

Nursing Associate Apprenticeship role

An overview of the role and
organisational benefits

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What is a nursing associate?

- A new 'generic' role joining the nursing workforce, delivering holistic, person centred care
- A range of experience and exposure to different fields (child, adult, mental health and learning disability) and care delivery e.g. at home, close to home and in hospital

Organisational benefit of role

- Career pathway for carers and senior carers
- Two year course at foundation degree level, which can be stepping stone for individuals wishing to undertake further 2 years to become registered nurse.
- Supports retention strategy
- Supports development strategy and ethos of growing own workforce
- Supports staff to develop practice and retain skills.
- Utilises apprenticeship levy

NMC and Nursing associate roles

- The nursing associate role is regulated in England by the Nursing and Midwifery Council (NMC), the body responsible for regulating the nursing and midwifery professions.
- The title nursing associate (from 28 January 2019) is protected in law in England and only those qualified and registered as nursing associates will be able to use this title.
- A regulated role with own NMC PIN number and accountability

NMC- continued

- A regulated role, registered with the Nursing and Midwifery Council
- Educated to Level 5 (Foundation degree)
- A nursing associate is registered and accountable for their own practice and follows The Code (NMC, 2018)
- A nursing associate will have to revalidate with the NMC every three years and pay an annual fee –the same as Registered nurses

Registered Nursing Associate	Platform	Registered Nurse
Be an accountable professional	1	Be an accountable professional
Promoting health and preventing ill health	2	Promoting health and preventing ill health
Provide and monitor care	3	Assessing needs and planning care
Providing and evaluating care	4	Providing and evaluating care
Working in teams	5	Leading and managing nursing care and working in teams
Improving safety	6	Improving safety
Contributing to integrated care	7	Co-ordinating care

Organisational requirements

- Must employ nurses
- Must have nurses available to assess apprenticeship nurses in practice (similar skill set as nurse mentors- although NMC have changed the language regards nurse mentors)
- Ability to see how the role could be deployed in service-role is not the same as registered nurse but is a bridge between carer and nursing roles

Conclusion

- Staff have been asking for this level of development and it fits with strategic direction for care and ambitions
- Undertaking this is a key retention and development selling point for JRHT and will give an advantage over other social care providers for attraction of staff