

9 November 2020

# Introduction to the new Test of Competence

Jack Bland  
Senior International Registrations Manager

**NMC** Nursing &  
Midwifery  
Council



# Today's agenda

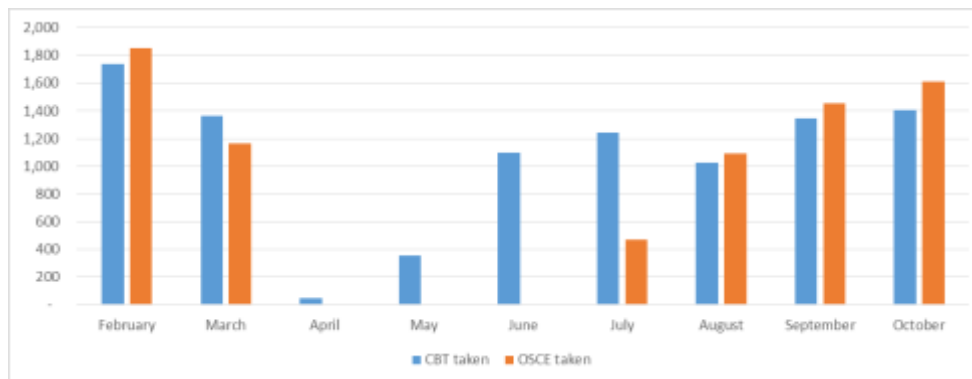
1:00 pm	<b>Welcome, scene setting and latest NMC updates</b> Jack Bland, Senior International Registration Manager, NMC
1:10 pm	<b>Update on changes to our Standards of Proficiency</b> Sue West, Senior Nursing Education Adviser, NMC
1:20 pm	<b>Introduction to the new Test of Competence</b> Sarah Maughan, Director, AlphaPlus
1:25 pm	<b>CBT and OSCE Overview</b> Sarah Maughan, Director, AlphaPlus
1:35 pm	<b>Introduction to the new Support Materials</b> Sarah Maughan, Director, AlphaPlus
1:40 pm	<b>Q&amp;A session</b> Jack Bland, Senior International Registration Manager, NMC Jane Greaves, Senior Lecturer, Nursing Midwifery and Health, School of Health and Life Sciences, University of Northumbria Linda Everet, Assistant Director, NMC Sarah Maughan, Director, AlphaPlus
1:55 pm	<b>Next steps and closing</b> Jack Bland, Senior International Registration Manager, NMC

# Updates on the Temporary register

- In March, the NMC created the Covid-19 temporary register
- Overall we invited more than 50,000 people to join the temporary register
- More than 14,400 nurses and midwives joined
- 18% of the temporary registrants (2,622) were overseas applicants
- 85% of overseas applicants who joined the temporary register (2,236) have since passed the OSCE and have been accepted onto the permanent register
- Overall the pass rate for applicants who joined the temporary register remains strong
- Test centres have booked more than 7,300 OSCEs since they re-opened on 20 July

# Updates in demand and capacity

- We have been maintaining a watchful eye and we will continue to monitor closely demand and capacity
  - Currently, we have nearly 30,000 open overseas applications in our system, all at varying stages of the registration process
  - Approximately, 17,000 applicants are eligible to sit the OSCE and nearly 5,000 are currently eligible to sit the CBT
- CBT and OSCE taken on the last 9 months



# Why is the test changing?



# New test of competence

## Listened to feedback

- Clinical relevance, consistency, openness
- Learning from feedback, complaints and appeals
- Candidate experience, support and preparation
- The standards are changing
- Maintain the test and keep the test up to date

## Strengthening assurance

- Design partner – AlphaPlus
- Quality assurance partner / Clinical Experts Group - ACER
- Assurance Advisory Group



# Working together

- Collaboration with our delivery partners, AlphaPlus, ACER and Nottingham University
- Our programme governance group involves various strategic groups to oversee the ToC development including:
  - CWG – Clinical Working Group
  - SSG – Senior Strategic Group
  - CAG – Content Advisory Group
  - PSG – Project Steering Group
- Continual engagement with external stakeholders



# Update on changes to our Standards of Proficiency

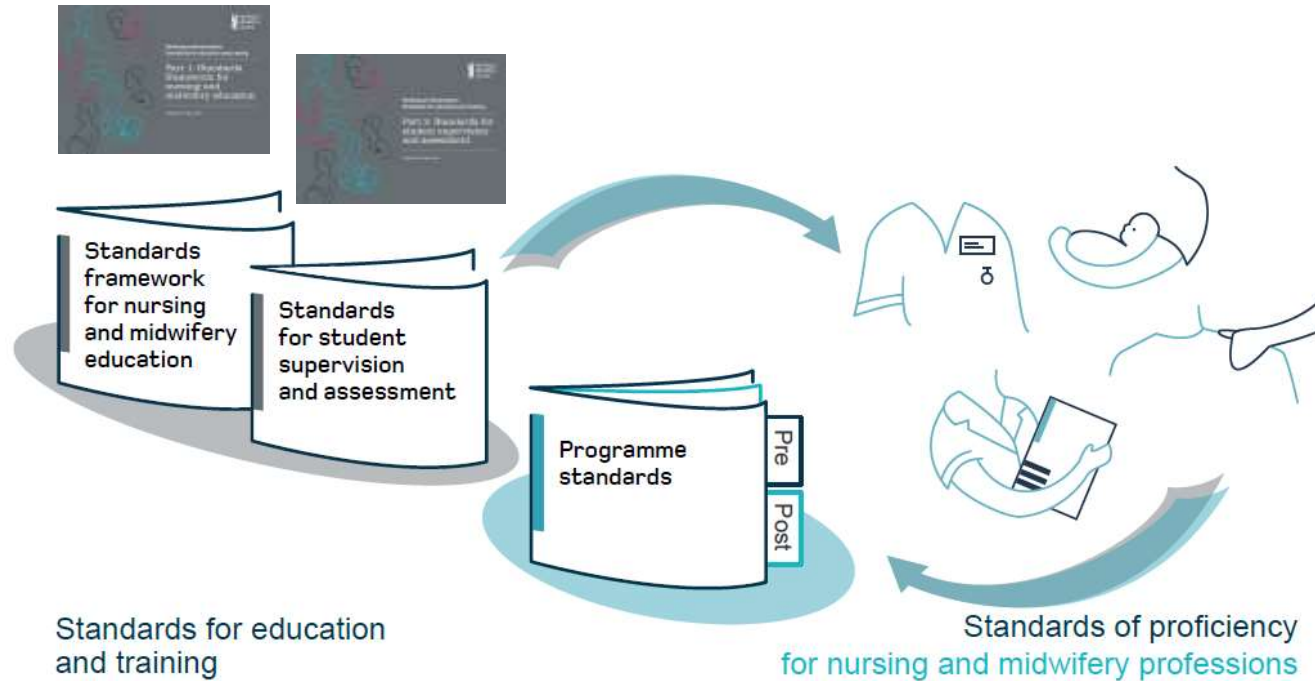
Sue West  
Senior Nursing Education Adviser

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# Standards for education and training



# Our new standards for registered nurses



# Future nurse proficiencies

Being an accountable professional

Promoting health and preventing ill health

Assessing needs and planning care

Providing and evaluating care

Leading and managing nursing care and working in teams

Improving safety and quality care

Co-ordinating care

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## Key changes:

- Person centred
- Emphasis on relationship management and communication
- More emphasis on public health and leadership
- Whole body system assessment including chest auscultation
- Pharmacokinetics, knowledge of prescribing practice
- Focus on mental, physical, cognitive and behavioural health
- Support and supervision of students
- Improvement methodologies, audit, health economics and political awareness

# Comparison of proficiencies

## Future nurse

Being an accountable professional

Promoting health and preventing ill health

Assessing needs and planning care

Providing and evaluating care

Leading and managing nursing care and working in teams

Improving safety and quality care

Co-ordinating care

## Nursing associate

Being an accountable professional

Promoting health and preventing ill health

Provide and monitor care

Working in teams

Improving safety and quality care

Contributing to integrated care

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# Introducing the new Test of Competence

AlphaPlus Consultancy Ltd.

November 2020



## 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.



# Introducing the new test of competence

- CBT and OSCE overview
- Candidate support materials
- Next steps

# CBT and OSCE overview

# Background

Test in three areas:

- Nursing (four fields: adult, mental health, learning disabilities and children's)
- Midwifery
- Nursing Associates (new model from summer 2021)

Core documents:

- NMC Standards
- NMC Blueprint
- Test Specification

# Approach

Nursing TOC mapped to:

- Seven platforms
- Nursing procedures identified in Annexe A and B

Future midwife mapped to:

- Six domains

Each test of competence has a CBT component and a 10-station OSCE

The CBT is usually taken first, often in the candidate's home country

# Format of the new test of competence: Nursing

	Current	Future		
Test		Format	Marks	Timing
CBT	Single test of 120 questions lasting 3 hours	Part A: Numeracy	15	30 minutes
		Part B: Clinical	100	2 hours and 30 minutes
OSCE	6 stations  4 station 'APIE' <ul style="list-style-type: none"> <li>• Assessment</li> <li>• Planning</li> <li>• Implementation</li> <li>• Evaluation</li> </ul> 2 skill stations	10 stations  4 station 'APIE' <ul style="list-style-type: none"> <li>• Assessment</li> <li>• Planning</li> <li>• Implementation</li> <li>• Evaluation</li> </ul> 6 skill stations <ul style="list-style-type: none"> <li>• 2 pairs of 2 skills</li> <li>• 1 professional values</li> <li>• 1 critical appraisal</li> </ul>	Variable by station according to task-specific criteria	Up to 2 hours and 45 minutes APIE stations: <ul style="list-style-type: none"> <li>• Assessment station: 20</li> <li>• Planning station: 14</li> <li>• Implementation station: 16</li> <li>• Evaluation station: 14</li> </ul> Skills stations, critical appraisal and professional values stations: <ul style="list-style-type: none"> <li>• 16 minutes for each pairing</li> </ul>



# Format of the new test of competence: Midwifery

Component	Design	Marks	Timing
CBT (Computer Based Test)	Part A: Numeracy	15	30 minutes
	Part B: Clinical	100	2 hours and 30 minutes
OSCE (Objective Structured Clinical Exam)	<p>10 stations:</p> <p>4 station 'APIE' consisting of:</p> <ul style="list-style-type: none"> <li>• Assessment</li> <li>• Planning</li> <li>• Implementation</li> <li>• Evaluation</li> </ul> <p>4 skills stations consisting of: 2 pairs of 2 skills (1 linked skill will always include the systematic examination of the newborn and the postnatal check) 1 professional values station 1 critical appraisal station</p>	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"> <li>• Assessment station: 20</li> <li>• Planning station: 14</li> <li>• Implementation station: 16</li> <li>• Evaluation station: 14</li> </ul> <p>Skills stations, critical appraisal and professional values stations:</p> <ul style="list-style-type: none"> <li>• 16 minutes for each pairing</li> </ul>

# Candidate Support materials

# Principles for Candidate Support Materials

- Comprehensive – a thorough picture of what is expected of the candidate
- Streamlined – clear and brief
- Real examples of the tasks and questions
- Easily accessible – published on the Test Centre sites
- Available soon – first materials available before the end of the year

# Candidate Support materials

## Formal documentation

- NMC Code
- Future Nurse and Future Midwife Standards
- NMC Blueprints
- AlphaPlus Test Specification



## Overarching materials

- Candidate journey (one for candidates and one for trusts)
- Overview documents about nature of care in UK
- Chief Examiner Report (after a period of live test use)

# Candidate Support materials

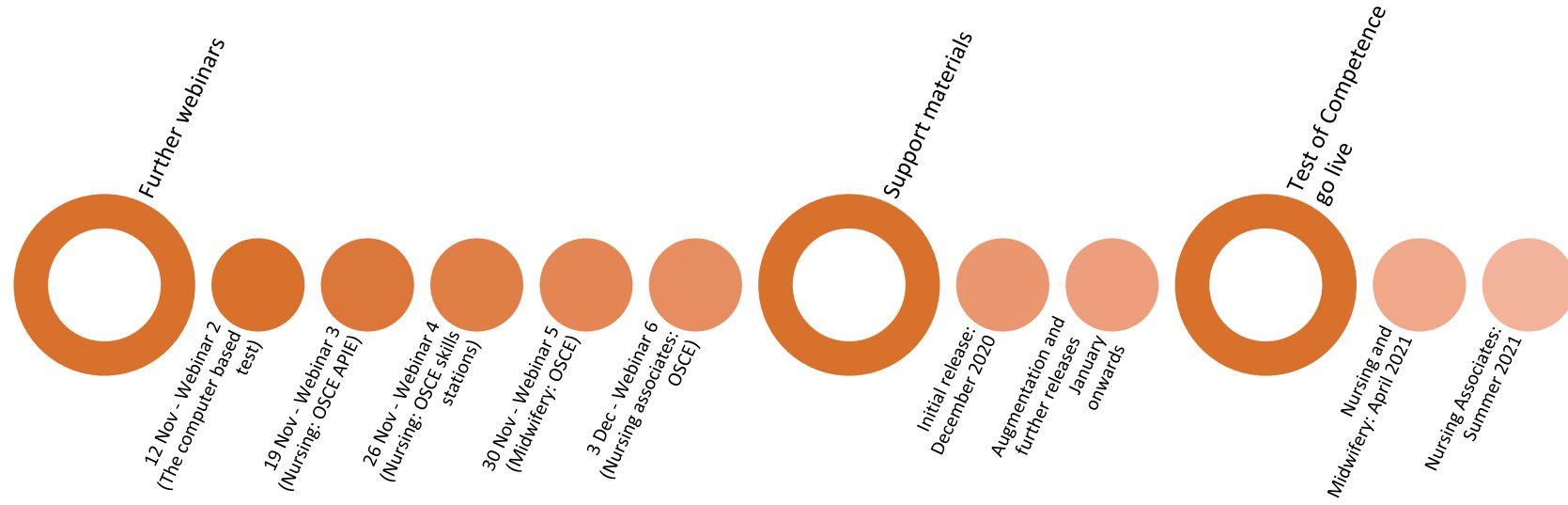
- Guidance for before the day
- Guidance for on the day
- CBT
  - Practice tests available on Pearson Vue platform
    - 3 x 15 numeracy questions for adult nursing and one for other fields
    - 50 clinical questions for each field (with generic questions overlapping)
    - Tests for each nursing field and midwifery
- OSCE
  - Overview of OSCEs
  - Sample materials (including forms used) – one set of OSCE stations for each field of nursing and for midwifery
  - Marking guidance, including on use of 'red flag'
  - Top tips
  - Resource lists



Q&A session

Next steps

# Outline timeline



## Looking ahead

- Working with others to continue to support high quality nurses and midwives to come and work in the UK
- Exploring ways of working with others to support new registrants from overseas
- Continually improving the new process and system
- Launching our updated tests and supporting candidates and organisations during the transition

# Thank you

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