

Nursing and Midwifery Managers Guide

(Please refer to the separate guidance if you are an Allied Health Professional (AHP) available via your Uni-Professional Lead)

Welcome to the Nursing and Midwifery Managers guide for considering staff applications to undertake a Non-Medical Prescribing (NMP) course.

This document does not cover funding, nor is this the remit of the NMP Lead and/or Advanced Care Academy. Service must explore funding before undertaking the process described here.

Whether you are new to managing prescribers, or are newly introducing prescribing to your service this will help you make sure you have (or get) all the information you need to inform an appropriate decision.

If you are a Senior Charge Nurse/Midwife or Team Lead, and prescribing will be new within your department/service – please discuss with your Nurse/Midwifery manager in the first instance before you attempt to follow the appended flowchart. There is considerable preparatory work to undertake before introducing prescribing and you should seek advice on whether it is timely/appropriate to undertake this:

Prescribing can be a valuable addition to a nursing or midwifery role. It is a key element of many advanced clinical practice roles and a core requirement for some programmes of study and roles (e.g. District Nurses and Advanced Nurse Practitioners).

It is good practice for the clinician to have knowledge and expertise in: pathophysiology; medicines; pharmacology; clinical assessment; diagnosis; clinical management planning; excellent communication skills. It is a service level decision what qualifications and skills are essential before the starting the NMP process.

Before new introduction of prescribing to a role, a lot of preparation is required to ensure that professional, clinical, and fiscal governance measures are in place.

To make the case for this you will need to provide appropriate detail to ensure that all these aspects have been considered and that there are plans in place to make sure that the staff involved are able to prescribe on completion of their studies. These include:

1. Service Needs Analysis - demonstrating the need to add prescribing to nursing/midwifery roles within the service: [Service needs analysis tool](#)
2. Learning Needs Analysis - demonstrating appropriate support and training/backfill budget identified: [Learning Needs Analysis \(LNA\)](#)
3. Pharmaceutical budget arrangements/agreements
4. Identify appropriate mechanisms for issue of prescriptions/access to medications prescribed (software, labs order access, data requirements, pads/stock/over labelled)
5. Professional and clinical governance arrangements have been considered e.g. Practice Assessment and Practice Supervision (as per [DPP framework](#)), prescribing is detailed in current job description, assurances of ongoing competency, clinical supervision and CPD (see post qualification document), how will decisions be documented.

The aligned Chief Nurse or Associate Director of Midwifery must give written consent to all NMP applications. Their approval is required before any applications to study for a prescribing qualification will be signed-off by the NMP Lead - contactable at gram.acateam@nhs.scot.

For fuller information at any point, please refer to the [policy](#) on the [NMP webpages](#) or contact gram.acateam@nhs.scot

References

https://www.nhsgrampian.org/globalassets/foidocument/foi-public-documents1---all-documents/policy_nmpresc.pdf

