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RCM Career Framework

Practice education facilitator (PEF)

The Practice Educator (or Practice Teacher) role is a model of supporting student education, in particular their learning of clinical practice. Such roles strengthen the link between the HEI and placement settings. The practice educator plays a fundamental part in assessments, supporting mentors and maintaining clinical credibility.

PEFs in partnership with practice and academic colleagues, identify, develop and sustain the number and quality of approved practice learning environments (PLEs), while enhancing the capacity and capability of mentors and practice teachers in enacting their regulatory responsibilities in learning and assessment in practice. They do this by providing practitioners with the support they need to improve learners' practice learning experience in accordance with the revised Nursing and Midwifery Council Standards to Support Learning and Assessment in Practice (2008).

Practice teachers predominantly work in the placement settings, playing a key role in the preparation of future practitioners of midwifery, enabling them to deliver high quality evidence based care to women and babies.

Practice educators are experienced practitioners of midwifery and lead in the development of students' clinical proficiencies in the placement setting.

They are normally employed by the placement setting but can be jointly appointed and funded.

Requirements to enter into midwifery education – Practice education facilitator

Midwives wishing to pursue the Practice Teacher role must be registered on midwifery part of the NMC's professional register, having qualified with a bachelor's or equivalent degree.

A minimum of 3 years full time recent experience across the scope of midwifery clinical practice is required (or equivalent if part-time), and a commitment to their personal and professional development demonstrated through acquiring undergraduate and postgraduate qualifications. Midwives should normally have postgraduate qualifications, at master's level or equivalent, in midwifery or a related subject or be willing to undertake these qualifications.

Those interested in pursuing the Practice Educator role should have experience of teaching and assessing students. Having a teaching qualification, such as NMC (2008) mentor standard or NMC practice teacher, is advantageous. Where, a midwife does not have a formal teaching qualification, willingness to undertake a programme of studies



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leading to an education and training qualification at the earliest opportunity after joining the education institution will be required.

Practice educators/teachers must have academic knowledge and expertise in the discipline of midwifery and women's health coupled with experience of teaching students and experience of midwifery clinical practice. The main requirements are similar to that of lecturers in midwifery.

Main duties and responsibilities

There are four main duties and responsibilities: clinical practice, teaching and learning, leadership and management and research and scholarship. These main duties and responsibilities vary depending on the HEI and the focus of the post.

Clinical Practice

- Maintain and continue to develop clinical expertise in providing and delivering evidence based care to women during the childbirth journey and of babies, particularly in relation to being able to deliver evidence and research based placement learning.
- Lead on specific components of service or care delivery, as determined by the employing placement provider.
- Create an environment for effective practice-based teaching and learning of midwifery care in placement settings, enhancing multi-professional and/or multidisciplinary learning and team working.
- Work in partnership with a local HEI and other agencies to initiate and manage change for practice development, integrating education, research and practice, appropriately supporting students of midwifery within the practice setting to acquire prescribed proficiencies.

Teaching and Learning

- Lead the development and implementation of a midwifery practice development strategy, in collaboration with members of the multi-professional, multi-disciplinary team.
- Research led, evidence based teaching supporting students of midwifery in acquiring prescribed proficiencies and the acquisition of extended clinical skills.
- Ensure that midwifery students have a first-class placement learning experience by providing high quality guidance and advice with placement learning and pastoral issues to enable them to develop their scope of practice.
- Participate in the review and evaluation of placement learning of the students.



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Leadership and Management

- Work effectively as a multidisciplinary team member, providing clinical leadership for midwives and student midwives in the placement setting by acting as a role model, supervising and mentoring/coaching
- Create an environment in which safe and high-quality evidence based clinical care flourishes and members of the teams take ownership for their own personal and professional development.
- Lead clinical initiatives, as required by the employing placement provider. For example, formulating and updating guidelines, protocols and policies.
- Exercise a high clinical profile, facilitate the application of theory to practice and inspire other members of the team.
- Personal and professional development in the area of teaching and learning and research/scholarly activity, translating this to further enhance student experience and placement setting.

Research and scholarship

- Participate in research and the implementation of relevant findings into practice settings policies, protocols and guidelines as appropriate and, where possible, contribute to the dissemination of good practice.
- Work closely with key staff, participating in audit or research projects to develop and advance midwifery practice by disseminating findings through conference presentations at a local, national or international level and publishing work in relevant journals.

Practice teachers divide their time between the HEI and the placement setting and are expected to execute the above duties commensurate with the seniority and clinical role.

Practice educator/teachers are normally salaried at NHS Band 6/7 in accordance with Agenda for Change and, like lecturer practitioners, will go through various stages of career progression. Experience and further personal and professional development will open a wide range of options to develop their career which are as per lecturers in midwifery.