

Nurse Associates

Sophie Henson
Workforce Transformation Lead
Health Education England (HEE)

Understanding the Nursing Associate role



50,000 nurses mandate

- As part of its manifesto pledges, the government committed to growing the nursing workforce by 50,000 by March 2024.
- HEE leads on expansion for domestic supply routes.
- Expansion of the nursing associate role is one of the six priority areas for domestic supply.

Domestic Supply

Undergraduate Nursing Expansion

Postgraduate Pre-registration Expansion

Pre-registration Attrition

Nursing Associate/Assistant Practitioner to Registered Nurse

Nursing Associate Pipeline

Nurse Degree Apprenticeships

Retain & Return

Return to Practice

Retention

International Recruitment

International Recruitment

What is a nursing associate?

A nursing associate:

- is a role that bridges the gap between health and care assistants and registered nurses.
- works with people of all ages, in a variety of settings in health and social care.
- is a stand-alone role that also provides a progression route into registered nursing.
- is a registered role regulated by the Nursing and Midwifery Council.

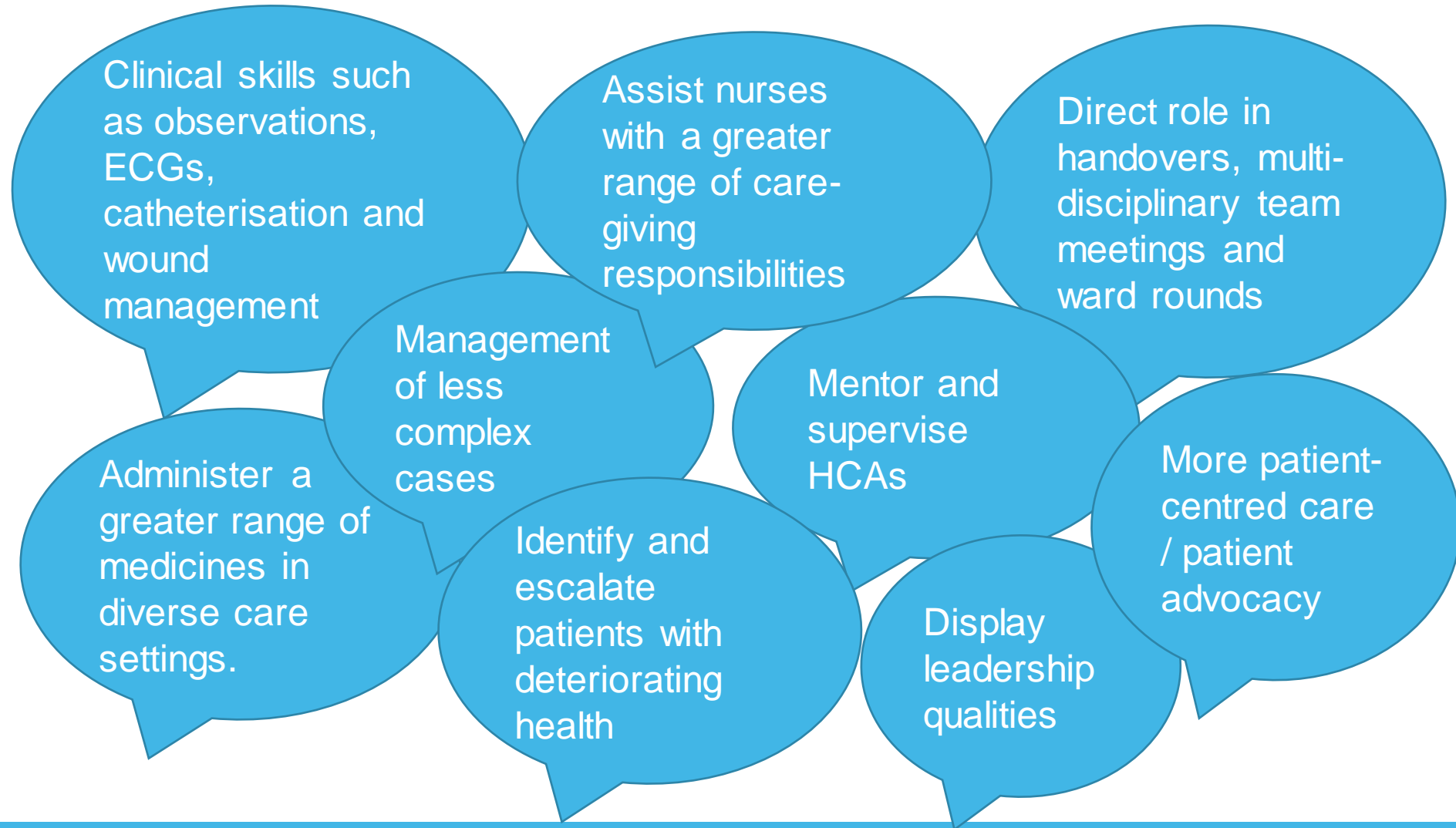


Where do Nursing Associates work?

<https://www.youtube.com/watch?v=YMYT1alugXI&feature=youtu.be>

Primary Care / General Practice	Community learning disability teams	Social care settings	Community physical health teams	Critical care
Eating disorders facilities	Emergency departments	Gastro- enterology	Inpatient mental health wards	Integrated complex care teams
Intermediate care	Justice services	Medical / surgical wards	Neonatal care	Neurology
Older adults	Paediatrics	Renal	Theatres	Trauma and Orthopaedics

What do Nursing Associates do?



Nurse Associate in Social Care

- <https://www.skillsforcare.org.uk/Regulated-professions/Nursing/Nursing-associates/Hear-how-the-role-works-in-practice.aspx>

The NMC Standards of Proficiency:

- Set out what Nursing Associates know and can do when they join the NMC register
- Are designed to apply across all health and care settings
- Provide clarity about the Nursing Associate role for:
 - nursing associates
 - registered nurses and other health and care professionals
 - employers



What does the Nursing Associate role contribute?

- Supports the delivery of more generic, person-centred forms of care
- Encourages partnership working between care providers at systems level
- Allows registered nurses to delegate more routine tasks with confidence, so freeing them up to concentrate on more complex cases
- Contributes to the development of career pathways



NHS Trust Survey 2020 on the Nursing Associate Role: Emerging Findings. (NIHR Policy Research Unit in Health and Social Care Workforce)



Benefits to growing your Nursing Associate workforce

Benefits to your organisation:

- Improved service delivery and patient care
- Improved staff retention through career progression
- The ability to 'grow your own' nursing workforce
- Introduction of a registered and regulated role

System level benefits:

- TNAs/NAs able to exchange skills, knowledge and good practice across settings, leading to an improvement in the quality of services and increased flexibility across services.
- Widening participation – opportunities for access into the nursing workforce

Routes to future nursing associates

YOUR FUTURE NURSING ASSOCIATES



APPRENTICESHIP

- 2 years -

- Salary and any additional training and backfill costs paid by employer
- Levy pays up to £15,000 training costs

Entry requirements

- Proficient in English language and literacy, and have a level of digital competency
- Healthcare experience

Talent Pool

- Existing support workforce
- Work experience
- School leavers



RETIRE AND RETURN

- Up to 60 days -

- Retiring nurses may choose to return and join the workforce as a nursing associate
- APEL with possible additional module
- No cost to employer

Entry requirements

- APEL qualification
- Meet education standards from NMC

Talent Pool

- Retired/retiring nurses



SELF-FUNDED

- 2 years -

- No cost to employer
- Will need to provide a placement

Entry requirements

- Proficient in English language and literacy, and have a level of digital competency
- Healthcare experience

Talent Pool

- Existing support workforce
- Work experience
- School leavers



OVERSEAS

- Up to 60 days -

- No cost to employer unless recruiting overseas and paying for visa

Entry requirements

- APEL qualification
- Meet education standards from NMC

Talent Pool

- Nurses qualified overseas who are not able to join the NMC register as a registered nurse may be able to join as a nursing associate with APEL

The entry requirements to all educational programmes must comply with the **NMC standards** for pre-registration nursing associate programmes.

About the Nurse Associates Apprenticeship

- ❖ Employers directly recruit a Nurse Associate Apprentice
- ❖ Who can you recruit into the role?
 1. Current Healthcare staff who wish to progress
 2. New recruits / new to care
- ❖ Recruitment is in partnership with HEI – to ensure eligibility criteria to the course
(minimum Maths, English Grade 4+)
- ❖ 2-year apprenticeship (delivered by local HEIs)
- ❖ Incorporates theory and practice hours (total: 2300 hours)
- ❖ Minimum of 460 hours placement hours (approx. 6 weeks per year) – Another placement other than main employer.
- ❖ 1 day a week at University

£

In training: c£21,000
(£11.12 p/h)

Qualified: c£24,000
(£12.25 p/h)

Opportunities for nursing associates

- On registration, preceptorship
- Additional competence and skill development via CPD
- Additional roles such as clinical educator roles, link roles, nursing associate ambassador roles
- Leadership development programmes, e.g. Florence Nightingale Foundation
- CPD linked to revalidation
- NA-RN progression



Challenges to growing the NA workforce

- Lack of organisational capacity to support the role – placements, pastoral care.
- Lack of clarity regarding financial support.
- Difficulties in finding suitable TNA recruits.
- Job opportunities for NAs following completion of their programme.
- Resistance to the NA role from health and care teams – new ways of working.
- Perceived expectations and limits of what the NA role can do.



HEE Funding 2022-23

- Each TNA start on the NA apprenticeship programme will attract total funding of £8,000 over two years (£4,000 per year).
- Each TNA working at least 50% of their practice time within a Learning Disability field, autism or both will attract total funding of £15,800 over two years (£7,900 per year).
- TNAs starting the NA programme via a direct entry (UCAS) route will attract placement tariff.

Funding opportunity in development - HEE/ICS People Team

- Funding for 10 social care employers (nursing provision) in the Shropshire, Telford and Wrekin geographical area
- Placements organised by UCS (partner HEI).
- Support of a Clinical Practice Facilitator support throughout 2-year programme for apprentices and employers.
- University Centre Shrewsbury training course costs will be met by ICS apprenticeship levy share agreement.
- HEE funding (£8000 or £15,000 over 2 years).

In addition.....

- We have some extra financial support for Social Care providers (with a nursing provision) to practically support over the 2 year programme (tbc).





University of
Chester

Dr Katie Mansfield-Loynes
Senior Lecturer and Programme Lead

FdSc Nursing Associate
Higher Apprenticeship

Course and assessment

Modules

- Study skills and life long learning
- Person centred care
- Anatomy and physiology
- Medicines management
- Integrated care
- Promoting health
- Research
- Working in teams

Assessment

- Practice assessment Document
- Assignments
- Portfolios
- Case studies
- Exams
- Presentations

Theory/Practice Split

Theory (1,155 hrs)

Year 1:

Induction – 22.5 hrs

University days – 43 days (322.5 hrs)

Theory Supernumerary -31 days (232.5 hrs)

Year 2:

Induction – 22.5 hrs

University days – 43 days (322.5 hrs)

Theory supernumerary – 31 days (232.5 hrs)

Practice (1,155 hrs)

Year 1:

Induction – 30 hrs

External placements – 72 days (540)

Year 2:

External placements – 72 days (540)

Base area protected learning – 6 days (45 hrs)

Entry requirements for the TNA programme

- **GCSE Maths and English at Grade C OR above or a Level 2 equivalent (e.g. Functional Skills)**

Applicants must also possess one of the following (or equivalent):

- NVQ Level 3 in Care or related subject.
- A/S Level: Two A/S Levels, one of which must be in an appropriate subject area.
- A Levels: One A Level in an appropriate subject area.
- AVCE or BTEC National Diploma.
- Access: A pass from an appropriate kite-marked access course.
- 5 GCSEs at Grade C or above, including English Language.
- Portfolio of evidence which demonstrates ability/ potential to work and study at Level 4

Preparing for interview

Candidates will need to:

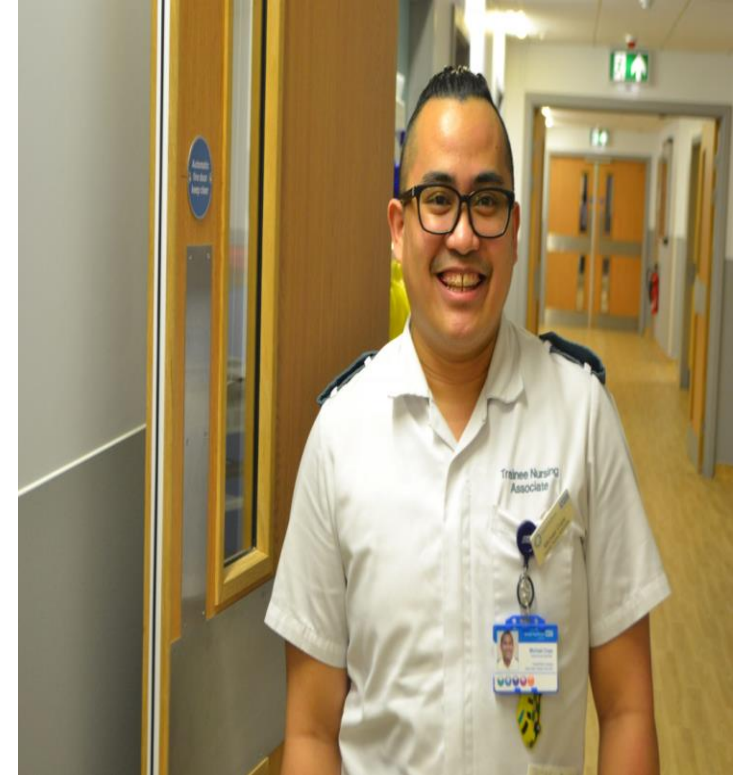
- know about the role
- talk about how previous experience will assist you them completing the Foundation degree
- know about the 6Cs and be able to give examples of how you embrace them within your work.

Next steps...

- If you are interested in finding out more information, please contact:

Alison.lester4@nhs.net

Information on the process to apply for funding will be shared across networks over the next two weeks



Questions?



Additional sources of information:

- [Examining the introduction of the Nursing Associate role in health and social care – NIHR Policy Research Unit in Health and Care Workforce](#)
- [Nursing Associates – HEE](#)
- [Nursing Associates – NMC](#)
- [What is a nursing associate? – NHS Employers](#)
- [Nursing Associates – Skills for Care](#)
- [Nursing Associate \(NMC 2018\) Apprenticeship – Skills for Health](#)