

# Clinical Coach Standardisation 2025

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# Welcome!

# Meeting Agenda

1. Welcome!
2. The Clinical Placement Team
3. HAU updates
4. The HAU OSCEs
5. The RCVS Day One Skills
6. The RCVS Professional Behaviour and Attitudes assessment
7. Meeting feedback

# Clinical Placement Team



Sharon Butler,  
VN Placement  
Administrator



Suzanne Edwards, Clinical  
Placement Team Manager



Sharron Perkins, Year 1  
Placement Manager



Caroline Bromley, Year 3  
Placement Manager



Justine Armour,  
IQAV South East  
England region



Helen Gauchwin,  
IQAV Midlands &  
North



Helen  
Harris, IQAV  
South West



Claire Hartley,  
IQAV Midlands



Carol Hicks,  
IQAV Midlands,  
North Wales and  
North West



Juliet Whatley,  
IQAV Central  
England and SW

# Just a quick note to say...

A HUGE **thank you** to those who have supported HAU Year 1 or Placement Year SVN this placement period!

*Would you be interested in offering a placement for our next cohorts of students?*

10-week placement: occurs between mid-June – end September

Placement Year: students can start anytime between July – end of September each year and complete a 42-week block placement (including 4 weeks annual leave) (+ if paid)

**Year 1 and Placement Year** - Carol Hicks [Chicks@harper-adams.ac.uk](mailto:Chicks@harper-adams.ac.uk) and Caroline Bromley [cbromley@harper-adams.ac.uk](mailto:cbromley@harper-adams.ac.uk)

# Contract/Terms of Placement

Where a formal Contract of Employment is not in place, practices are required to implement Terms and Conditions for the clinical placement period.

The outline of expectations and responsibilities of both the student and practice ensures a clear understanding of roles

We advise that the following could be considered in the Terms and Conditions:

- Role and Responsibility of the SVN position
- Workplace code of conduct
- Induction, training, support and supervision
- Health and Safety policies and procedures
- Equal opportunities
- Placement duration and termination, notice periods
- Procedures for sickness/reporting absence, holiday requests

We are happy to offer feedback in developing Terms and Conditions for unpaid placements, but as these agreements are individual to each practice, content included is at the discretion of the practice

# HAU Vet Nursing OSCE

Feedback and Update for Clinical supervisors  
2024-25 Cohort

# The RCVS Day One Skills



Regardless of the recording platform that is used, the RCVS Day One Skills and Professional Behaviours and Attitudes are a regulatory benchmark in which all SVN's must achieve by the end of their clinical placement period



# Let's brainstorm!



## Activity!

We are going to discuss some specific Day One Skills.

In discussions, we'd like you to consider:

1. How you've demonstrated this skill in the past to your student
2. What guidance you have given to your student in the types of experiences they should look out for and record against the skill
3. Guidance notes! Do they help? Are they clear?
4. Any tips that you've found to work well in covering the skill that other Clinical Coaches could adopt

### ? Section 2, Skill 9

Review and discuss evidence-based nursing

### ? Section 2, Skill 10

Identify and collaborate on quality improvement within the practice setting

### ? Section 2, Skill 11

Demonstrate compliance with practice protocols in regard to health and wellbeing of personnel

### ? Section 4, Skill 2

Critically evaluate a care bundle

# The RCVS Day One Skills

## Support resources

[HAU Specific guidance for the 2022/23 NPL Skills](#)

[RCVS Knowledge – Care Planning and Care Bundles](#)

[RCVS Knowledge – EBVM Toolkit](#)

[RCVS Knowledge – Quality Improvement](#)

[RCVS Mind Matters Initiative](#)

[Vetlife \(helpline, financial support and health support\)](#)

[VetLife Burnout, Moral injury and Compassion Fatigue resource](#)

[British Veterinary Chronic Illness Support](#)

[BVNA – lots of developing toolkits!](#)

RCVS Academy (Courses within) SVN: RCVS & me, Culture and Wellbeing, Leadership & Coaching, Client Engagement, Clinical Supervisor

# Professional Behaviour Assessment

The professional behaviours and attributes are a form of etiquette in the workplace that is linked primarily to respectful, courteous and competent conduct.

Consciousness of how veterinary nurses interact with colleagues and clients is an essential requisite for the veterinary led team, promoting a harmonious and effective working environment.

The newly registered veterinary nurse is expected to reflect upon the development of their professional behaviours as they progress towards registration.

# The review



NPL – 10%, 40% and 80%

At the 80% review, to successfully achieve the PBA's, the SVN must have been awarded a Level 4 or 5 learner by the Clinical Coach across ALL behaviours and attributes

Useful resource in between these target reviews – you don't just have to keep to the three reviews!

These can be downloaded and completed between each assessment – often useful for the period between 40% & 80%

Need to appreciate the importance of these behaviours and attributes

Use as point of discussion in tutorials

# HAU NPL Progression Targets



To help keep students on track with their NPL completion during the two placement periods, we advise students and Clinical Coaches of the following targets:

## Year 1:

- ✓ 10% complete and completion of the 10% Professional Behaviour Assessment

## Year 3:

- ✓ **3 -4 months into the placement:** 40% complete and completion of the 40% Professional Behaviour Assessment
- ✓ **7- 8 months into the placement:** 80% complete and completion of the 80% Professional Behaviour Assessment

**\*\*2 weeks before finish placement:** NPL to be 100% complete\*\*

(this allows the IQAV time to complete the final report and for the student and Clinical Coach time to address any unsatisfactory samples of skills following this final report)

# HAU NPL Progression Targets



We appreciate that Clinical Coach's will be supporting students working on different recording platforms.

Whilst the NPL targets previously discussed have been set for HAU students, we would advise that similar or relevant intermediary targets/goals should be discussed and set with your SVN.

Breaking down the Day One Skills into smaller, more manageable bitesize goals makes helps students focus

Liaise with the student's course provider, as there may already be advised targets that are in line with the teaching scheme of work

Review goals/targets at the agreed times

# Open forum! Any questions?





**Thank you for joining us today!**

**We'd be very grateful for any feedback following this meeting.  
Your feedback each year helps us plan and develop support resources and topics  
for future standardisation – please do have your say!**