

## **SUSPENSION FROM PRACTICE PROCEDURE (BY THE PLACEMENT PROVIDER)**

The Placement and Education Providers reserve the right to remove a student from a Placement Area without notice in any case in which they consider it appropriate to do so having regard to the student's conduct/behaviour or professional suitability. The authority for suspension will rest with the Chief Nurse/Head of Midwifery or nominated senior nurse/midwife.

In all cases the Chair/Deputy Fitness to Practise Committee must be consulted and both parties must follow the Suspension procedure. Every effort should be taken to minimise the disruption to the student's programme of study at removal stage.

The Placement Provider and Education Providers must follow the process as attached.

### **What is the difference between Suspension and Exclusion?**

#### **Suspension:**

Suspension is the temporary removal from placement whilst an investigation is completed. If the issues are resolvable the student may return to placement by agreement with the Placement Provider.

#### **Exclusion:**

Following suspension and investigation, if an issue cannot be resolved and further action is required, the student may not return to placement and is therefore excluded from practice.

### **Employer Organisation paid students/ learners**

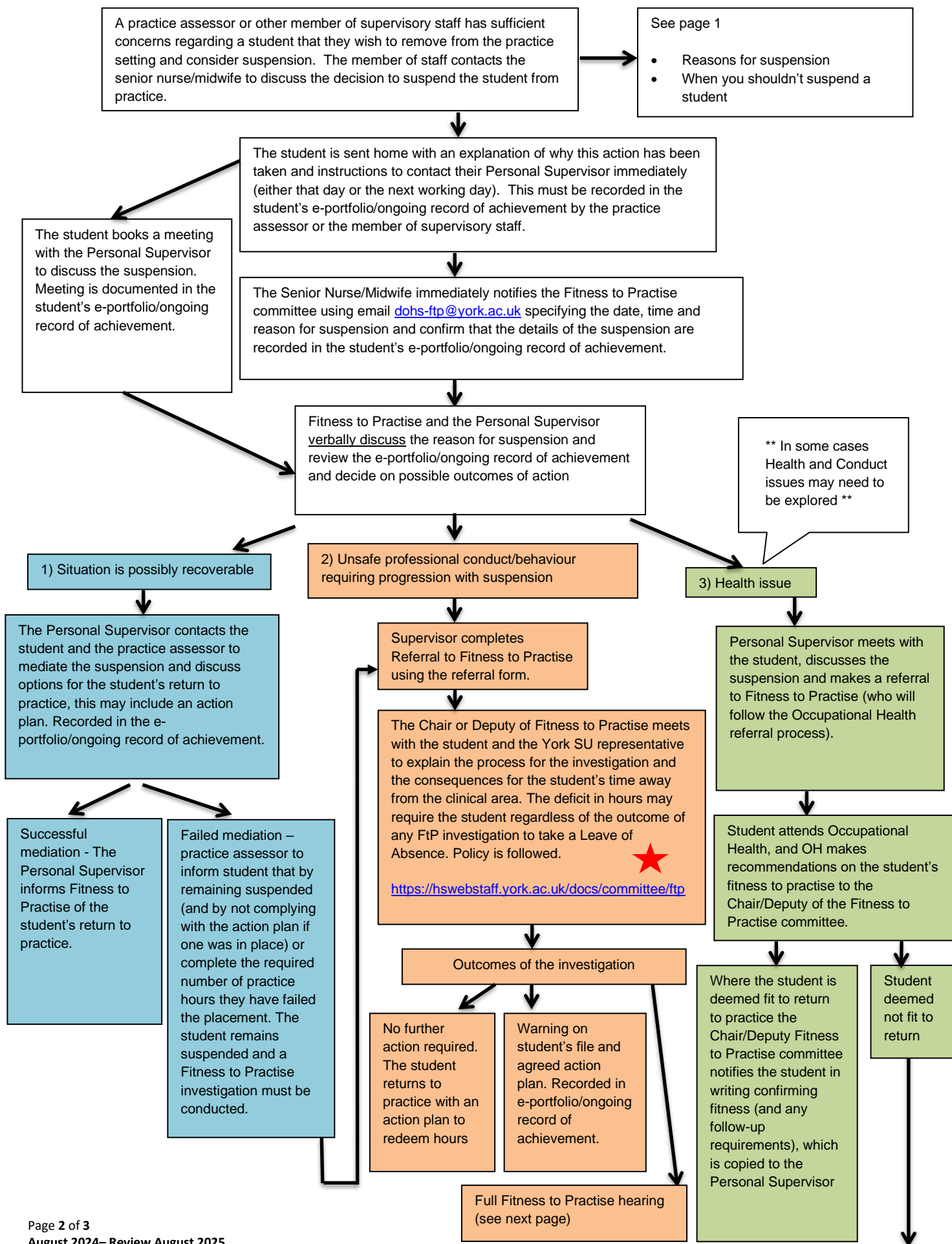
If a student is employed, by an organisation, disciplinary action will follow the Education Provider's policy alongside Placement Provider guidance. This will be agreed on an individual case by case basis and the student informed in writing.

**Reasons for Suspension** could be, but not inclusive of, the following: unsafe professional conduct/behaviour, concerns about the student's health or the health and safety of patients/clients.

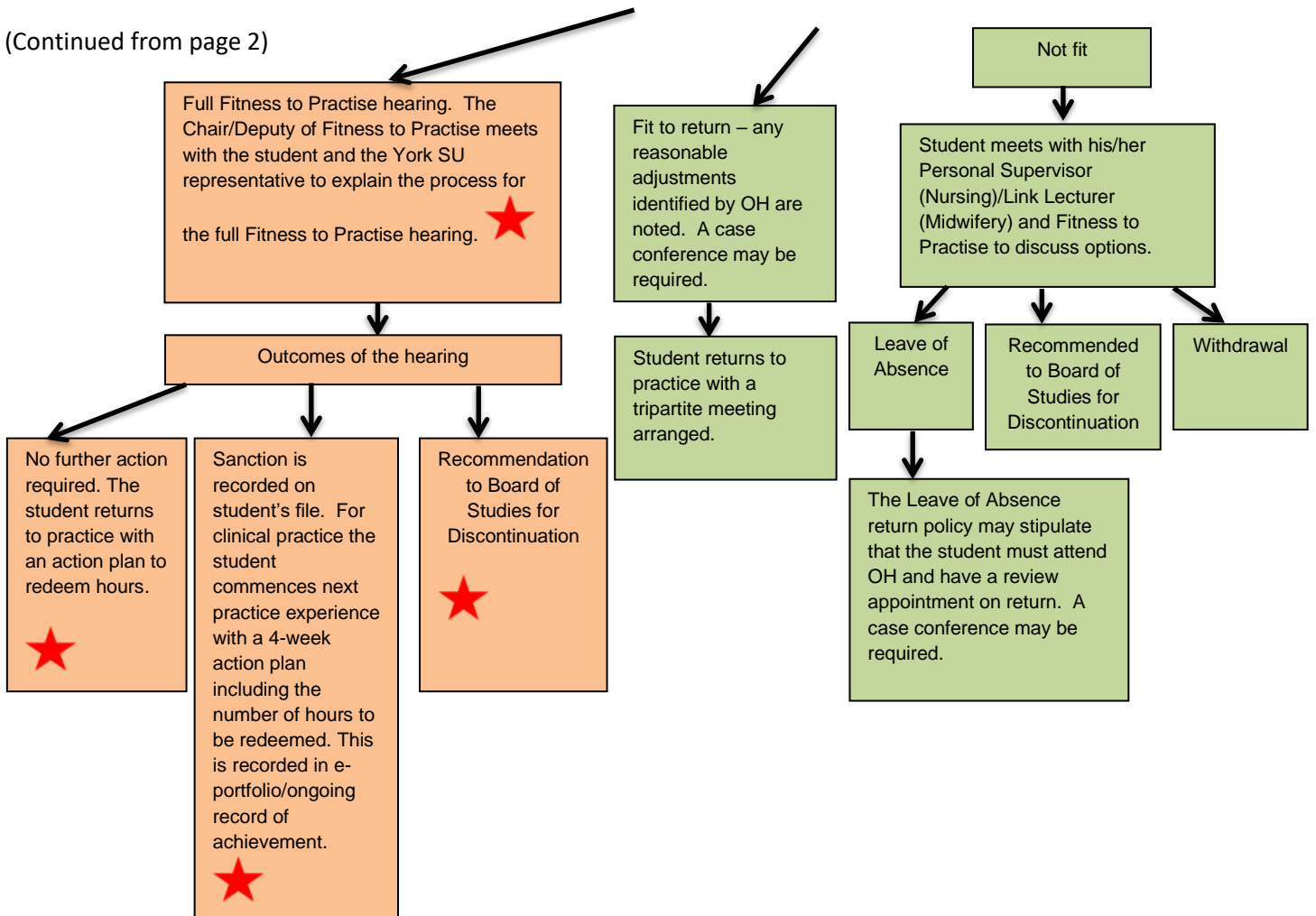
The following **DO NOT** constitute reasons for suspension: failure to meet NMC outcomes as listed in the ongoing record of achievement, failure to progress with an action plan identified in the ongoing record of achievement.

The student should be encouraged to seek support from their Personal Supervisor should they be suspended from practice. If the student feels that they cannot approach their personal supervisor then they can seek support from the [York SU Advice & Support](#) team.

## Suspension from Practice Process



(Continued from page 2)



At these points in the process the student will be advised of the implications for the NMC practice hours and the additional University Policy and Support mechanisms (i.e. York SU).