
- Please contact test centres to join their Train the Trainer programme and reflect on feedback provided to candidates

Thank you



- It is important that candidates and those supporting them reflect on the feedback provided by the test centre
- More information about the TOC can be found here:
www.nmc.org.uk/registration/joining-the-register/toc/toc-2021/
- Slides and recording will be uploaded on our website
- If you have any further questions, please contact the team via toc@nmc-uk.org



Thank you
