

# Indirect Student Nurse Assessor Placement Pilot (iSNAPP) Programme

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## Contents

Introduction .....	3
Programme Overview .....	4
How the model works .....	6
Practice & PCN Benefits .....	7
Funding .....	7
Potential Recruitment Opportunity .....	8
Staff Professional Development .....	8
PCN Collaboration .....	8
Practice & PCN Expectations .....	9
Commitment to Student Nurse Placement Growth .....	9
PCN Supervision and Assessment Plan .....	9
Learning Environment Assessment Audit .....	9
Participation in Evaluation .....	9
Student evaluation .....	9
PCN evaluation .....	9
Additional Information .....	10
Next Steps .....	10
Appendix 1 – Process for claiming the clinical tariff .....	11
Appendix 2 – Supervision and Assessment Resources .....	12



## Introduction

The West Yorkshire Primary Care Workforce and Training Hub (WY PCWTH) is part of a national network of NHS England commissioned Training Hubs charged with facilitating the development and training of the future primary care workforce. The PCWTH coordinates several programmes across the West Yorkshire area, including undergraduate nursing student placements, Advanced Clinical Practitioner Apprenticeships, General Practice Nurse Vocational Training Schemes, General Practice Assistant Programme, CPD funding, and support with ARRS as part of the GP DES.

Our programmes and schemes are funded by NHS England and the West Yorkshire Integrated Care Board (ICB). The PCWTH is working closely with the West Yorkshire ICB to develop the required primary care workforce of the future and to engage with General Practices (GPs) and Primary Care Networks (PCNs) to understand future workforce needs, and to support the training required.

Poor historical placement experiences have impacted on the willingness of practices to host pre-registration nursing student placements, with common feedback highlighting that despite recent changes to the Nursing curricula and NMC standards, the amount of effort involved in supporting and assessing nursing students is onerous. With demand on general practice also increasing, there is a reluctance to support nursing students due to impact on clinics and the number of appointments they would lose.

Meeting the increasing workforce demand for nursing roles in primary care continues to be a major general practice workforce challenge. With the financial challenges experienced within general practice, many surgeries are moving away from the traditional GP partner model and are instead looking to develop and utilise the nursing workforce for a more cost-effective delivery of services. As such, it is imperative that we do all we can to support the early development of the nursing workforce to attract and retain them in primary care roles by providing the required volume of high-quality placements across a variety of learning environments.



## Programme Overview

The Indirect Student Nurse Assessor Placement Pilot (iSNAPP) is a 12-month pilot programme designed to increase the number of student nurse placements within General Practice (GP) and Primary Care Networks (PCNs) across the West Yorkshire region. We know that finding the time and resources to support student nurse placements can be challenging for GPs and PCNs. That is why the **iSNAPP** is here to help. This initiative is all about utilising the expertise of existing Practice Nurse Assessors (PNA) and providing funding and training to expand student nurse placement capacity, within a defined 12-month period.

The line management and assessor responsibilities for student nurse placements will be delegated to an allocated Practice Nurse Indirect Assessor (PNIA) who will take overall responsibility for student nurse placements across the PCN footprint. Introducing the PNIA role would reduce the direct resource impact on individual practices when supporting student nurse placements and it would become a shared PCN model. The PNIA is responsible for the indirect supervision and final assessments of the nursing students.

Taking the decision to develop and implement the iSNAPP model will provide a robust foundation to successfully build and maintain relationships with key student nurse placement stakeholders, such as workforce leads and HEIs, and will help to ensure that the student nurse placement process is beneficial for all parties. More importantly it will give pre-registration nursing students the peer support and learning experience which they need for a successful and positive general practice placement experience, and hopefully form earlier career decisions to take up a first substantial post in primary care. By participating in this initiative, you will help to support the future of the West Yorkshire general practice nurse workforce by offering increased numbers of student nurse placements, thus helping to shape the education of student nurses, whilst also strengthening your team's professional development and our future general practice workforce.

iSNAPP is not just an opportunity to increase placements – it is a chance to build a stronger, more cohesive PCN that supports the future of nursing and the professional development of the PCN



nursing team. By participating, you will be investing in your team, your PCN, practices, and the wider community of future nurses.

### **Student Supported Services**

There is also the opportunity to develop a 'Student Supported Services' placement which has benefits to the learner and practice partners, including reduced workload on supervising nurses as demonstrated in a [Leeds-based pilot](#). Student supported clinics can generate significant income for placement practices and provide student nurses with valuable hands-on training and patient facing experience.

### **Harnessing Group Clinics to Deliver the NHS Ten Year Plan**

Group clinics, where multiple patients consult with healthcare professionals simultaneously, are a key strategy in delivering the NHS Long Term Plan. They improve efficiency, enhance chronic disease management, and support preventive care. Offered in-person or virtually, these clinics optimise clinical time while fostering peer support.

#### **Alignment with NHS Goals:**

- **Community-Based Care:** Reduces hospital admissions by managing conditions locally.
- **Digital Transformation:** Supports virtual consultations for wider access.
- **Preventive Healthcare:** Empowers patients through education and peer learning.

### **The Role of Nursing Student Placements**

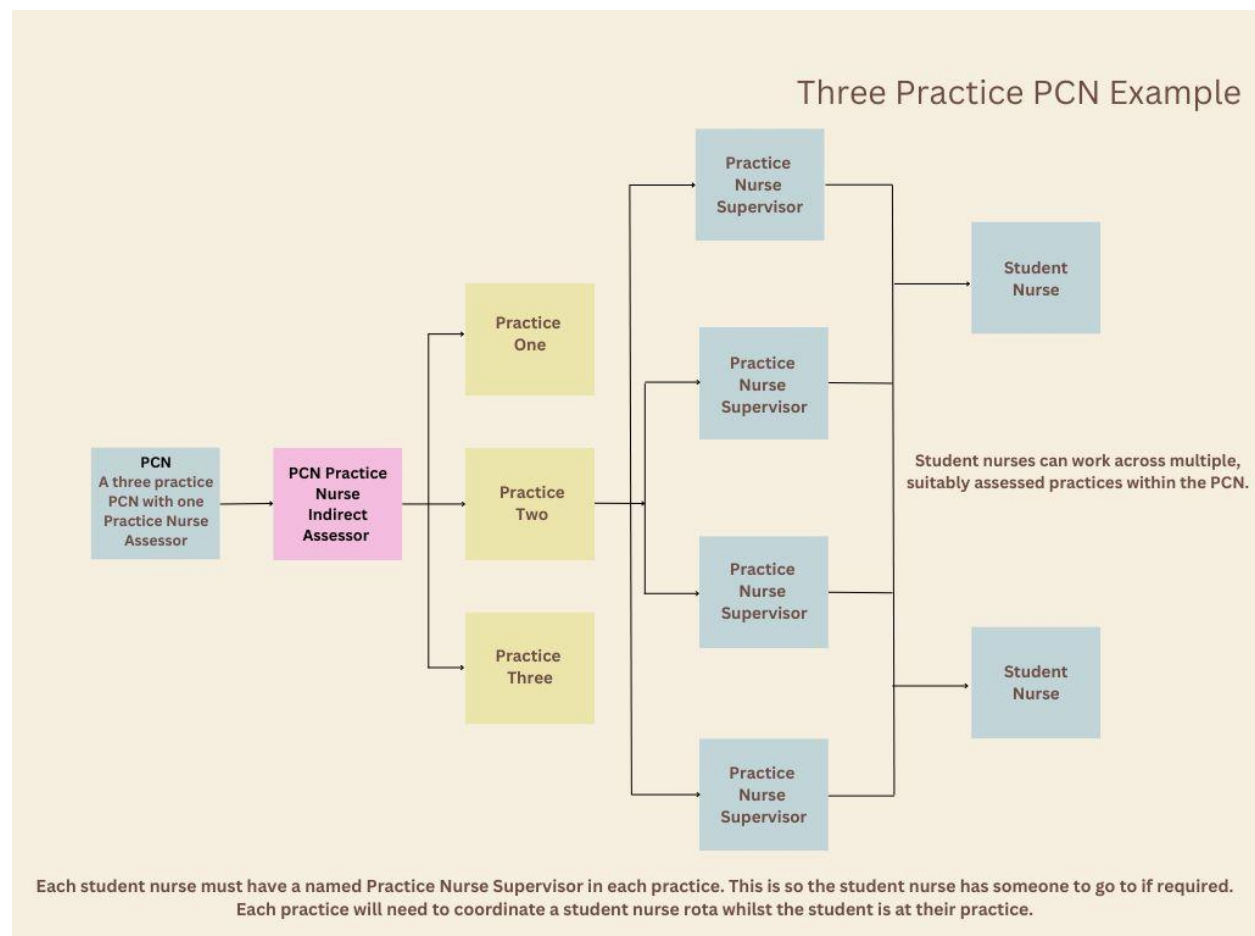
Incorporating student supported services and group clinics into the iSNAPP programme offers nursing students a unique opportunity to gain experience in collaborative care, patient education, and chronic disease management. By actively participating in group consultations—both in-person and virtually—students can enhance their clinical skills, improve communication, and contribute to more efficient healthcare delivery. This integration not only strengthens the workforce pipeline but also aligns with the NHS Long Term Plan's focus on community-based, preventive, and digitally enabled care.

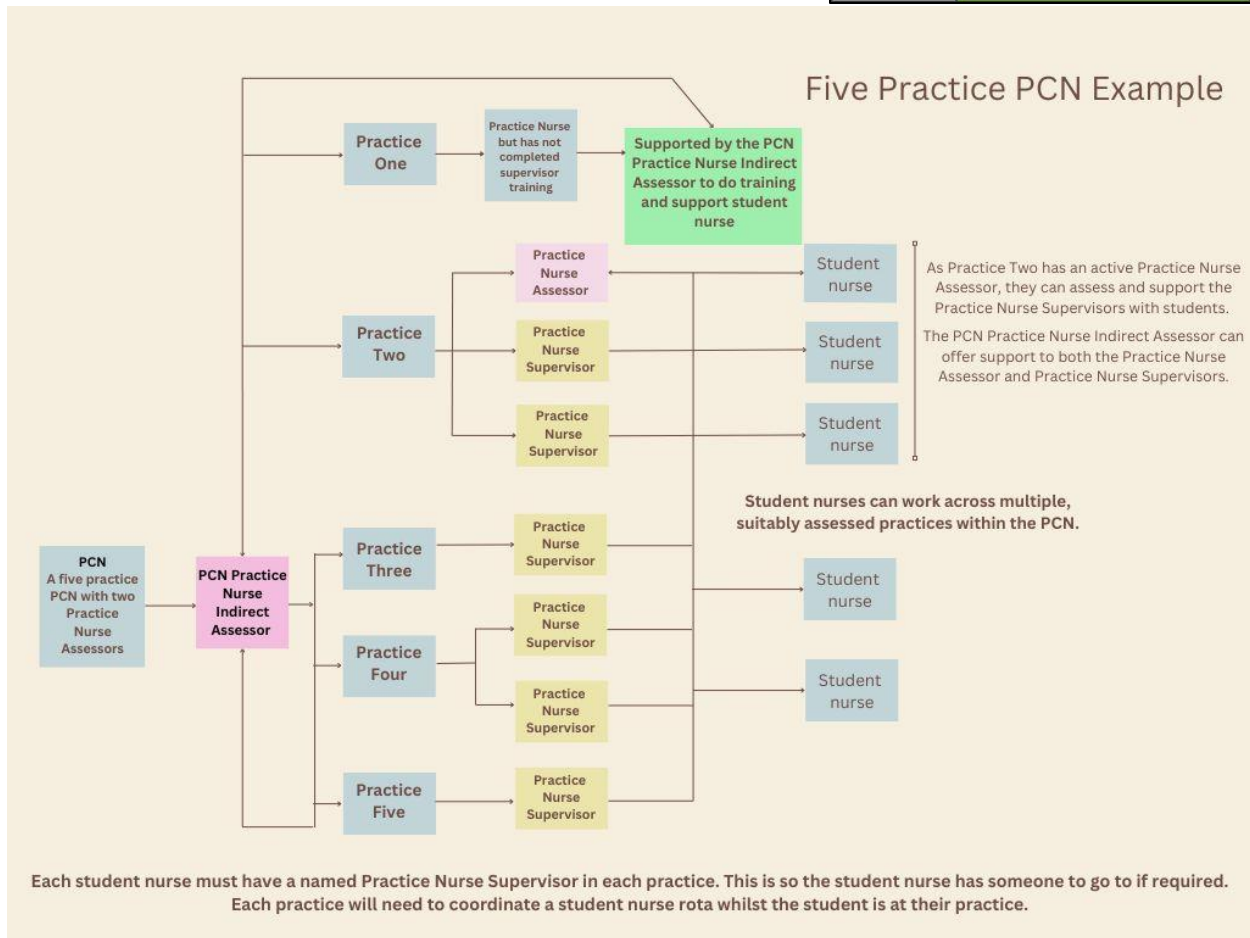
Nursing students can play a valuable role in group clinics by assisting with patient education, facilitating discussions, and providing clinical support under supervision. This hands-on experience enhances their learning while easing workforce pressures, making group clinics a beneficial training environment for the next generation of general practice nurses.

By integrating group clinics and utilising nursing student placements, the NHS can enhance patient care, efficiency, and long-term health outcomes.

### How the model works

The below example flowcharts outline how the pilot can function across differing sized PCNs, with the flexibility to adapt to different levels of practice involvement.





## Practice & PCN Benefits

### Funding

1. **Placement development funding:** We know that supporting placements takes time, so each PCN will receive £1,500 to cover the release time of your Practice Nurse Indirect Assessor(s). This funding will help to develop a PCN supervision and assessment model to make the best use of supervisor and assessor capacity within your PCN. Funding will be paid in two instalments, at the 6-month point of participation, and at the 12-month point of participation upon demonstration that the placement provider has increased placement capacity by six placements from existing baseline placement numbers (assessed on previous 12-months capacity of nursing student placements).



2. **Clinical tariff funding:** The PCN will receive the NHS England national [clinical tariff](#) placement funding for each student nurse placement. For each nursing student hosted by the PCN, you will receive the clinical tariff, which is approximately £130.00 per week, for a 37.5-hour week, for the number of weeks they are on placement. A typical placement duration is on average 6-8 weeks, but can be up to 14 weeks, depending on the HEI placement requirements. Appendix 1 provides further details on claiming the clinical tariff and this will be paid to practices in 3 x yearly instalments in line.
3. **Additional potential income:** There is the potential to increase GP or PCN income by adopting a [Student Supported Services](#) model of placement delivery. Services such as NHS Health Checks or blood pressure check clinics can be delivered by nursing students during their placement, thus nursing students can generate a significant level of income for participating GPs/PCNs.

### Potential Recruitment Opportunity

This is a fantastic way to increase your practice and PCN involvement in nursing education and build a relationship with the next generation of nurses. Without general practice placements nursing students do not often consider general practice as a first destination career. You have an opportunity to change this by increasing awareness of general practice as a placement and a career option for pre-registration nursing students.

### Staff Professional Development

The programme provides the opportunity for all nurses, nursing associates and other allied health professionals in your PCN to complete the Practice Educator and Assessor Preparation (PEAP) training, or alternative. This training will equip them with the skills and qualifications needed to supervise and assess student nurses according to the [Nursing and Midwifery Council \(NMC\) standards](#). Supporting and mentoring can provide a renewed sense of purpose and career progression for everyone involved and can increase job satisfaction.

### PCN Collaboration

The programme encourages practices to work together to create a supportive and unified approach to student nursing placements. By sharing knowledge and resources, your practices can





help create an environment where learning and mentorship thrive, whilst creating capacity and placement resilience throughout the PCN.

## Practice & PCN Expectations

### Commitment to Student Nurse Placement Growth

Increase your baseline student nurse placement capacity to an additional six students from baseline (1<sup>st</sup> January - 31<sup>st</sup> December 2024), over a 12-month set period. Commit to ongoing delivery of student nurse placements past the 12-month period using the iSNAPP model.

### PCN Supervision and Assessment Plan

Collaborate within your PCN to develop a student nurse supervisor and assessor network and provide a PCN student nurse supervision and assessment plan to the WY PCWTH. This plan must include evidence of timetabling, student-supported service delivery plans, and details of allocated practice supervisors and practice assessors. All supervisors and assessors who are involved in the iSNAPP programme must complete the PEAP training, or alternative, and provide evidence to the WY PCWTH within the required supervision and assessment plan.

### Learning Environment Assessment Audit

Commit to ensuring the PCN has an up-to-date learning environment assessment audit in place to assure the WY PCWTH and HEIs of a supportive learning environment for the nursing students. This audit is held on [PARE](#) and all involved practices must have a PARE profile. PARE is an NHS England commissioned Practice Assessment Record and Evaluation tool used by HEIs to direct students to placement, and for student placement evaluations.

### Participation in Evaluation

Student evaluation – this will be completed via the students [PARE profile](#) in line with usual placement evaluation processes during the last week of their placement - [OnlinePARE.net- Practice Assessment Record and Evaluation](#)

PCN evaluation – this will be completed by the PNIA or PCN Manager via MS Forms during the last week of each placement - <https://forms.office.com/e/tbVgyHVs6G>

## Additional Information

The proposed responsibilities of the Practice Nurse Indirect Assessor role include but are not limited to:

- Act as a first point of contact for students, practices, university representatives and any other external organisations involved in the programme.
- Develop and maintain links with the HEI to support practice education.
- Facilitate the development and provide support to PCN Practice Assessors and Practice Supervisors.
- Communicate educational and practice information in relation to nursing student placements within the PCN.
- Have knowledge of [NMC SSSA \(2018\)](#), education and development, and delivery of practice education.
- Support Practice Assessors and Practice Supervisors in complex decision making in relation to student placement, competence, and fitness for practice (in collaboration with the HEI).
- Work collaboratively with the HEI in considering diverse student supervision and placement models such as student-supported services.
- Facilitate a structured and supportive learning environment for nursing students whilst on placement, ensuring a full supervision and assessment model is in place with a predefined timetable.

## Next Steps

Click the [link](#) to apply. A member of our team will review your application and be in contact to arrange an initial meeting to discuss the project in more detail.

## Appendix 1 – Process for claiming the clinical tariff

To remunerate practices for nursing student placement hours, we first need to validate the placement data with the HEI and NHSE on a portal called the Student Data Collection Tool (SDCT). Only once the placement hours have been validated can we claim the clinical tariff funding from the HEI to make payment to practices/PCNs.

Placement data is validated three times a year, so the placement year is split into three reporting periods. Table 1 shows the three reporting periods for 2024/25 and when the data is released to the WY PCWTH for validation.

Reporting Period	Placement activity available to validate	Placement validation deadline
12th / 15th February – 30th June 2024	26th July 2024	20th August 2024
1st July 2024 – 31st Oct/3rd Nov 2024	26th November 2024	17th December 2024
1st/4th November 2024 – 16 <sup>th</sup> February 2025	14th March 2025	4th April 2025

*Table 1: 2024/25 SDCT reporting periods.*

Individual student placement dates do not necessarily align with the defined reporting periods, hence there might be some placements that overlap into two different reporting periods and thus two invoices may be requested per student if this occurs. For example, if student X's placement take place between 15.06.24-30.07.2024 then the hours completed between 15.06.24-30.06.24 will be validated first and the practice will be paid for this period first. Then at the end of the next reporting period, the hours completed between 01.07.24-30.07.2024 will be validated in December and the practice will receive the remainder tariff due for this placement.

The WY PCWTH maintain comprehensive nursing student records to ensure practices/PCNs are fully remunerated for any placement activity they deliver. Once we have validated the data on SDCT

with NHSE and received the funds from the HEIs for placement activity, the practice/PCN will be contacted with details of the total amount and asked to invoice for the funding. Invoices can be sent to [wy.traininghub@nhs.net](mailto:wy.traininghub@nhs.net).

## Appendix 2 – Supervision and Assessment Resources

- Practice supervision and assessment in nursing | OpenLearn - Open University
- Primary Care School - Introduction to Educational Supervision
- Anglia Ruskin University