

STAFFING. - 3RD TUTOR

BEDFORD COLLEGE
(UNIVERSITY OF LONDON)

MEMORANDUM

To: Principal

From: Dr. I.F. Burton

2nd September 1981

I am writing again concerning the proposal of the General Nursing Council to fund a third lectureship in Nursing Studies at Bedford College. I have discussed this thoroughly with Mrs. Ferguson and am able also now to let you have the official proposal from the GNC which is contained in their letter of the 17th August, a copy of which is attached.

The essence of this proposal is as follows:

Nursing Studies degrees encapsulate the radical development in nursing practice which began in the USA in the 1950s and which has been the subject of continuous debate in the profession in this country since about 1970. This views nursing not simply as the skilled performance of separate individual tasks under medical direction but instead as a process involving a continuous inter-dependent relationship between the nurse and the patient a process which must evaluate the patient's individual needs and responses to treatment and work out and monitor a programme of care to meet them. This process is seen as complementary rather than subordinate to medicine. In teaching this process, the academic and theoretical aspects have to be thoroughly integrated with clinical practice and the whole of the degree would be undermined if the student saw them as in any way separate. The same is, of course, true for the M.Sc in Social Work where we make use of professionally qualified and experienced field supervisors with whom our professional tutors keep close liaison by means of regular meetings both in the Department and in the Agencies. The problem with nursing is that at present the general body of nurse tutors and clinical tutors is simply not qualified to undertake teaching at degree level. Responsibility for clinical teaching for ordinary SRN students is split between the ward sister, the nurse tutor, and the somewhat anomalous clinical teachers who were first introduced to plug the gap caused by a shortage of qualified nurse tutors. This last development has not worked well because it has tended to divorce the nurse tutor and the classroom teaching from the bedside practice. Current policy is to return to the nurse tutor responsibility for bedside practice. Special arrangements have to be made for providing our students with clinical practice. The original intention was that one or two experienced nurse tutors from the School of Nursing would be used and that they would then be appointed honorary visiting lecturers or tutors by the College in order to allow them to be involved with assessment and examination. Since then, the GNC has reviewed the problem (which is common to university courses) and come forward with a much better suggestion. This is to base the person responsible for clinical teaching inside the University with the same status as the other University teachers and have the GNC pay to the University the money it would have had to pay for nurse tutors at the School of Nursing. What is intended is that the teaching of clinical practice should not be in any way divorced from the academic teaching in nursing and that the third teachers should be on all fours with the other two. All will share in academic teaching and in the supervision of hospital practice although Mrs. Ferguson will be much more concerned in course planning and administration than her colleagues, while the third SRN supported lecturer will be expected to be very experienced in current hospital practice.

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I welcomed this proposal whole heartedly on academic grounds and it will solve all sorts of problems for me. I also saw two possible difficulties. The first was in finding someone who was experienced in hospital practice and who had the qualifications of a university lecturer. I, therefore, think we should consider designating the teacher as a tutor on an analogy with the social work tutors. This would mean that for the person appointed further professional qualification would be acceptable as helping to fulfil the requirements for involvement in research. It now seems that this may not be necessary and that we would be able to appoint a lecturer in nursing studies on the same basis as Mrs. Meerabeau. We will in any event have the further backing of a nurse tutor at the Middlesex (Miss Clamp with whose appointment I was involved) and the new appointment should not be seen as that of someone who will only be involved with the supervision of clinical practice. Nevertheless, it may be advisable to advertise for a lecturer in nursing studies or a tutor in nursing studies and to spell out the difference in the further particulars.

The second snag is money. The GNC is limited in the money it may transfer to the maximum cost of a nurse tutor and this is currently £9,500 plus an adjustment in respect of the salary increase just agreed. This would be sufficient in the first years of an appointment but not when the person has reached the top of the scale and I would expect that some £1500.00 would have to be saved on the department's establishment to meet any short fall on this appointment. You will remember that I suggested when Professor Brown was transferred to the MRC pay roll that his post should remain vacant as a back-up for any expenditure on the Nursing Studies degree over and above what the University provided and it has so remained vacant. I proposed last term that it be reallocated as to half for the proposal with University College for a Joint Appointment in Medical Sociology and that the remaining half remain for the support of nursing studies, comprising any support needed for the GNC post and any provision needed for visiting lecturers to cover specialist teaching. I remain content with that proposal which will leave part of the vacancy as a permanent saving for the College.

I would, therefore, like to go ahead with the GNC's suggestion and to appoint next summer in time to plan the second year's clinical teaching for the session 1982/83. It has proved to be a very difficult time to embark on an enterprise such as the Nursing Studies degree, but despite everything I am very satisfied with our progress because whilst we have run into snags I had not anticipated we have also made progress in academic terms that I had not thought possible at this stage. I am confident not merely that we will succeed but that we will achieve something of real academic distinction which will be an indisputable component in the medical and nursing studies section of the department we have established at Fraser Lodge.

THE GENERAL NURSING COUNCIL
FOR ENGLAND AND WALES

23 PORTLAND PLACE

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ACTING REGISTRAR: MR. R.H. PYNE, S.R.N., R.F.N., F.B.I.M.

LONDON,
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EDUCATION DEPARTMENT

TELEPHONE 01-580 7415

IN REPLY
PLEASE QUOTE REFERENCE.

MJC/AGH

YOUR REFERENCE.

IFB/lc

17th August 1981

Dr. I.F. Burton,
Head of the Department,
Bedford College,
(University of London),
Department of Sociology,
Regent's Park,
London
NW1 4NS

Dear Dr. Burton,

COURSE LEADING TO A DEGREE IN NURSING STUDIES AND ADMISSION
TO THE GENERAL PART OF THE REGISTER OF NURSES

I now write to make formal offer of a grant to contribute to the clinical teaching provision for the Nursing Studies course.

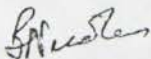
The level of these grants has been set at the highest point available in the NHS senior tutor scale and will be increased as these scales increase. The sum at present is £9 500, and it awaits adjustment for recent increases.

The grant is paid direct to the University and it is expected that it would be used to appoint a further nurse lecturer who would be on a similar standing to the other staff working with Mrs Ferguson. I regret that monies are not available before April 1982.

You will appreciate that this Council has a very limited period of life now, but it is assumed that the new statutory bodies would accept this responsibility and continue the practice of annual grants.

If you wish to take up this offer, I would be glad to put the person responsible for financial affairs at Bedford College in touch with Mrs P. Bovington, Treasurer to the Council. Please let me know should you need further information before proceeding further.

Yours sincerely,



Dictated by Miss M J Cooper, Chief Education Officer
and signed in her absence.

MEMORANDUM

To: The Principal

From: Dr. I.F. Burton

8 June 1981

Nursing Studies Course
Appointment of Third Tutor with GNC funds

There is a slight complication because the administration of clinical teaching for nurses is being reorganised by the GNC. Essentially, however, the lecturer/tutor will be responsible for lecturing the students and for supervising their clinical experience in the hospital and elsewhere.

All nursing studies courses have been very anxious to establish the proposition that the function of clinical experience is to add depth and meaning to the academic education the students are receiving, and not just to provide professional training. For that reason, they are very anxious that clinical experience is not equated with bedside training, and the time that the students spend in nursing consists of teaching inside the hospital, in other placements and in the university as well as bedside training. For that reason, they generally welcome the idea of having the person responsible for integrating the clinical experience into the course based in the university, and I am sure we should adopt the same position.

This is a new departure for the GNC and I expect that the financial details have yet to be worked out. It may well be also that the post should be described as that of a Tutor in Nursing, by analogy with the social work tutors in the Department, rather than a Lecturer in Nursing Studies, but that is something Mrs. Ferguson and I want to explore further before coming to a decision. In any event, the post will be equivalent to a standard lectureship.

I hope this answers your queries.

c.c. Mrs. M. Ferguson

The Principal

Dr. I.F. Burton

26 May 1981

Marian Ferguson and I had a meeting with the General Nursing Council last week, and among the matters we discussed was the question of additional resources for clinical teachers which it was originally intended should be supplied by the Middlesex School of Nursing from NHS funds. The policy of the GNC is to have one such teacher appointed by the University, and working under their direction, though mainly in the hospital. To this end, they supply money to an amount corresponding to the cost of a Service Tutor's post in the NHS. This would amount to some £9,500 at present.

In principle, we would welcome such an arrangement (and e.g. Miss Smith, who we interviewed last Thursday, would be an excellent choice for such a post) but there are minor problems. First, the money would be not quite sufficient to fund a Lectureship. You will recall that Professor Brown's vacancy has been left unfilled to meet contingencies such as this, and I am proposing that it be reduced to a Joint-Appointment with University College so that there is a permanent provision for this and other expenditure (e.g. on visiting lecturers) for the B.Sc. in Nursing Studies.

A further problem is the description of the post. It might be given a title different from that of Lecturer in Nursing Studies i.e. Tutor in Nursing, on an analogy with Tutors in Social Work. In any event, such a person ought, like the Tutors in Social Work, to have the option of seeking further professional qualification as a substitute for research.

However, in principle, we are very much in favour. The GNC will, in due course, write to the College to establish contact with the appropriate person in the administration. If no snap answer, the appointment would be made about a year from now.

c.c. Marian Ferguson