

# Introducing the Nursing Associate to Primary, Social & Voluntary Care



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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

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# The Nursing Associate Role

First Nursing Associates qualified and joined the NMC register on 28<sup>th</sup> 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**





# **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?

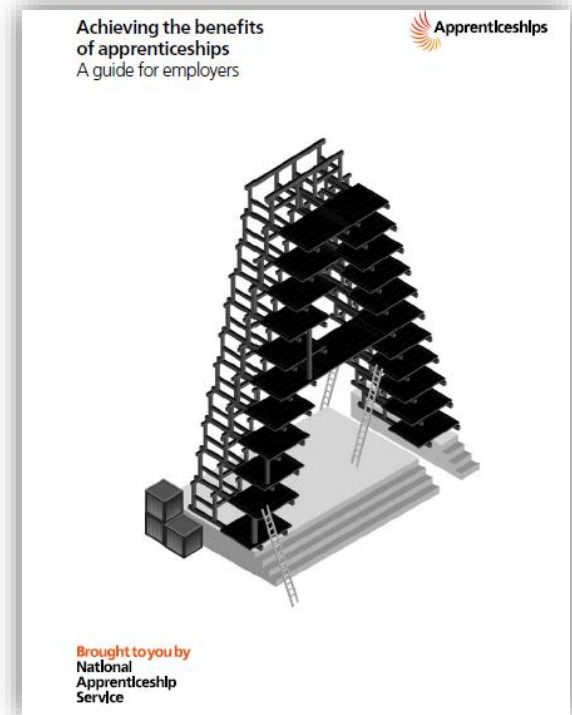
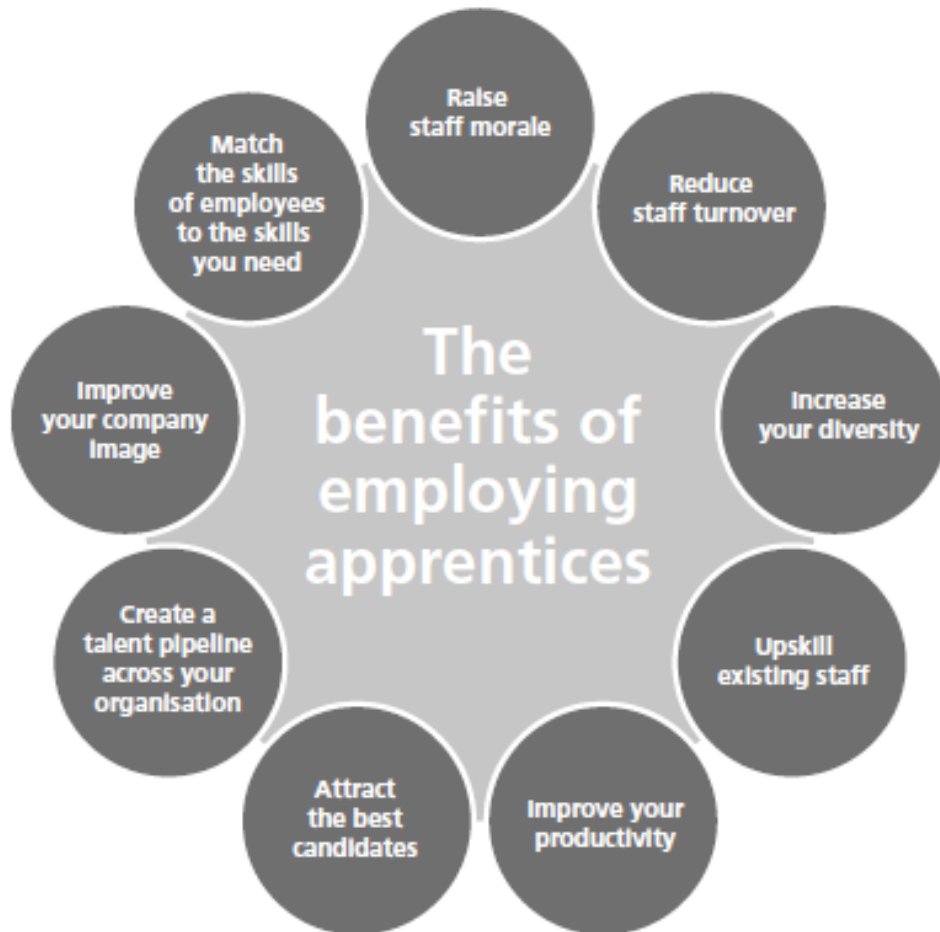
## Workforce Challenges

- 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



Health Education England

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

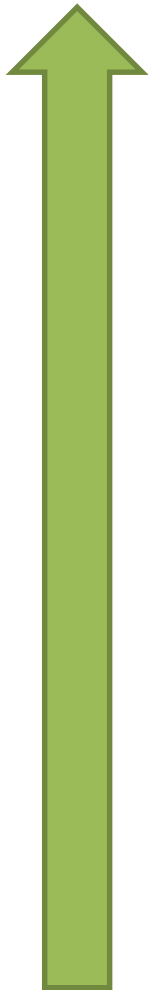
## Apprenticeships in Primary Care Information Pack:

<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**

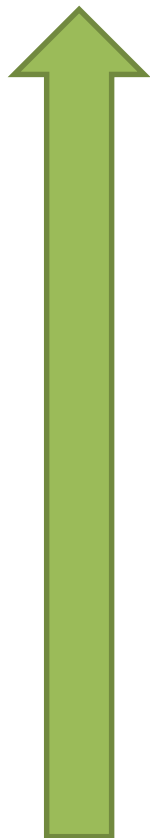
LEVEL 5

**Senior Healthcare Support Worker**

LEVEL 3

**Healthcare Support Worker**

LEVEL 2



**Senior Leader (Degree)**

LEVEL 7

**Operations / Departmental Manager**

LEVEL 5

**Registered Nurse – Degree (NMC 2010)**

LEVEL 6

# 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 Del.

**Apprenticeship Standards**

Healthcare Apprenticeship Standards 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 and assessment 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

Approved For Development

Level 7

Level 6

Level 5

Level 4

Level 3

Level 2

Level 1

SEARCH

**SUGGESTIONS**

Spotlight a gap? Click the button below if you want to suggest a new standard for development.

SUGGEST

**Search**

Use the search box to look for standards. You can search either by keyword or by level, or both. You can search for a single word or particular phrase eg "healthcare support worker". You can reset your current search by clicking on the "Reset" button on the right.

**Results for 'nursing'**

Title	Stage	Count	Yes	N/A
Nursing Associate	Approved For Development	0	Yes	
Registered Nurse (Degree)	Approved For Delivery	3	Yes	
Senior Healthcare Support Worker	Approved For Delivery	2	N/A	
Healthcare Support Worker	Approved For Delivery	0		
Community and Public Health Nurse	Being Explored			

@NHS\_HealthEdEng

#TalentForCare

# ***Thank You!***

***Getting in touch***

[Fay.Lane@hee.nhs.uk](mailto:Fay.Lane@hee.nhs.uk)

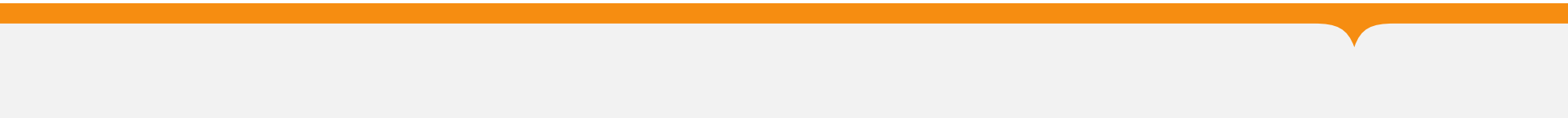
**Talent for Care**

[talentforcare@hee.nhs.uk](mailto: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?
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## 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’*

## 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 50<sup>th</sup> 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 ‘*



Health Education England

## Manager

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

## 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





## Contact Details

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