


Introducing the Nursing Associate to Primary, Social & Voluntary Care

A photograph of a female nursing associate with dark hair, smiling at the camera. She is wearing a light blue short-sleeved uniform shirt and a clear blue plastic apron. She is standing in a clinical room with white cabinets and a blue chair. A large orange bracket is positioned above her.

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healthcare

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Agenda 0930 – 12.00pm

09.30am	Welcome, Introductions & Housekeeping
09.40am	Your 3 Questions
09.45am	Overview of the Nursing Associate
10.15am	Apprenticeships – What you need to know
10.30am	Workshop Activity
11.15am	Feedback & Discussion
11.45am	Questions & Close

Agenda 13.30 – 4.00pm

1.30pm	Welcome, Introductions & Housekeeping
1.40pm	Your 3 Questions
1.45pm	Overview of the Nursing Associate
2.15pm	Apprenticeships – What you need to know
2.30pm	Workshop Activity
3.15pm	Feedback & Discussion
3.45pm	Questions & Close

***What are your 3 key
questions to be answered
today?***

Lesley Young

**Programme Manager Nursing Associates,
Primary, Social & Voluntary care (North)
Health education England**

Aims of the Programme Manager role

*To support the scoping,
development, implementation &
management of the
Nursing Associate role across
Primary, Social & Voluntary care*

The North Of England



Why was this role for me?

- Career
- Personal
- Nursing Associates

Lindsay Butterworth

Programme Manager - Nursing, Midwifery, Yorkshire and Humber

- Support the implementation of Nursing Associate role across Yorkshire and the Humber Region
- Support the introduction of new roles e.g. Advanced Clinical Practitioner
- Stakeholder engagement as we move towards an integrated care system

Why was this role for me?

- It is about supporting transformation and integrating NA in workforce
- It requires networking and making links to and connections between people across Y&H
- It focuses on clinical staff and highlights the development of NAs as part of the health & social care team

The Nursing Associate Role

The Nursing Associate Role

Shape of Caring Review 2015 recommended a bridging role between Health Care Support Workers & Registered Nurses

Health Education England funded a national pilot of 2,000 Nursing Associates across 35 test sites in England starting in January 2017

National evaluation of pilot will be undertaken

.

The Nursing Associate Role

First Nursing Associates qualified and joined the NMC register on 28th January 2019.

‘Nursing Associate’ will become a protected title in law, alongside that of ‘Nurse’ – ensuring only those with the appropriate qualifications are able to use them

Nursing Associates will be trained to work independently under the direct & indirect supervision of the Registered Nurse

The Nursing Associate Role

Nursing Associates will understand medicines management & be able to administer medicines, within the confines of local employer policies.

Nursing Associates work to the NMC code of conduct, alongside Registered Nurses & Midwives

Nursing Associates will be equipped with the knowledge, skills & behaviours to enable them to support the delivery of nursing care across a wide range of health & care settings.

The Nursing Associate Role

They will work within all aspects of the nursing process, providing high-quality holistic and person-centred care to individuals.

They will support the Registered Nurse in the assessment, planning & evaluation of care. The Registered Nurse will retain responsibility as the primary care assessor, planner and evaluator

Comparison with Nurse Proficiencies

Nursing associate

6 platforms

Be an accountable professional

Promoting health and preventing ill health

Provide and **monitor** care

Working in teams

Improving safety and quality of care

Contributing to integrated care

Registered nurse

7 platforms

Be an accountable professional

Promoting health and preventing ill health

Provide and **evaluate** care

Leading and managing nursing care
and working in teams

Improving safety and quality of care

Coordinating care

Assessing needs and planning care

NMC Nursing &
Midwifery
Council

Nursing Associate Programme

Nursing Associate Programme

- Delivered as a 2 year apprenticeship programme
- Foundation Degree Level 5
- **Evidence** of Math's & English qualifications is essential
- 3000 practice learning hours including 675 alternative placement hours
- Placements in each of the three health and care settings - at home, near home and in hospital

Nursing Associate Programme

- Exposure & experience across all fields of nursing - Adult, Child, Mental Health & Learning Disabilities & across the lifespan - preconception to Death
- Mentor to support them throughout the training (NMC Registrant) and Prepare the TNA to enter a profession that is regulated by the NMC

Nursing Associate Programme

- Local Partnership Groups
- Funding available from HEE to support each Trainee Nursing Associate
- Employer/employee commitment
- Placement organisation

Apprenticeships: what you need to know

Fay Lane

Apprenticeship Relationship Manager – North

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NHS apprenticeships – the year in figures

Largest employer in England **1.2m** employees*

243 NHS trusts are in the top 1000 account managed employers

Expected to deliver **1/3** of public sector apprenticeships

Estimated to contribute over **£200m** of levy (17/18)

To deliver **28,000** new apprenticeship starts including
5,000 nursing apprenticeships (18/19)


* Figure from NHS choices

Back to Basics

What is an Apprenticeship ?

- Apprenticeships are **employer-led work-based learning programmes** in a vocational or **professional occupational area**
- Apprenticeships are approved routes through work-based learning and development that **lead to a great variety of occupational job roles at a wide range of levels**
- They are funded by the **Apprenticeship Levy** paid by employers OR SME's pay through **co-investment**
- Employers can then use the Levy to pay for staff to undertake a programme of learning and development covering fees.

The Levy



Wage bill **over**
£3million?

- You will pay a levy of 0.5% on all wages over £3m
- The money will be placed into a digital account
- 100% of course fees are paid from your digital account.

Wage Bill **under**
£3million with **more**
than 50 employees?

- You don't pay apprenticeship levy
- 90% of apprenticeship course fees are paid by the government, you pay the remaining 10%

Wage Bill **under**
£3million with **less**
than 50 employees?

- You don't pay apprenticeship levy
- 100% of apprenticeship course fees are paid by the government for apprentices aged 16-18
- 90% of apprenticeship course fees are paid by the government, you pay the remaining 10% for apprentices aged 18+

Why Apprenticeships?



Health Education England

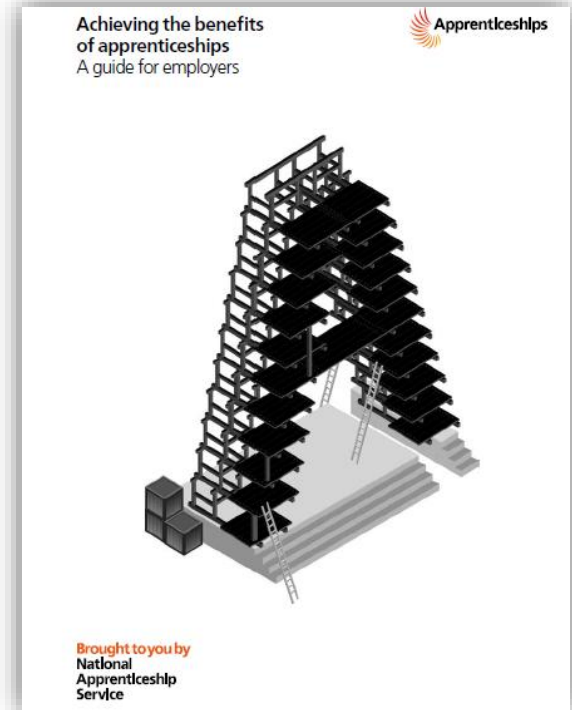
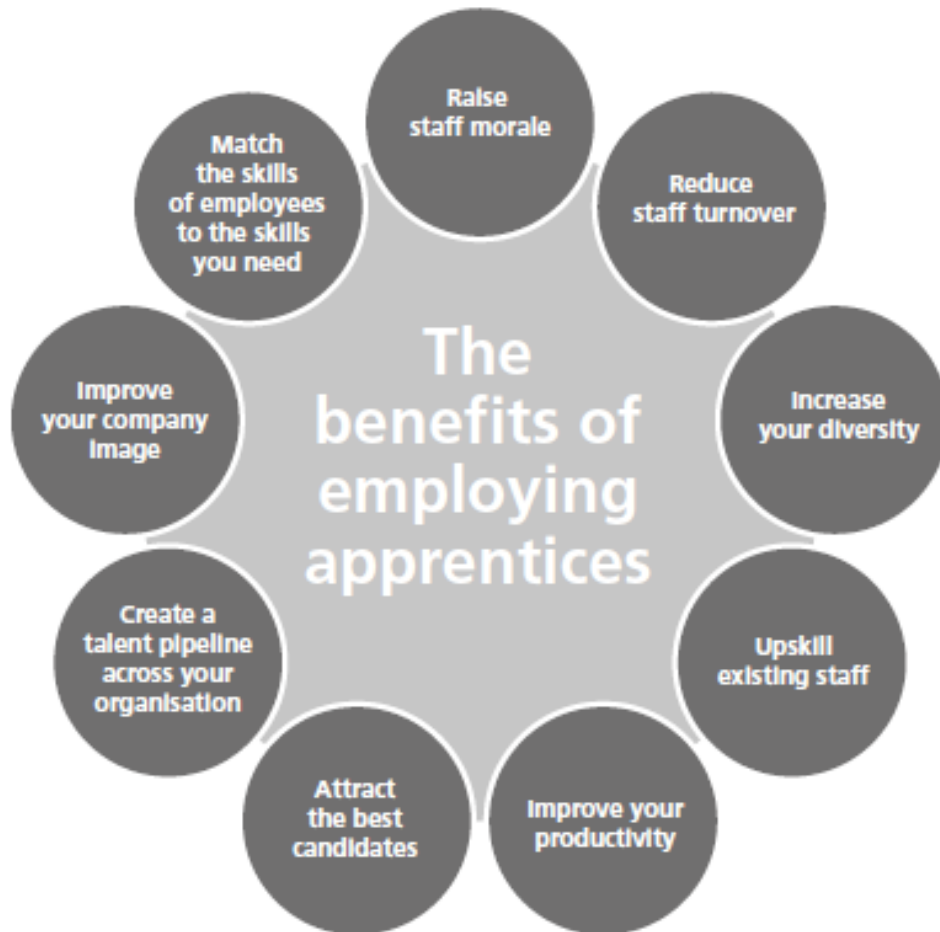
Workforce Challenges

- Increased demand on services
- Aging population
- Demand for more innovation in service delivery and skills
- Maturing workforce presenting short/medium/long term skill shortages
- Reducing funding for education and training for new and existing staff

The Opportunity

- Opportunity with apprenticeships to upskill and develop staff :
 - Staff equipped with the **right skills**
 - Staff have **the knowledge and skills** to **deliver new services**
- Create transformational change – new models of care
- Enhance patient experience - **Patients experience high quality care** from **skilled staff**

The Benefits



86% of employers said that apprentices helped to **develop relevant skills for the organisation, and to fill the skills gap.**

Healthcare Apprenticeships

- HEE are directly supporting **more than 70 new healthcare specific Trailblazers**
- We **initiate** new apprenticeship standards
- Engage with other Trailblazer activity across **non-healthcare specific roles**
- Working with more than **665 employers, 142 HEIs** and **213 stakeholders** to date
- **Enriching the choice** of apprenticeships

Apprenticeships

Apprenticeship	Level
Healthcare Support Worker	2
Senior Healthcare Support Worker (6 pathways)	3
Healthcare Assistant Practitioner	5
Nursing Associate	5
Registered Nurse	6
Advanced Clinical Practitioner	7
Team Leader/Supervisor	3
Departmental Manager	5
Chartered Manager (Degree)	6
Senior Leader	7

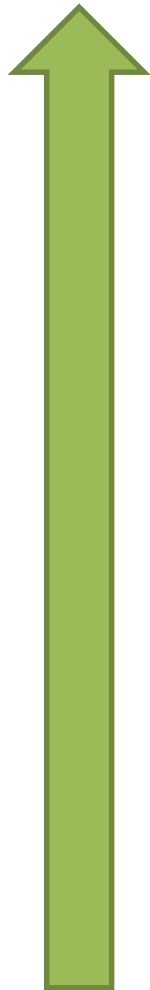
Apprenticeships in Primary Care Information Pack:

<https://haso.skillsforhealth.org.uk/wp-content/uploads/2019/01/2019.01.04-Apprenticeships-in-Primary-Care-v4.pdf>

Development Pathways

Can we create a career pathway?





Registered Nurse – Degree (NMC 2010)

LEVEL 6

Nursing Associate

LEVEL 5

Senior Healthcare Support Worker

LEVEL 3

Healthcare Support Worker

LEVEL 2



Considerations

Can we create systematic apprenticeship solutions?

Working together with professional groups to understand apprenticeship numbers and capacity in primary care?

Can we inspire new training models / delivery methods?

Engage with training providers internal/external to deliver viable cohort sizes and inspire greater provider and employer partnership working

Can we embed apprenticeships in workforce plans?

Apprenticeships are a way to attract new talent and equip existing staff with new skills – enabling changing service delivery

Apprenticeships won't replace CPD, how do we continue to develop and invest in our staff who are not eligible for apprenticeships?

'HASO'

Healthcare Apprenticeship Standards Online NHS Apprenticeship Implementation Toolkits



Search for standards

Health sector employers in England use a wide range of apprenticeships to train staff in clinical and non-clinical roles. Here you can:

- Search for and download standards that are approved for delivery and ready to use
- Keep up to date with which standards and assessment plans are still in development
- See what is being considered for development or where expressions of interest have been submitted
- Suggest new standards
- Read about standards which have not progressed
- Respond to consultations
- Check the status and last start dates of healthcare frameworks
- Discover additional resources and blog posts

FIND A STANDARD

Occupation/Keyword
Any Level

SEARCH

28 Approved For Delivery

Apprenticeship Standards

Healthcare Apprenticeship Standard Online lets you see standards at different stages. From 'Being Explored' to 'In Development' to 'Approved for Delivery' or 'Closed'. Once the standard is in development, documents are available you can download them directly from here.

If you can't see the standard you are looking for please use the 'suggest' button to tell us there may be a gap.

Occupation/Keyword

Approved For Delivery

Level 6

Level 5

Level 4

Level 3

Level 2

Level 1

Level 0

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Thank You!

Getting in touch

Fay.Lane@hee.nhs.uk

Talent for Care

talentforcare@hee.nhs.uk

Healthcare Apprenticeships Standards Online

<https://haso.skillsforhealth.org.uk>

Group Activity

1. How can the Nursing Associate role fit into your team?
2. What do you see as being the Challenges, Barriers and solutions?
3. What do you see as being the Opportunities & Benefits?
4. What are the risks of not engaging?
5. How can we promote the role across Primary, Social & Voluntary Care?

Feedback & Close

- *Group Feedback & Discussion*
- *Have your 3 questions been answered*

TNA

‘I now have more knowledge and insight into long term conditions & know the signs of patients who are unwell’



Health Education England

Manager

‘Anyone keen to pursue a Career in Nursing, The TNA Programme gives this opportunity whilst retaining employment with the practice’

Mentor

‘She is making more advanced decisions...she has developed more knowledge and insight into what & why she is doing certain things; that comes across in our meetings/portfolio development.’

TNA

‘This was my 50th Birthday present to myself. I have been HCA for years & knew I could take on some Nursing duties but there was never the opportunity. I wanted to prove to myself I could do this ‘

TNA

'I feel I have changed a lot since starting the course. I feel more confident when dealing with patients & feel the patient has confidence in me'

Mentor

'In general practice the role definitely fits into a treatment nurse role. Although already doing a lot of the role she now has the knowledge to understand the why'

Manager

'She has become extremely confident in her abilities & her approach to patient care, she is now able to carry out additional duties beyond her HCA role & is a highly valued member of the nursing team.'

TNA aged 48

*'Realised this is what I should have been doing all my life, I just didn't know'
'Want to do more as I know I can now'*

Manager

‘The GP’s are happy that she is developing at speed & are confident in her abilities. They also like that she is experiencing other areas of the NHS, including secondary care, community services & care closer to home.’



Health Education England

Mentor

‘My feelings about the course is that students would be better having more placement away from their place of work than they currently do. It needs to be more structured with set times in areas such as mental health, learning disabilities, paediatrics, district nursing.’

TNA

‘I feel like we are, what you could call treatment room nurses & can deal with all the dressings, ears, etc & the nurses can now do the more complex things’

Manager

‘We would have still supported the role without funding, cannot underestimate the importance of growing our own; saw it as short term pain for long time gain’

‘You can see them bursting out of their bubble’

HEI Programme Lead discussing the evolution from Health Care Assistant to Nursing Associate



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