



Allied Health Professions student support guidance during COVID-19 outbreak

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Purpose of this guidance

The COVID-19 pandemic means we are in unprecedented times with significant pressures being placed upon our health and care services.

This guidance document is aimed at providing information to Allied Health Professions (AHP) students in England on what this means for them during this time. The guidance is focused on how students can continue to study and support the health and care system during this time of emergency. AHP students training as art therapists, drama therapists, music therapists, orthoptists, prosthetists and orthotists, and osteopaths should consult with their university about how their education programme will be delivered as it is expected to be different from other AHP professions.

This is a fast-changing and emerging situation and advice may be subject to further development. Therefore, these principles should be used in conjunction with advice and guidance from both students' higher education institutions, the Health and Care Professions Council (HCPC), professional bodies, Royal Colleges and trade unions.

Overview

We have heard from many of you asking how you can support services during this time and in response we have worked collaboratively with the HCPC, Professional Bodies, Royal Colleges, Council of Deans of Health, Government departments of the four nations, NHS Employers and trade unions to consider how best to support you to use the skills and expertise you have in the safest possible way.

It is important that we recognise the different experience and skills of students depending on the point of their journey through their studies. This guide therefore provides:

- A summary of the position and options for students in:
 - the first year of their undergraduate programme;
 - year 1 (postgraduate), year 2 (undergraduate), and final year students who have not completed all their clinical placements;
 - final year students, on all UK approved programmes, who have completed all their clinical practice placements.
- A set of more general frequently asked questions providing further information to support students during this time.

Students in their first year of undergraduate programme

Overview

Students in year one¹ will continue with their studies and remain on their programme. However, the nature of the programme will be adapted so that students will see their academic studies continue but their clinical placement time will normally be paused.

As now, you may volunteer or undertake paid work within a healthcare setting while maintaining your academic study if you wish to do so. In line with current guidelines, volunteering or paid work will not normally be counted towards practice hours and experience.

What this means for your education programme?

As set out above, you will continue to undertake your academic studies in line with the current programme via the distance/online learning approaches agreed with your university.

However, due to the pause on clinical placements you may not be able to complete the usual level of practice hours in your first year, but you should not be concerned about this. The HCPC will work closely with your university (or other education institution) to assess what this means for you and how you can be supported to reach the required number of practice hours across the remaining period of your course.

Will this have a financial impact on students?

The Student Loans Company (SLC) have issued the following guidance which will continue to be updated at <https://www.gov.uk/government/news/slc-coronavirus-covid-19-update>.

SLC is continuing to support students, universities and colleges and they will be providing further updates as necessary.

You should not be required to pay for university accommodation after it has been closed or you have been advised to leave campus

Will I still get my next student finance payment?

SLC have confirmed that students will receive their scheduled or next instalment of their maintenance loan at the planned start of their summer term, regardless of whether their university or provider has made alternative arrangements for teaching.

Can I still apply for student finance?

If you're studying at the moment or you'll be starting a full-time, undergraduate course after 1 August 2020, you can apply online for student finance as normal. Postgraduate pre-registration and part-time, undergraduate student finance applications for academic year 2020 to 2021 are scheduled to launch in June. If this changes, this will be communicated through social media channels. In time, you will also be able to apply for the new maintenance grants which will be introduced from September 2020.

¹ Or second year part-time.

Additionally, the Department of Health and Social Care has confirmed that all Learning Support Fund (CDA/ESF/TDA²), NHS bursary and Social Work Bursary payments will continue to be paid during the period. Eligible students should continue to apply for payments through the NHS Business Services Authority in the same way as they do now.

What action do students need to take?

You do not need to take any direct action at this stage. Your university will be in contact to explain how your academic studies will be delivered during this time and will be available to answer any questions or concerns through existing pastoral support routes.

² CDA – child dependents allowance; ESF – exceptional support fund; TDA - travel and dual accommodation.

Students in Year 1 (postgraduate), Year 2 (undergraduate)³ and all final year students who have not completed all their clinical placements

Overview

Given the significant pressures on the system and the need to ensure that front line services are fully supported it is not possible to continue to provide the current programme for students in these years of study.

You will be given the option to opt in to a revised programme structure as set out below. This is voluntary and if you do not feel able to opt in to this you will be supported by your university to consider the options available to you including continuing with the academic elements of your study through distance learning/online approaches or an authorised break in your studies. Universities are working on the principle of supporting all students so they are not disadvantaged in progressing with their education programme based on whether or not they decide to opt in to the revised programme.

Revised programme delivery

AHP students will be invited to opt in to a revised programme structure whereby they can spend, for example, a maximum of 60% of their time in a support worker role, which would be remunerated, and a minimum of 40% of their time in academic study. The time set aside for academic study would build in continued academic progression and a period of structured contact with your university to ensure ongoing academic and pastoral support during the COVID-19 pandemic.

The exact nature of the role to be undertaken and the level of supervision will be agreed between you, your university and the organisation in which you will be working and it will be aligned with the profession that you are studying wherever possible. It is recognised that you will need to be supported and supervised clinically during such deployment to develop your confidence and skills and education providers will advise students on how this will be managed.

What does this mean for your education programme?

Your university will continue to provide support to you and will offer ways of maintaining contact when you are in clinical practice. Your time in clinical practice may be able to be used to support achievement of required practice hours. Your education provider will determine if this is the case.

However, given the significant change in clinical practice consideration will need to be given to how students can be supported to meet all aspects of the course requirements. The HCPC will work closely with Council of Deans of Health and universities to assess what this means for students and how they can be supported to achieve the course requirements across the remaining period of their studies to support full professional registration on completion of their degree.

³ Year 3 of 4-year programme and later if studying part time – please discuss this with your university.

Students in clinical practice must have a named clinical supervisor / educator in practice. This will usually be a supervisor from the same profession but if not, professional supervision should be provided via long arm supervision. Students should also have a named academic tutor. Students should also have arrangements in place, including a learning agreement, opportunities for learning and reflection and assessment processes, if clinical hours are to be accredited towards academic programmes.

Will this have a financial impact on students?

While in clinical practice you will be paid in line with the terms and conditions of the organisation in which you are working and any national guidelines (e.g. Agenda for Change). As set out above, specific roles will be agreed with individuals, but it is expected that in most cases this will be at Band 3 level on a fixed-term contract; confirmation will follow based on advice from the NHS Staff Council.

The financial arrangements described above only apply to those students who are opting in to this revised programme in response to the COVID 19 pandemic. If you are carrying out your clinical placement as usual and are not part of the revised programme then the remuneration will not apply to you.

The Student Loans Company have issued the following guidance which will continue to be updated at <https://www.gov.uk/government/news/slc-coronavirus-covid-19-update> SLC is continuing to support students, universities and colleges and they will be providing further relevant updates.

Will I still get my next student finance payment?

SLC have confirmed that students will receive their scheduled or next instalment of their maintenance loan at the planned start of their summer term, regardless of whether their university or provider has made alternative arrangements for teaching.

Can I still apply for student finance?

If you're studying at the moment you can apply online for student finance as normal. Postgraduate pre-registration and part-time, undergraduate student finance applications for academic year 2020 to 2021 are scheduled to launch in June. If this changes, you will find out through social media channels.

Additionally, the Department of Health and Social Care has confirmed that all Learning Support Fund, NHS bursary and Social Work Bursary payments will continue to be paid during the period. Eligible students should continue to apply for payments through the NHS Business Services Authority in the same way as they do now.

What action do students need to take?

Your university will be in touch with you to discuss the revised programme delivery model and what it means for you:

- If you decide to opt in to work in clinical practice, your university will work with you to identify your preferences, support you to arrange the deployment, discuss this in more detail and answer your questions.

- Should you be unable to work face to face with patients/service users your university will support you to consider other opportunities.
- If you decide you do not want to work in clinical practice, your university will discuss your alternative options with you including continuation of the academic elements of your programme.

Students in their final year who have completed all their clinical placements (undergraduate and postgraduate)

Overview

Given the significant pressures on the system and the need to ensure that front line services are fully supported, it is not possible to continue to provide the current programme for students.

Under new legislation passed through Parliament, the HCPC has emergency powers to establish a Covid-19 temporary register. Final year students who have completed all their clinical placements to a satisfactory standard, determined by universities, will be automatically included on a temporary emergency register by the HCPC to enable them to be employed as an AHP prior to graduating, should they wish to do so. In some cases, where students have not completed all their clinical placements, the university may find alternative ways to demonstrate the same learning allowing students to progress to the temporary register.

This is voluntary and if you do not feel able to opt in to this employment you will be supported by your university to consider the options available to you including continuing with the academic elements of your study through, for example, distance learning/online approaches.

Joining the temporary Register

Your university will work with the HCPC guidelines to identify final year students who are eligible to join the temporary Register. All eligible students will automatically be included on the temporary register unless the student explicitly asks for their name to be removed.

If you are entered on to the temporary Register your university will get in contact with you to ask whether you would like to opt in to working in clinical practice and to discuss what happens next.

To support you in joining the temporary Register, universities and employers will facilitate offering you a bespoke package of support enabling you to practise. This will include:

- An induction including all key mandatory training requirements to ensure you are supported to practise safely
- Support to develop skills ordinarily reserved for preceptorship
- More specific guidance, for example, on the management of coronavirus and how to use Personal Protective Equipment (PPE)

It is recognised that you will need to be supported and supervised clinically during such deployment to develop your confidence and skills and education providers will advise students on how this will be managed.

What does this mean for your education programme?

Universities will be working with the HCPC to ensure that temporary registrants are enabled to complete their programme of study during or after this emergency period and to register fully with the HCPC once qualified.

Will this have a financial impact on students?

It is likely that final year students on the temporary Register who are employed on a fixed-term NHS contract will be paid at the starting point of Agenda for Change Band 5, subject to discussions at the NHS Staff Council.

The Student Loans Company have issued the following guidance which will continue to be updated at <https://www.gov.uk/government/news/slc-coronavirus-covid-19-update>
SLC is continuing to support students, universities and colleges.

Will I still get my next student finance payment?

SLC have confirmed that students will receive their scheduled or next instalment of their maintenance loan at the planned start of their summer term, regardless of whether their university or provider has made alternative arrangements for teaching.

What action do students need to take?

Your university will be in touch with you to discuss whether you would like to enter into practice under the temporary Register.

- If you decide to join the temporary Register and work in clinical practice, your university will work with you to identify and arrange a suitable placement, discuss your deployment in more detail and answer your questions.
- This is voluntary and if you do not feel able to opt in to this you will be supported by your university to consider the options available to you.
- Should you be unable or unwilling to work face to face with patients/service users your university will support you to consider other opportunities.

Student health and wellbeing during the emergency period

Looking after yourself and others

Over and above the precautions protecting you from transmission of the coronavirus, it will be crucial over the coming weeks and months that you look both your physical and mental health.

Your university will continue to provide pastoral support to you and if you move into clinical practice you will have a line manager who will also provide support.

You can also access the NHS Health and Wellbeing Framework here - <https://www.nhsemployers.org/retention-and-staff-experience/health-and-wellbeing>

Staff wellbeing and support – employers' duty of care

Employers have a moral and statutory duty of care to protect employee's health and safety and provide a safe environment to work in. NHS organisations need to be proactive in protecting employees and supporting them to feel safe and secure in their employment. It is critical employers support staff by listening to concerns, responding appropriately and reinforcing the need to follow the latest PHE guidance.

Employers have the same duty of care to their staff during a pandemic as in other circumstances and will take steps to safeguard the health and safety of their staff. National, local and professional guidance and principles on infection prevention and control should be applied and reflected in local plans.

NHS organisations must consult with their health and safety leads, public health colleagues and occupational health colleagues and staff unions to develop a local plan to support the workforce. Trade union safety representatives should also be involved and consulted in line with the statutory duty to consult them on matters relating to the health and safety of members they represent.

During your time in clinical practice you should:

- Have regular breaks to reduce the onset of fatigue and associated risks - additional arrangements may need to be considered by organisations where staff are working longer shifts and/or additional hours - this could involve the repurposing of offices into rest spaces.
- Know where to go to access local support e.g. Occupational Health contacts, employee assistance provider (EAP) information, psychological support - provisions for accessing counselling or other provision and trade union representatives.
- Be supported by a clinical supervisor / educator or line manager to transition into the workplace in this highly pressurised context.
- Have an effective safety induction into new areas where you are being deployed, ensuring they are familiar with emergency procedures, reporting procedures and any equipment they may be asked to use.
- Be and be able to raise concerns and seek reassurance/explore and agree solutions with your line manager where required.

Frequently asked questions

We have compiled this list to address many of the questions that students may have in relation to their education and training during the COVID-19 pandemic. We recommend students also refer to FAQs published on the HCPC website⁴ for further information.

What is the COVID-19 temporary Register?

Under new legislation passed through Parliament, the HCPC has emergency powers to establish a Covid-19 temporary Register. Final year students who have completed all their clinical placements to a satisfactory standard will be automatically included on a temporary register by the HCPC to enable them to be employed as an AHP prior to graduating; should they wish to do so.

What happens if I do not want to enter onto the temporary Register and practise?

Practising under temporary registration is entirely voluntary. If you choose not to do this, you should talk to your university about options for completing your course. If you want your details removed from the temporary register, please contact e-regtemp@hcpc-org.

I am a final year student and don't know whether to apply for full registration or work on the temporary register.

If you are a final year student and have completed your clinical placements, you will be put on the COVID-19 temporary register (students) automatically. This means you can support the current NHS workforce demands immediately. This does not preclude you from applying to the permanent HCPC register if your education provider indicates you have successfully completed all elements of your programme. Students may consider working fewer hours as they complete their academic studies to facilitate joining full register more quickly.

Will I be able to transition from the temporary register to the full register if the end of my programme falls during the emergency period?

If you join the temporary register and reach the end of your programme during the emergency period your university and HCPC will be able to advise and support you through the full registration process if applicable.

What will final year students need to do once their temporary registration has ended?

The COVID-19 temporary Register will remain open as long as is required for the NHS to handle the COVID-19 pandemic. Any decision to open or close the temporary register will be for Government.

If a final year student decided to practise during the COVID-19 pandemic, they would be allowed to continue their studies once this is over. Government will be working with education providers to facilitate this so that students do not suffer financially as a result of the COVID-19 response. Once a student's studies are completed, they will be able to register in the normal way.

⁴ <https://www.hcpc-uk.org/covid-19/advice/advice-for-students/>

Will I have to pay to join the temporary Register?

No – there will not be a fee to join the temporary Register.

What would happen if a concern is raised about someone on the COVID-19 temporary Register?

HCPC recognise there are increased risks involved and unique challenges for registrants on the temporary register. Concerns raised about a registrant on the COVID-19 temporary register will be handled by the HCPC in accordance with their relevant policy.⁵

If a concern is raised about a student on the temporary register and that person is removed with immediate effect, what would be the implications of this on full registration after the crisis is over?

Students who are removed from the temporary register will continue to be eligible to apply for full registration on the completion of their studies. However, HCPC would keep a record of any conduct or health concerns or competence that fell far below safe practice to inform any decisions made about admitting applicants to the Register. The approach taken here is the same as it would be for any pre-registration student.

How will protected titles be used and communicated with service users?

COVID-19 temporary registrants will be able to use the protected title of the profession they are working in for the duration of their time on the COVID-19 temporary Register. It is important that you are open and honest with service users about your level of experience, qualifications and your registration status where necessary. You should not suggest to a service user that you have an ability to practise outside of your COVID-19 temporary role.

It is likely employers will set in local policies guiding how COVID-19 temporary registrants will be deployed. This might include practising under a different title, which makes it clear to the public their COVID-19 temporary status. The NHS is coordinating the workforce response to the developing situation. Further information can be found at <https://www.england.nhs.uk/coronavirus/primary-care/about-covid-19/>

I have concerns about data protection, who can I speak to?

All possible steps to ensure that the personal information of final students is kept securely have been taken by the HCPC. The information on the COVID-19 temporary Register that is publicly available is the minimum amount of information that is considered necessary for establishing this Register and protecting the public. If you have any concerns about this, please get in touch with the Data Protection Officer at foi@hcpc-uk.org

⁵ <https://www.hcpc-uk.org/covid-19/temporary-register/>

Deployment

What will I be expected to do? (Final year students on the temporary register)

In most cases you will be practising as a newly qualified Band 5 AHP, subject to agreement at the NHS Staff Council. There are multiple roles that you might be expected to take on including (but not limited to): contributing to the clinical part of the NHS111 service, backfill for clinicians dealing with acute respiratory patients, discharge planning, community assessment and rehabilitation helping with outpatient clinics (this could be via telephone) and providing routine clinical cover.

We understand that some students may not have up to date skills, knowledge and experience for all areas of practice. In order to keep your service users safe, we expect you to limit your practice to your current skills, knowledge and experience level. In practice this means you should consider what parts of your education and training you have not yet completed or had experience of. You will be able to discuss this with your employer, supported by your university, and decide together what roles you undertake and where you need to seek out additional support. Please be assured that there is no expectation that you will work outside of your skills or capabilities.

Employers may also require you to undertake certain training or arrange for you to be supervised by another professional when you start practising. You should speak to your employer to establish what requirements they might have. Professional bodies and trade unions are a good resource for advice and support, so you should get in touch with them for additional support and information.

Where you are temporarily registered with the HCPC, you will need to meet the standards of conduct, performance and ethics and the standards of proficiency for your profession (as far as they relate to your scope of practice). Up-to-date information can be accessed about the code of practice and other professional standards on their website - <https://www.hcpc-uk.org/covid-19/advice/advice-for-students/>

What will I be expected to do? (Year 1 (postgraduate), Year 2 (undergraduate) and final year students who have not completed all their clinical placements)

Students who enter into a revised programme will work as a Band 3 support worker and will be matched to their professional group where this is possible. Whilst working on this revised programme it is important to remember that you are still a student and every effort will be made by universities to ensure that you are provided with learning opportunities that are relevant to the profession for which you are studying.

In order to support your NHS colleagues during COVID-19 you may also be asked to carry out duties that are not directly related to your programme of study; however, you will have the opportunity to develop a range of broad skills that are both valuable and transferable to all AHP roles e.g. communication, risk assessment, prioritisation etc. There are a variety of roles that you may be asked to undertake as a support worker including; washing and dressing patients, serving meals and helping to feed patients, helping people to move around, toileting, making beds, talking to patients and making them comfortable, monitoring patients' conditions by taking temperatures, pulse, respirations and weight. You may also be involved in

supporting rehabilitation programmes and preparing patients for discharge from hospital.

You will receive support from both your employer and your university to ensure that plans are in place for you to receive adequate supervision/pastoral care during the placement and gain relevant experience that will enable you to continue your learning.

Will the hours that I work in practice count towards my clinical placement hours?

The aim is that, where possible, the hours that you work in practice will count, at least in part, as clinical placement time. There are a number of ways that this can be supported which will include having a named supervisor, having clear learning outcomes and carrying out a reflective assessment. Each university will negotiate with students to maximise the opportunity for work hours to count as clinical placement time where possible.

What about professional indemnity insurance?

NHS staff will be covered by existing indemnity arrangements during a pandemic – the Clinical Negligence Scheme for Trusts (CNST) for those working in NHS trusts and the Clinical Negligence Scheme for General Practice (CNSGP) for staff working in general practice. This will apply even if they are working on a different site or seconded to a different employer. Temporary staff will also be covered, provided there is a clear contractual relationship with an employer. Volunteers should have a volunteer agreement. NHS Resolution does not believe that the risk of employers or employees being sued as a result of actions taken during a pandemic is any greater, as long as the healthcare professional can show they acted with an appropriate degree of reasonableness. NHS Resolution believes the courts would take a sensible view of what was reasonable in the context of an emergency such as a pandemic. Staff should not expect to be at greater risk of being sued following a pandemic, provided they have not behaved in a reckless way.

NHS Resolution has clearly set out its position on its website, making it clear that indemnity arrangements should not be a barrier to changed working arrangements during the pandemic (<https://resolution.nhs.uk/2020/03/19/covid-19-and-business-continuity/>).

Will I need a DBS check and do I have to organise and pay for this?

A DBS will not normally be required if it has already been completed through your university as part of your education programme and is still valid. Should a DBS check be required, this can be acquired the fast tracked process run by the government.

Where can I work?

Where possible, you will be offered work at an organisation where you have undertaken a clinical placement before or previously worked. There might be rare occasions where you are asked if you would consider moving to a different area to cover local needs, but this will be in accordance with your identified knowledge, skills

and competencies and will be discussed with you beforehand. Any such decisions will also consider wider government advice on limiting travel.

What training and support will I receive before I am deployed?

You will be provided with training and support from employers prior to commencing in your role. This will include induction as appropriate to your needs and to enable you to practice safely. This is likely to include:

- Statutory and mandatory training
- Local Induction
- Specific guidance associated with the unprecedented situation i.e. the management of coronavirus and use of Personal Protective Equipment (PPE).

I have children – do I qualify as a key worker?

The Department of Health and Social Care has confirmed to the NHS Business Services Authority that students undertaking clinical healthcare courses are contributing to the national Covid-19 response and can confirm that these students are able to self-identify as key workers. If you require any evidence to support discussions with your school or childcare provider this can be obtained from your university or employer.

What if I decide I can no longer work?

As set out in this guide, opting in to work in clinical practice is voluntary. If at any time you feel unable to continue to work, you should speak to your employer and university link who can support you.

Year 1 (postgraduate), Year 2 (undergraduate) and final year students who have not completed all of their clinical placement hours and are unable to undertake support worker roles will be supported to consider non face to face environments. All efforts will be made to make up clinical hours without extending the length of planned study.

What happens if someone raises a complaint about me to the regulator?

Professional bodies and trade unions may have different policies about temporary professional representation. You should check with your professional body or trade union, as soon as possible, what level of representation you would be entitled to.

Terms and conditions

Will I get paid and how will this be agreed?

Yes, you will be remunerated for any work you do in a way that reflects the responsibilities you undertake. This will be discussed with you at the point you commence work.

Will I have a contract?

Yes, you will have a fixed-term contract of employment that reflects all the working hour protections, pay arrangements and annual leave entitlement of the organisation into which you are deployed. National terms and conditions for NHS staff can be found on the NHS Employers website - <https://www.nhsemployers.org/>

How many hours can I work?

Your working hours and pattern will be agreed between you and the organisation in which you have decided to work. This agreement will consider working time regulations and expectations that enough rest time is provided. You may wish to consider working part time so that you can progress your academic studies simultaneously.

How long will I be needed for?

You are likely to be needed for a short time period but at this stage, the exact length is unpredictable. You are free to stop working at any point. Contracts are likely to be drawn up for six months with the possibility for extension.

What if I already have a Band 5 offer of employment?

If you have already received a Band 5 job offer you should notify your university and discuss your working options with your university and employer.

Will I join the NHS Pension scheme?

If you hold a contract of employment with an NHS employer and are on payroll, then you will be automatically enrolled into the NHS Pension Scheme upon starting your NHS employment.

Joining the NHS Pension Scheme allows you to get a head start on saving for retirement which you can continue throughout a future career in the NHS. Membership also provides valuable life assurance benefits whilst working for the NHS.

The pension scheme is contributory, which means that all members and their employers pay into the scheme each month. However, membership of the pension scheme is voluntary, and you can decide to opt-out at any time. If you opt-out within the first pay period after starting NHS employment, you will be treated as having never joined and your contributions are refunded. Your temporary employer will be able to help you with this.

Will I be paid my student loan even though I will be working rather than being on my course?

Yes. You will be treated as being in attendance for the purpose of student finance.

Will the wages I receive while working as part of the COVID-19 response affect my student loan?

No. In nearly all cases, earnings received by students during the academic year are disregarded for the purposes of calculating entitlement to maintenance loan. Where relevant, you will receive your payment for the next term as normal. For the majority of students this will be for the third term and payments will be made after Easter.

I am an independent student. Will the wages I receive while working as part of the COVID-19 response affect my student loan?

No. In nearly all cases, earnings received by students during the academic year are disregarded for the purposes of calculating entitlement to maintenance loan. You will

receive your payment for the next term as normal. For the majority of students this will be for the third term and payments will be made after Easter.

Your health and wellbeing

What if I'm concerned about my health, I'm pregnant, immunosuppressed, have health problems or am a primary carer?

Given the increased risks associated with COVID-19 in those with co-morbidity and in the elderly population, we would of course advise against taking up patient-facing clinical work if you belong to this group. There are a range of opportunities you may wish to consider in non-patient facing roles that may be more suited and these can be discussed in more detail as part of your bespoke offer. For more information on vulnerable groups please access [here](#).

What if I become ill when I am working or concerned that I may have coronavirus?

If you become ill while working, local policy and national guidance must be followed to ensure your safety and the safety of others. You should immediately inform your line manager and withdraw from work. You will be entitled to the same sick pay as permanent employees in the organisation you are working in. If you have concerns regarding COVID-19 please follow national guidance which you can access via [NHS 111](#).

Where can I get more information?

For further information, advice or support the following may be of interest:

- [NHS111 coronavirus guidance](#)
- [Health and Care Professions Council](#)
- [Council of Deans of Health – Response to Coronavirus](#) news updates
- [Unison: your rights at work \(coronavirus\)](#)
- [Unite: Coronavirus COVID-19 advice](#)
- [National Care Forum – Coronavirus Resources](#)
- [Public Health England – Coronavirus Resources](#)
- [NHS Employers guidance](#)
- [SLC guidance on gov.uk](#)
- [NHS BSA](#)

Annex A - Glossary

Agenda for Change - national system for pay and terms & conditions for all NHS staff, with the exception of doctors, dentists and most senior managers.

Council of Deans of Health – represents the UK's university faculties providing education and research for nurses, midwives and allied health professionals

Employee assistance – an employee benefit offered by employers and intended to help employees deal with personal problems that might adversely impact their work performance, health and well-being.

Health and Care Professions Council – protect the public by regulating 15 health and care professions. It sets standards for professionals' education and training and practice; keep a register of professionals, known as 'registrants', who meet the standards; and take action if professionals on the Register do not meet the standards.

Learning Support Fund – a programme of financial support for students to assist with the costs of dependent children, travel & accommodation and financial hardship.

NHS Business Services Authority - responsible for assessing applications to the Learning Support Fund and making payments to eligible pre-registration students.

Preceptorship – the period in which newly qualified practitioners are guided in their transition from a student and support to develop their practice further.

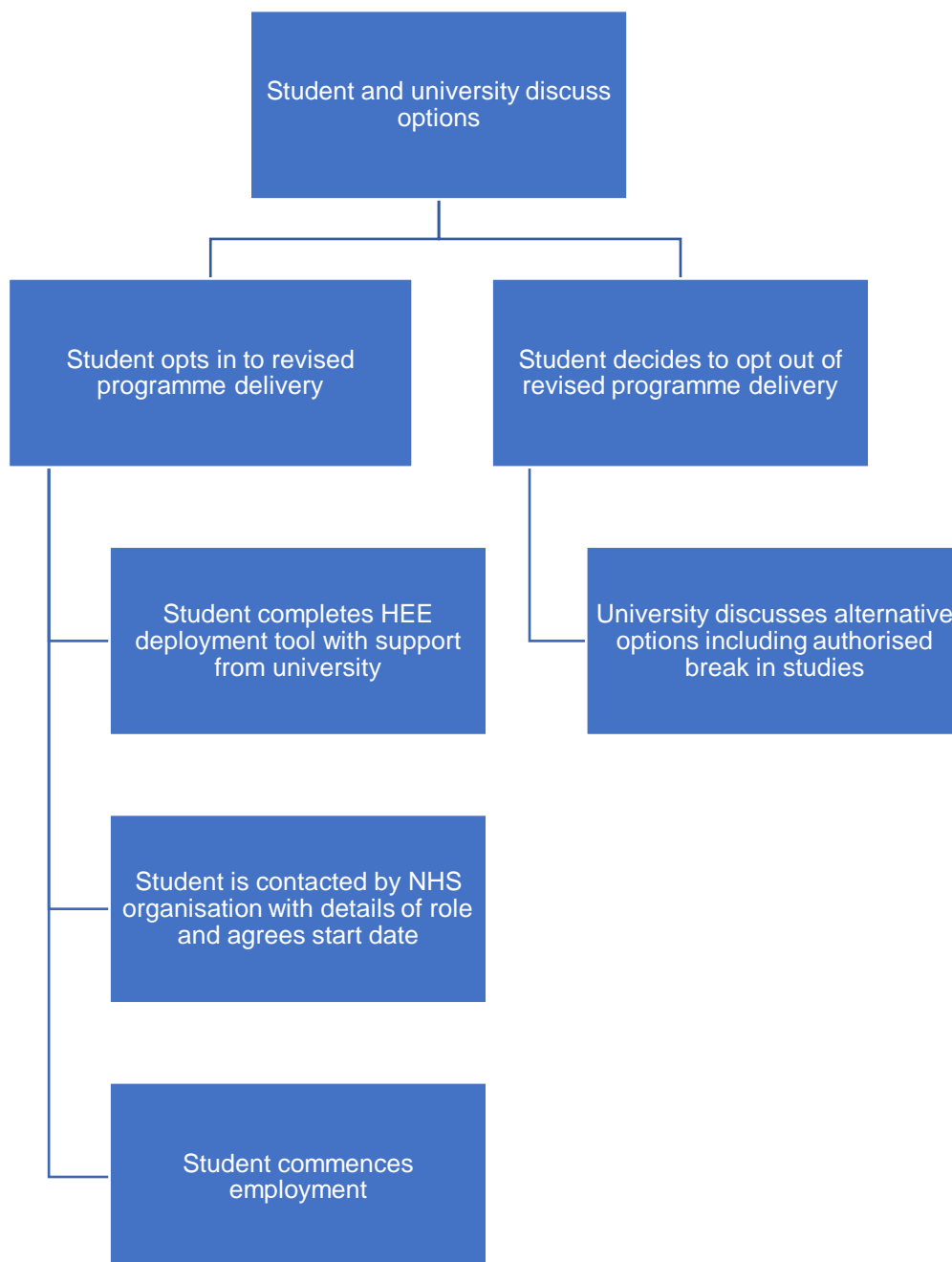
Statutory and mandatory training – training for staff that is required by law or a compulsory requirement of the organisation to ensure safe and effective care.

Supervision – supervision of AHPS in practice learning environments by other registered practitioners to ensure that students can meet the relevant learning outcomes whilst ensuring public protection

Temporary register – a new part of the HCPC register, established by emergency legislation, to which AHPs whose registration recently lapsed and AHP students may be admitted.

Annex B – Process flowcharts

Students in year 1 (postgraduate), year 2 (undergraduate)⁶, and final year students who have not completed all their clinical placements



⁶ Year 3 of 4-year programme and later if studying part time – please discuss this with your university.

Final year students who have completed all their clinical placements

