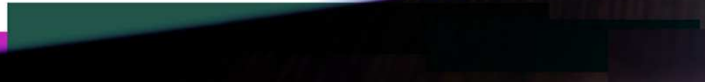


Trainee Nursing Associate

Health Select Commission
10th October 2019



Background

- Shape of Caring Review 2015 recommended bridging role between unregulated support role and RN
- Recognised the need for defined principles of practice, a competency framework, and a defined career pathway
- Registered Nursing (RN) workforce is an all-degree profession
- Significant shortages of RN across the UK



What is a Nursing Associate?

- Band 4 role working in Health and Social Care
- Working with RN's to complement the existing teams in primary, secondary, community and social care
- Help to plan, coordinate and deliver care
- NMC regulated
- Nursing Associate role is to supplement, not substitute, clinical decision-making



A Nursing Associate...

- Will actively contribute to holistic care
- Will work to a nationally-recognised code of conduct
- Can deal with non-routine and unpredictable nature of the workload
- Will be able to integrate an academic and work-based programme of learning
- Is aware of the limitations of their practice
- Reflects on their practice



What does the training involve?

- A 2-year programme of study and clinical practice leading to a level 5 Foundation Degree
- One day each week at University
- Work in Clinical practice as member of nursing team
- Work-based learning
- Supervisor – sign off competencies
- Placements each year - hospital, close to home, and home.



What is a Foundation Degree?

Developed in response to clinical request it is:

- 2 year course
- Equivalent to 1st two years of a traditional degree (Level 5 qualification)
- Facility to 'top-up' to a BSc RN



Recruitment to date UK

- In 2017, 2,000 student nursing associates started pilot programmes at 35 Health Education England test sites across England.
- The first nursing associates joined the NMC register when it opened on 28 January 2019.
- Over 5,000 people were recruited as trainee nursing associates in 2018, with the ambition to attract a further 7,500 in 2019.



Recruitment to date TRFT

- In 2017, five staff became Trainee Nursing Associates in a joint pilot with Barnsley
- The first five nursing associates qualified and joined the NMC register April 2019
- During June 2019, a further 22 commenced training on the apprenticeship
- TRFT will continue to support future cohorts as part of wider workforce planning.



Any questions or feedback?

