

Menter Cymru Gyfan ar gyfer Addysg Nyrsio a Bydwreigiaeth

All Wales Nursing and Midwifery Education Initiative

‘Nyrsio 2012’

‘Nursing 2012’



**PRIFYSGOL
BANGOR
UNIVERSITY**



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Menter Cymru Gyfan

Cefndir

Dechreuodd y Fenter Cymru Gyfan yn 2001 wrth baratoi ar gyfer gweithredu cwricwlwm Cymhwyster i Ymarfer ym mis Medi 2002. Noddwyd y fenter i gychwyn gan Gynulliad Cenedlaethol Cymru, ac roedd yn golygu cydweithio rhwng y pum Prifysgol yng Nghymru sy'n cynnig rhaglenni gradd ym maes Nyrsio a Bydwreigiaeth sy'n arwain at gofrestrriad proffesiynol, a'r Darparwyr Gofal Iechyd sy'n bartneriaid iddynt. Nod y fenter oedd datblygu elfennau canlynol y cwricwlwm craidd a bennir ymlaen law:

- Achredu Dysgu Blaenorol (drwy Brofiad)
- Mynediad a Derbyniadau
- Strategaeth Asesu
- Asesu Ymarfer Clinigol
- Portffolio'r Myfyriwr
- Paratoi Mentoriaid/Aseswyr
- Offeryn Archwilio Clinigol Addysgol
- Elfennau Ymchwil yn y Cwricwlwm
- Mecanweithiau Gwerthuso
- Portffolio Bydwreigiaeth

Hwyluswyd y dull gweithredu yng Nghymru gan Reolwr Prosiect a Thîm Prosiect, a oedd yn cynnwys cynrychiolwyr o'r pum Prifysgol a oedd yn cymryd rhan. Ar ben hynny cafwyd cyfres o weithdai a daeth cydweithwyr eraill i'r gweithdai hyn o bob Prifysgol a oedd yn cymryd rhan a chydweithwyr gwasanaeth o bob cwr o Gymru. Gyda'r dull cydweithredol hwn llwyddwyd i sicrhau dull safonedig cyffredin ledled Cymru gyda llai o ddyblygu adnoddau, a llwyddwyd i sicrhau dull cyson ar gyfer myfyrwyr a'u mentoriaid mewn amgylcheddau dysgu ar gyfer ymarfer. Un o'r manteision eraill oedd bod myfyrwyr, drwy gydol eu cwrs, yn cael eu hasesu mewn ymarfer gan ddefnyddio set gyffredin o feini prawf y cytunwyd arnynt, a bu hyn o gymorth i warantu disgwyliadau, set sgiliau ac ansawdd tebyg mewn graddedigion a oedd yn cychwyn yn y proffesiwn ar draws Cymru.

Ar ôl rhoi cwricwlwm 2002 ar waith, roedd tîm y prosiect, yn dwyn y teitl Grŵp Cymhwyster i Ymarfer Ôl-weithredu Cymru Gyfan, yn parhau i gwrdd i werthuso'r elfennau uchod ac i ddiwygio yn ôl yr angen, ar gyfer proses ail-ddilysu 2007, ar sail sylwadau a gafwyd gan gydweithwyr addysgol a chydweithwyr gwasanaeth.

All Wales Initiative

Background

The All Wales Initiative commenced in 2001 in preparation for the implementation of the Fitness for Practice curriculum in September 2002. Initially funded by the National Assembly for Wales, the initiative involved collaboration between all five Universities in Wales which offer Nursing and Midwifery undergraduate programmes leading to professional registration, and their partner Health Care Providers. The aim of the initiative was to develop the following pre specified core curriculum elements:

- Accreditation of Prior (Experiential) Learning (AP(E)L)
- Access and Entry
- Assessment Strategy
- Assessment of Clinical Practice
- Student Portfolio
- Mentor/Assessor Preparation
- Educational Clinical Audit Tool
- Research Elements in the Curriculum
- Evaluation Mechanisms
- Midwifery Portfolio

The approach taken in Wales was facilitated by a Project Manager and Project Team, comprising of representation from all five participating Universities. In addition there were a series of planned workshops attended by other colleagues from all participating Universities and service colleagues from across Wales. This collaborative approach helped to ensure a common, standardised approach throughout Wales with less duplication of resources, and helped to ensure a consistency of approach for students and their mentors in practice learning environments (PLE's). A further benefit was that students, throughout their course, were being assessed in practice using a common set of agreed criteria which helped to guarantee a comparable expectation, skill set and quality in graduates entering the profession across Wales.

Following implementation of the 2002 curriculum, the project team, titled the All Wales Post Implementation Fitness for Practice Group, continued to meet to evaluate the above elements and revise as required, for the 2007 revalidation process, based on comments received from both educational and service colleagues.

Y Broses Bresennol i Gyrraedd Safonau'r Cyngor Nyrsio a Bydwreigiaeth ar gyfer Nyrsio Cyn-gofrestru (2010)

Newidiwyd enw'r grŵp i Grŵp Cyn-gofrestru Cymru Gyfan ar gyfer Nyrsio a Bydwreigiaeth, ac roedd y grŵp, sydd wedi'i gydnabod gan y Cyngor Nyrsio a Bydwreigiaeth (2011), yn dal i gwrdd bob mis rhwng mis Medi 2010 a mis Tachwedd 2011 i gynllunio ar gyfer gweithredu'r cwricwlwm newydd yng Nghymru er mwyn cyrraedd y safonau uchod. Penderfynodd y grŵp ar y cychwyn i beidio â pharhau ag elfennau canlynol y prosiect cychwynol gan roi'r rhesymau fel y nodwyd:

- Achredu Dysgu Blaenrol (drwy Brofiad) – erbyn hyn mae gan bob Prifysgol yng Nghymru ei pholisi a'i gweithdrefn ei hun sydd wedi'u diffinio'n glir ac mae modd eu defnyddio mewn cyrsiau nyrsio a bydwreigiaeth.
- Strategaeth Asesu – roedd y strategaeth gyntaf yn nodi strwythur y cwrs a'r egwyddorion ar gyfer asesu. Teimlwyd bod angen hyblygrwydd ar bob Prifysgol yn strwythur a chynllun eu cwrs ac mae gan bob Prifysgol God Ymarfer ar waith ar gyfer Asesu sy'n nodi gofynion a rheoliadau'r Brifysgol.
- Portffolio Myfyriwr - cytunwyd y dylai pob Prifysgol gael cyfle i ddefnyddio ei phortffolio myfyriwr sydd wedi'i gynllunio gan y Brifysgol ei hun neu ddyfeisio un eu hunain pe byddai angen.
- Paratoi Mentoriaid/Aseswyr - disodlwyd gan Safonau'r Cyngor Nyrsio a Bydwreigiaeth (2008) i Gefnogi Dysgu ac Asesu ar gyfer Ymarfer.
- Elfennau Ymchwil yn y Cwricwlwm – erbyn hyn mae ymchwil yn rhan annatod o'r cwricwlwm cyfan ym mhob Prifysgol ac ni ddylai barhau i fod yn elfen sydd gwbl ar wahân.

Penderfynwyd parhau gyda'r elfennau canlynol er mwyn paratoi ar gyfer proses ail-ddilysu 2012, ac maent wedi'u diweddarau er mwyn ystyried Safonau'r Cyngor Nyrsio a Bydwreigiaeth (2010) ar gyfer Nyrsio Cyn-gofrestru:

- Egwyddorion Dethol a Derbyniadau (Mynediad a Derbyniadau gynt)
- Asesu Ymarfer Clinigol
- Offeryn Archwilio Clinigol Addysgol
- Mecanweithiau Gwerthuso
- Portffolio Bydwreigiaeth

Current Process to Meet NMC (2010) Standards for Pre Registration Nursing

With a change of name to All Wales Nursing and Midwifery Pre Registration Group, the group, which has been recognised by the NMC (2011), continued to meet monthly between September 2010 and November 2011 to plan for the implementation of new curriculum in Wales to meet the above standards. The group initially made the decision not to continue with the following elements of the initial project with reasons as specified:

- Accreditation of Prior (Experiential) Learning (AP(E)L) – each University in Wales now has its own clearly defined policy and procedure which can be applied to nursing and midwifery courses.
- Assessment Strategy – the initial strategy specified course structure and principles for assessment. It is felt that each University required flexibility in their course structure and design and all Universities have in place a Code of Practice for Assessment which specifies University requirements and regulations.
- Student Portfolio – it was agreed that each University should have opportunity to utilise their own University designed student portfolio or to devise their own if required.
- Mentor/Assessor Preparation – superseded by NMC (2008) Standards to Support Learning and Assessment in Practice.
- Research Elements in the Curriculum – research now an integral part of the entire curriculum in each University and should not continue to be a separately identified element.

A decision was made to continue with the following elements which, in preparation for 2012 revalidation, have been updated to take into account NMC (2010) Standards for Pre Registration Nursing:

- Selection and Admissions Principles (previously Access and Entry)
- Assessment of Clinical Practice
- Educational Clinical Audit Tool
- Evaluation Mechanisms
- Midwifery Portfolio

Proses

Egwyddorion Dethol a Derbyniadau

Mae'r elfen hon wedi'i hadolygu a'i diweddarau gan Grŵp Tiwtoriaid Derbyniadau Cymru Gyfan, is-grŵp Grŵp Cyn-gofrestru Cymru Gyfan ar gyfer Nyrsio a Bydwreigiaeth, sy'n cynnwys Tiwtoriaid Derbyniadau o'r pum Prifysgol. Penderfynwyd adolygu'r ddogfen er mwyn tynnu sylw at egwyddorion y dylai pob Prifysgol eu dilyn yn ystod y broses derbyniadau, a chaniatáu hyblygrwydd yr un pryd er mwyn diwallu anghenion ac ateb gofynion pob Prifysgol ar wahân.

Asesu Ymarfer Clinigol

Cytunwyd ar y cychwyn i newid enw'r ddogfen i Cofnod Cyrhaeddiad Parhaus o Gymhwyster i Ymarfer er mwyn adlewyrchu safon newydd y Cyngor Nyrsio a Bydwreigiaeth (2010) ac y dylid cael dogfen benodol ar gyfer pob maes nyrsio, a oedd yn ymgorffori canlyniadau dysgu cyffredinol a phenodol i faes, yn hytrach nag un ddogfen gyffredinol, fel y datblygwyd yn flaenorol ar gyfer y pedair cangen. Roedd y broses ar gyfer datblygu'r ddogfen hon, i asesu myfyrwyr yn ystod amgylcheddau dysgu ar gyfer ymarfer, ac fel y dangosir yn ffigur 1, yn sicrhau bod trawstoriad o gydweithwyr o fyd addysg a gwasanaeth yn cymryd rhan, ynghyd â defnyddwyr gwasanaeth a myfyrwyr presennol. Cynlluniwyd y ddogfen derfynol i ateb gofynion safonau'r Cyngor Nyrsio a Bydwreigiaeth (2010), yr iaith Gymraeg a'r diwylliant a pholisi iechyd lleol a chenedlaethol yng Nghymru.

Offeryn Archwilio Clinigol Addysgol

Adolygwyd hyn gan Grŵp Cyn-gofrestru Cymru Gyfan ar gyfer Nyrsio a Bydwreigiaeth ar sail yr adborth a gafwyd. Dosbarthwyd y fersiynau drafft cychwynnol i lawer er mwyn cael sylwadau ac fe'u hadolygwyd yn unol â hynny. Cafodd y ddogfen a ddyfeisiwyd yn 2002 a'i diweddarau ar gyfer y broses ail-ddilysu yn 2007 ei chynllunio i archwilio Amgylcheddau Dysgu ar gyfer Ymarfer bob tair blynedd gyda diweddariad blynyddol. Yn unol â gofynion y Cyngor Nyrsio a Bydwreigiaeth, defnyddir y ddogfen newydd i archwilio Amgylcheddau Dysgu ar gyfer Ymarfer unwaith bob dwy flynedd.

Process

Selection and Admissions Principles

This element has been reviewed and updated by the All Wales Admission Tutor Group, a sub group of the All Wales Nursing and Midwifery Pre Registration Group, comprising of Admissions Tutors from all five Universities. A decision was made to revise the document to highlight principles each University should follow during the admissions process, whilst at the same time allowing some flexibility to meet the needs and requirements of each separate University.

Assessment of Clinical Practice

It was initially agreed to change the name of the document to 'Ongoing Record of Achievement of Practice Competence' to reflect the new NMC (2010) standard and that there should be a specific document for each nursing field, which incorporated both generic and field specific learning outcomes, rather than have one generic document, as previously developed for the four branches. The process for the development of this document, to assess students during PLE's, and as shown in figure 1, ensured involvement of a cross section of colleagues from education and service, service users and current students. The final document has been designed to meet the requirements of the NMC (2010) standards, Welsh language and culture and local and national health policy in Wales.

Educational Clinical Audit Tool

Revised by All Wales Nursing and Midwifery Pre Registration Group based on feedback received. The initial draft versions were disseminated widely for comments and revised accordingly. The document devised in 2002 and updated for 2007 revalidation was designed to audit PLE's every three years with an annual update. In line with NMC requirements the new document will be used to audit PLE's once every two years.

Mecanweithiau Gwerthuso

Mae'r ddogfen hon yn cynnwys holiaduron i fyfyrwyr werthuso'r Amgylcheddau Dysgu ar Gyfer Ymarfer, modiwlau damcaniaethol a'r rhaglen yn gyffredinol. Ynddynt mae cwestiynau a ddyfeisiwyd i adnabod data o safbwynt sicrhau ansawdd ac i ailadrodd yr wybodaeth a geir yn flynyddol o'r Arolwg Cenedlaethol o Fyfyrwyr, ac mae hyn felly yn rhoi cyfle i Brifysgolion ddatblygu cryfderau a nodir a chyflwyno camau lle mae angen gwella.

Portffolio Bydwreigiaeth

Er nad yw'r portffolio bydwreigiaeth yn rhan o broses ail-ddilysu Nyrsio, mae wedi cael ei adolygu gan y Grŵp Cymru gyfan ar gyfer Bydwreigiaeth er mwyn adlewyrchu safonau'r Cyngor Nyrsio a Bydwreigiaeth (2009) ac fe'i cymeradwywyd gan Grŵp Cyn-gofrestru Cymru Gyfan ar gyfer Nyrsio a Bydwreigiaeth.

Evaluation Mechanisms

This document includes questionnaires for students to evaluate PLE's, theoretical modules, and programme have been devised with questions to identify data from a quality assurance perspective and to replicate the information obtained annually through the National Students Survey, thereby enabling Universities to build on strengths identified and introduce measures where improvement is thought necessary.

Midwifery Portfolio

Although not part of the Nursing revalidation process the midwifery portfolio has been revised by the All Wales Midwifery Group to reflect NMC (2009) standards and approved by the All Wales Nursing and Midwifery Pre Registration Group

Ffigur 1

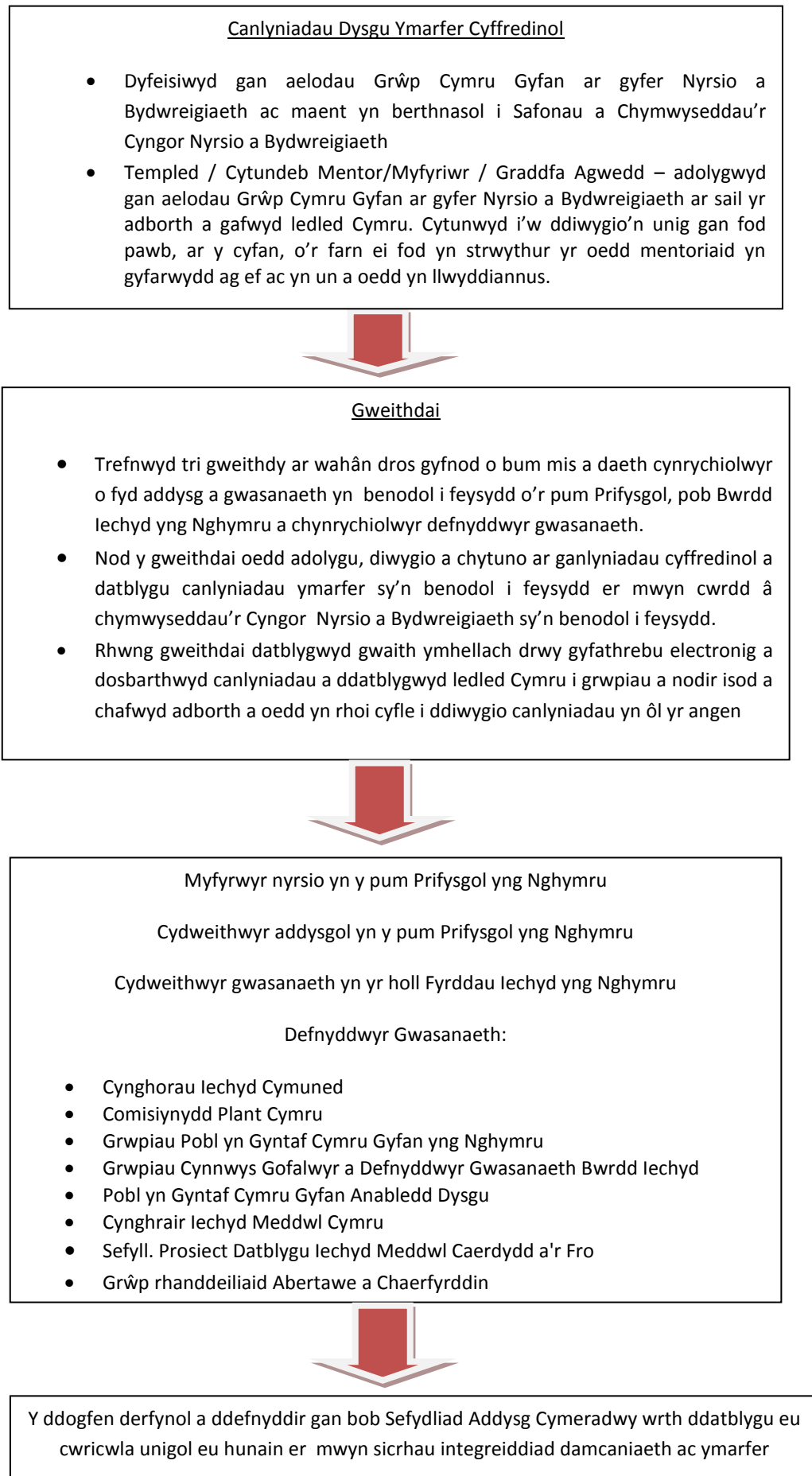
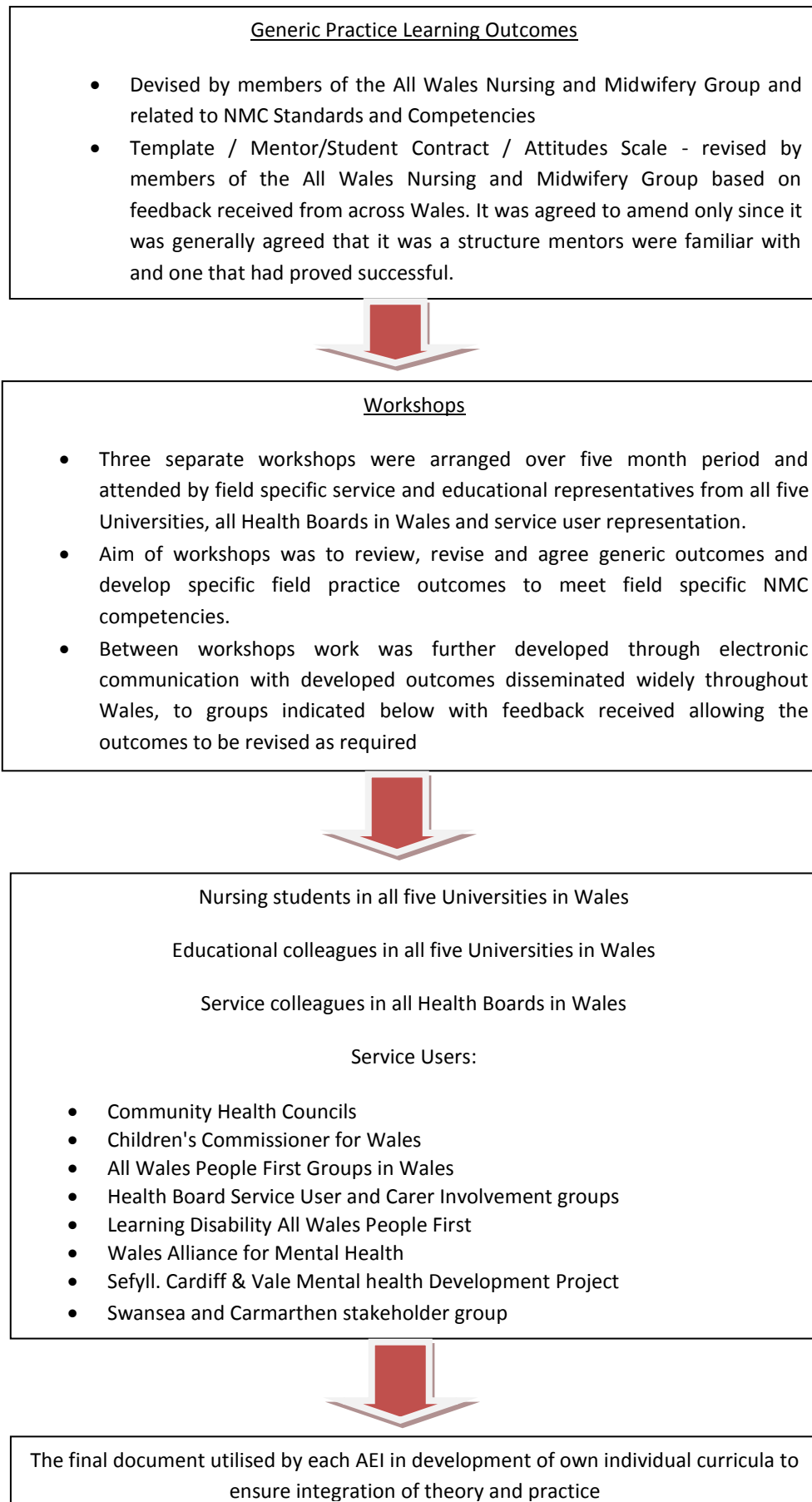


Figure 1



Cyfeiriadau

Cyngor Nyrzio a Bydwreigiaeth (2008) Safonau i Gefnogi Dysgu ac Asesu ar gyfer Ymarfer. Cyngor Nyrzio a Bydwreigiaeth. Llundain.

Cyngor Nyrzio a Bydwreigiaeth (2009) Safonau ar gyfer addysg bydwreigiaeth cyn-gofrestru. Cyngor Nyrzio a Bydwreigiaeth. Llundain.

Cyngor Nyrzio a Bydwreigiaeth (2010) Safonau ar gyfer addysg nyrzio cyn-gofrestru. Cyngor Nyrzio a Bydwreigiaeth. Llundain.

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