



**University of  
Nottingham**

UK | CHINA | MALAYSIA

**Student  
attitudes towards  
Fitness to  
Practise:  
Learning from a  
staged NMC Fitness  
to Practise hearing**

**Dr. Zoey Spendlove  
Assistant Professor in Midwifery**



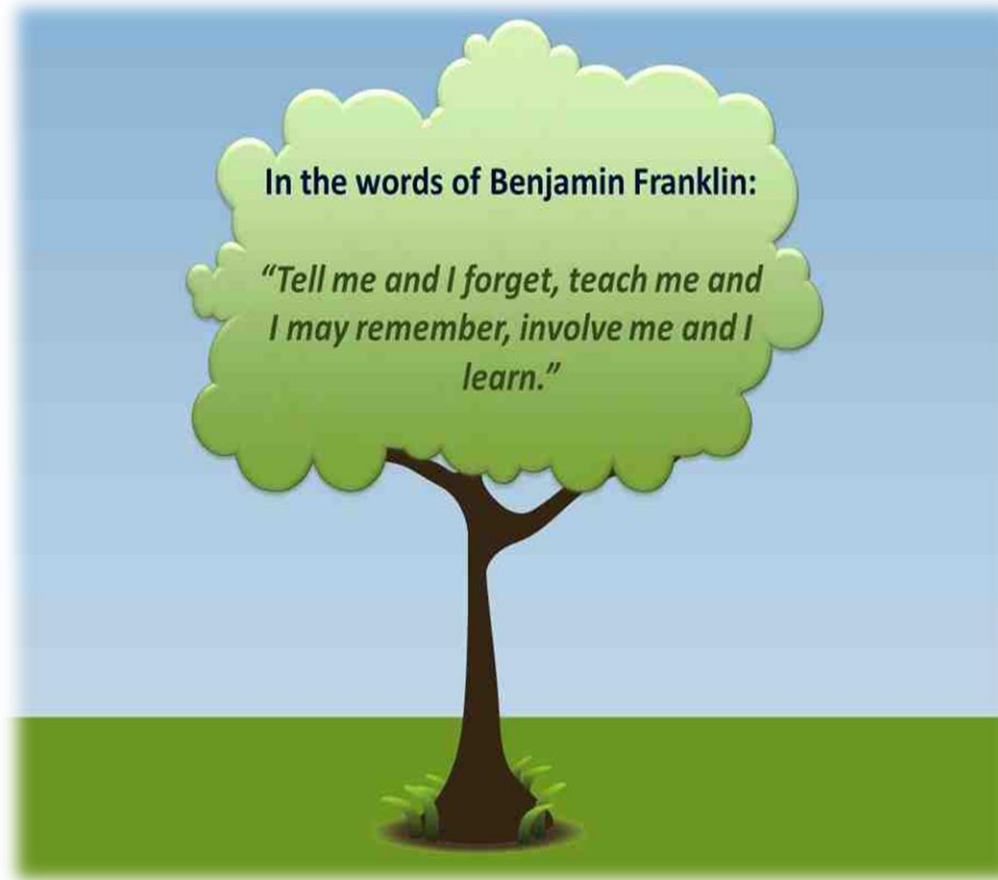
An understanding of the implications of accountability and fitness to practise are integral to enabling professionalism in practice.

Professional training programmes need to prepare students with the necessary behaviours, knowledge and skills required to embrace accountability for their actions and ensure the consistent provision of safe, effective, person-centred care (Nursing and Midwifery Council, 2017).

Teaching accountability and fitness in the classroom can be challenging, due to student fear and lack of engagement with the topic.



# Modern Pedagogy for Learning?





University of  
Nottingham

UK | CHINA | MALAYSIA

**Student attitudes towards Fitness to Practise:  
Learning from a staged NMC Fitness to Practise hearing**

**Created by Dr. Zoey Spendlove**

**Division of Midwifery  
Health E-Learning Media team (HELM)  
School of Health Sciences**



University of  
Nottingham  
UK | CHINA | MALAYSIA



[https://mediaspace.nottingham.ac.uk/media/t/1\\_f3cvjyjd](https://mediaspace.nottingham.ac.uk/media/t/1_f3cvjyjd)

**[Mock NMC Fitness to Practise Hearing Learning Resource](#)**



## Mock Fitness to Practise Hearing: Evaluation of learning activity

**SUMMARY** → DESIGN SURVEY → PREVIEW & SCORE → COLLECT RESPONSES → ANALYZE RESULTS

1509 BSc Midwifery Cohort – 37 responses



**The mock fitness to practise hearing has broadened my understanding of the NMC Fitness to Practise process...**

95% students - agreed/positively agreed

### **Student narrative responses**

I understand the process a lot more clearly.

I had no knowledge of the process and I now feel that I am fully aware.

Informative session, gave a good insight into fitness to practise and the NMC hearing process.

It was an excellent demonstration of how the Fitness to Practice hearing works.



**The engaging nature of the mock fitness to practise hearing has positively assisted my learning...**

86% students - agreed/strongly agreed

### **Student narrative responses**

Understand much more about the effect of defensive practice and poor decision making in practice after discussion in our group

Engaging and a good way to think about how decisions in practice must be justified



**The mock fitness to practise hearing promoted discussion of the professional, legal and ethical frameworks that govern the midwife's scope of practice...**

95% students - agreed/strongly disagreed

### **Student narrative responses**

It helped to talk about all the facts from different perspectives in the group and think about the NMC Code





**The mock fitness to practise hearing encouraged me to critically reflect upon my accountability as a qualified midwife...**

95% students – agreed/strongly agreed

### **Student narrative responses**

I have taken on board the need to know more about the processes that occur and the impact and importance of accountability and leadership for midwives

This has definitely opened my eyes to the impact of being accountable.



**After engaging with the mock fitness to practise hearing I fully understand my professional responsibilities in upholding the NMC standards of conduct and behaviour...**

95% students agreed/strongly agreed

### **Student narrative responses**

This highlighted that I need to further reflect on my role in upholding the standards

**All student midwives should engage with the mock fitness to practise hearing teaching session...**

95% students – agreed/strongly agreed

### **Student narrative responses**

I believe this will be beneficial for all student midwives

I feel if more knew about the process then it would be less intimidating and people would feel less stressed about accountability and fitness to practise

I feel this session is going to be invaluable as a qualified midwife and would recommend this experience to all student midwives.

I feel it better prepares student for qualification, good to have the session close to finishing the course.

### **How do you rate the mock fitness to practise hearing learning activity for your overall learning?**

Overall rating 4.68 out of 5

### **Student suggestions for improvement of the learning activity...**

Although it would be a long day, a full day with small groups to enable full discussion on the points. It would also be good to have a real situation that had an outcome so we could judge our opinion against others.

Participant of hearing could have remained in the room until the verdict was given by students. Possibly further discussion after from the participants to gain further insight from a wider group of tutors.

More detail given as handouts to help with discussion and notes to help decide about conclusions and sanctions etc.



The resource raised general awareness amongst the group of the midwife's scope of practice and the requirement to conform with NMC standards.

The resource appeared to positively influence students knowledge of, and attitudes towards, autonomous practice, accountability and Fitness to Practise.

The resource was described as invaluable learning experience to all student midwives.



University of  
Nottingham

UK | CHINA | MALAYSIA

**Thank you for listening...**

**Any questions?**