

## Nursing Associate FAQs for Employers



### What is a Nursing Associate?

The Nursing Associate is a new nursing role developed to support the Registered Nurse, the role presently is only in England.

The role was developed as it was recognised that there was a gap in care delivery between the Graduate Registered Nurse and the Health Care Support Worker (HCSW/HCA)

The first Trainee Nursing Associates (TNAs) began training in January 2017.

The programme consists of a two-year training programme which incorporates the theory for the TNAs to take back to clinical practice. The training enables TNAs to come together as a diverse group of adult learners from a variety of different Health, Social and Voluntary care organisations including Mental Health, Acute Trusts, Community Settings, Nursing Homes, Hospices and GP Practices. Nursing Associates will be registered and regulated by the Nursing & Midwifery Council.

**The Aims** of the role are to

- support the career progression of HCSWs/HCAs.
- Increase the capacity and capability of the nursing workforce by ensuring that the right person with the right level of skills and education is delivering the right care to the patient.

### What qualifications are needed to apply for the Nursing Associate programme?

Anyone can become a Nursing Associate, provided they meet the minimum entry requirements for their chosen University (***Please confirm with the chosen university as they may differ from one organisation to another***), as an employer you believe the candidate is capable of the academic learning required and that they possess the values/behaviours required to become a Nursing Associate.

The minimum entry requirements are

- **Level 2 Functional Skills in English and Maths or GCE/GCSE English and Maths (Grade C or Above)**
- A commitment to complete a Foundation Degree programme
- Intermediate IT skills
- Up to date Disclosure & Barring Service Certificate
- To undergo a values-based interview which will be conducted jointly by employer and education provider to ensure shared entry criteria are met.

### What are the core requirements of the programme?

All trainee Nursing Associates must meet the following:

- To work ideally full time (37.5hrs), (**due to apprenticeship rules no element of the programme can be undertaken in the learner's own time**)
- To undertake the 3000 practice hours, typically over 2 years, including 675 alternative placement hours (equivalent of 1 study day and 1 placement day per week. Placements can be undertaken in blocks and are the **employer responsibility to arrange**)
- To gain experiences in placements in each of the three health and care settings (at home, near home and in hospital) undertaking 2 substantial placements in the 2 alternative areas from their primary employment area.
- To gain exposure and experience across all fields of nursing (Adult, Child, Mental Health & Learning Disabilities) and across all the lifespan
- The Trainee will need a NMC registered practitioner as a mentor to support them throughout the training
- Prepare the trainees to enter a profession that will be regulated by the NMC

The NA Role is at Foundation Degree level and there will be opportunities for further development including to Registered Nurse should individuals so wish.

### What are the Local Nursing Associate Partnerships?

Following the announcement in 2016 of the piloting of the Nursing Associate Role, Test site partnerships were developed across Sustainability and Transformation Plan (STP) footprints areas to promote closer working together across all health & Social care providers to deliver high quality training for Nursing Associates and equip them to practice across a variety of settings.

All partnerships had to have at least one Education provider and had to identify all organisations which would be employing and/or providing placements for the Trainee Nursing Associates

The aim of the partnerships is to ensure delivery of high quality and innovative programmes of education and training for Trainee Nursing Associates that generate learning and good practice around the introduction of this new role equipping them to practice across a variety of settings.

individual employers may employ as few as one trainee, the partnership overall must have at least 20 Trainee Nursing Associates in employment and training.

**We would suggest you join with your local TNA partnership** – For further information on your local partnership please contact [Lesley.young@hee.nhs.uk](mailto:Lesley.young@hee.nhs.uk) (Programme Manager, Nursing Associates, Primary, Social & Voluntary care (North))

### How are the placements organised?

As the programme is delivered by an apprenticeship the organisation of the placements is an Employer responsibility

Within the partnerships there should be a local agreement of support around placement provision from the partners. It is envisaged that this provision will be reciprocal in nature, with out of hospital placements being offered to TNAs working primarily in the hospital setting. The lead partner for your local partnership will be able to provide further information.

### What is an Apprenticeship?

An apprenticeship is a work-based learning programme combining both on-the-job training alongside academic study.

### The Nursing Associate Apprenticeship Standard describes the role as: -

- a highly trained support role to deliver effective, safe and responsive nursing care in and across a wide range of health and care settings.
- Able to work independently, and with others, under the leadership and direction of a Registered Nurse within defined parameters, to deliver care in line with an agreed plan.
- Having a breadth of knowledge and a flexible, portable skill set to serve local health populations, in a range of settings covering pre-life to end of life.
- Working within the sphere of nursing delivering high quality person-centred care across health and social care settings.
- Working within all aspects of the nursing process, taking account of the perspectives and pathways of individuals, their families and/or carers providing holistic and person-centred care to individuals, supporting the registered nurse in the assessment, planning, delivery and evaluation of care

### Is there any funding available to support employers?

At present HEE pay the employer £3,200 per trainee per programme to support their development

HEE cannot pay for backfill however the funds can cover mentoring, support, travel expenses or uniforms

The funds are paid in installments directly to the employer

**NB HEE have announced an additional £4,000 for any TNAs who have commenced in 2018 and up to the end of March 2019 taking the total over 2 years to £7,200.**

***This additional funding must be utilised for Nurse workforce development/CPD and as with all HEE funding can NOT be used for backfill. The monies need to have been utilised by the end of March 2019.***

### **How are the funds paid?**

Details will be given on the commencement of the programme. The funding is paid in instalments on receipt of invoice.

### **Is the funding dependant on a Nursing Associate job being available at the end of the apprenticeship?**

We certainly would not want to see TNAs undergoing training and then having no post at the end as that would not be an effective use of public money. We do accept however, that organisation's plans may change throughout the 2 -year period and acknowledge that nationally other employers would be able to employ.

### **Indemnity Arrangements**

Technical Claims Director at NHS Resolution has confirmed that TNAs who go on rotation from their employing trust to other sites/locations, including GP practices, would remain covered by their employer's membership of CNST.

It is also possible that the liability for any staff going on secondment/rotation could be switched to the receiving body where this is agreed locally, i.e. through the secondment/placement agreement.

### **Is there a National Job Description for the Nursing Associate?**

No, however there are some guidance which has been developed including some guiding principles to help employers to develop Job description for their area of care delivery.

### **If a learner withdraws from the procedure does an exit interview need to be completed?**

Yes please, HEE exit interview paperwork is available on request, as this will feed into the ongoing evaluation of the role.

### **Quotes from present TNAs/Mentors/Employers/Educators**

*'This is what I was always meant to be – I just did not know it' (TNA age 48)*

*'Could sell it to other PMs – need to Grow our own' (Practice manager)*

*'Much more aware of my own individual responsibility& accountability when delivering care' (TNA)*

## Health Education England

*'We changed H's uniform, name and door plate straight away to highlight her change in role' (Mentor)*

*'You can see them bursting out of the bubble they have been trapped in as a HCSW/HCA' (University Programme Lead)*

### Want to know more?

#### Please get in touch – details below

- Nursing Associate enquiries (North) [TNAenquiries.north@hee.nhs.uk](mailto:TNAenquiries.north@hee.nhs.uk)
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