

Nursing Associate

A new member of the nursing family.





Background

The Shape of Caring Review (Raising the Bar) March 2015

Established the need for a role to 'bridge the gap' between Health Care Support Workers (or equivalent roles) and Registered Nurses

Health Education England created a curriculum and led on test site partnerships across the Country to deliver the first trainee nursing associates

Following consultation, Government asked the Nursing and Midwifery Council (NMC) to regulate the role



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



Nursing associate

A regulated role

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.



Nursing associate

A regulated role

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



What can a nursing associate do?

To be able to achieve the required qualification and register with The Nursing and Midwifery Council, a trainee nursing associate has to demonstrate that they have met the Nursing and Midwifery Council robust [standards-of-proficiency-for-nursing-associates](#)

Like nurses and other health professionals, nursing associates may expand their scope of practice, within the regulatory framework, through further education and experience after they have qualified and joined the nursing associate part of the NMC register.



What can a nursing associate do?

Parameters of Practice

A nursing associate should understand the *parameters of their own practice*

A nursing associate will work under the **direction** of a Registered Nurse.



Comparison RN and NA

NMC platforms:

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



What can a Nursing Associate do?

Treatment of disease, disorder or injury (TDDI)

- This regulated activity must be carried out by, or under the supervision of, a healthcare professional (In social care mostly commonly registered nurses) included on the TDDI list. Nursing Associate is not on the TDDI list.
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Nursing Associate Film





What is CQC's guidance on the nursing associate?

“From January 2019, the new role of nursing associate will be reflected in every aspect of CQC's regulation:

- When we register a provider, we will consider its understanding of deploying nursing associates.
- When we monitor and review provider information returns, we will look at nursing associates in workforce deployment.
- On inspection, we will want to see evidence that providers have adopted a systematic approach to deploying nursing associates, ensuring that they have considered the risks to the quality and safety of care for people who use services”.

Ref: Briefing for providers: Nursing associates Care Quality Commission January 2019

https://www.cqc.org.uk/sites/default/files/20190123_briefing_for_providers_nursing_associates_0.pdf



Where does the role ‘fit’ in the workforce?

“However, it is important to understand that nursing associates are **not** registered nurses and we expect health and care providers to consider this when deploying them. As with the introduction of any other new role, we are not prescriptive about how you deploy nursing associates, but we need assurance that using them is safe and supports you to deliver high-quality care.”

Ref: Briefing for providers: Nursing associates Care Quality Commission January 2019

Nursing associate skills and nurses' time saved!

Example from an Acute Hospital



Health Education England

Skills After 6 months

- Venepuncture, Cannulation -10 mins
- Simple wound dressings. 10 mins
- Undertake a patient A-E assessment including all physical measurements including neuro observations and pain assessment. 15 mins
- Recognizing and deteriorating patients and liaising with outreach team -15 mins
- Admission of patients completing all paperwork - 30 mins
- Monitoring of advanced fluid balance - 10 mins
- Updating patient handover sheets - 10 mins
- Supporting patients with Mental health needs. - up to 30 mins
- Referrals onto other services such as dieticians, community services and tissue viability. - 15 mins

Skills After 12 months

- Second checker of administration of medicines -10 mins
- Risk assessments 5-10 mins
- Transfer patients between wards and Theatres - 15 mins
- Care of dying patient including support for family - 30 mins
- Health promotion regarding pressure area care, diabetes & nutrition - 15 - 30 mins
- Trial without Catheter - 15 mins of RN time
- Wound assessment and dressings - up to 30 mins of RN time

Skills After 18 months

- Catheterisation - 20 mins
- ECG's task and recognition - 15 mins
- Last offices - 30 mins
- Complex wound management/assessment. - 30 mins
- Taking charge of a bay under indirect supervision - whole shift
- Liaison with the medical team regarding patient care - 10 mins
- Supervision of Nursing students - whole shift
- Scrubbing for procedures in theatre - up to 2 hours
- Managing the patient journey/flow through from ward to theatre - 20 mins
- Making changes based on evidence and research with support from Kaizen
- Increased confidence to speak up on behalf of patient.



Entry requirements

NMC approved programmes

The NMC have outlined entry requirements in their published nursing associate programme standards

[standards-for-pre-registration-nursing-associate-programmes](#)

Programmes can be self funded (full time student) but will often be delivered as part of the Nursing Associate Apprenticeship standard.

Individual approved education institutions (AEI's) can set their own entry requirements, as long as they meet the minimum set by the NMC and can be justified at NMC approval event.



Key entry requirements (NMC)

- demonstrate values in accordance with the Code
 - have capability to learn behaviours in accordance with the Code
 - have capability to develop numeracy skills required to meet programme outcomes
 - can demonstrate proficiency in English language
 - have capability in literacy to meet programme outcomes
 - have capability for digital and technological literacy to meet programme outcomes
 - ensure students' health and characterThis includes satisfactory occupational health assessment and criminal record checks
 - ensure students are fully informed of the requirement to declare immediately any cautions or convictions.....
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Maths and English

Level 2 (GCSE Grade C equivalent)

The Apprenticeship standard states both subjects have to be achieved at level 2 by the end of the Apprenticeship

Most training providers will ask for these qualifications on entry

Seriously disadvantaged if entering without this level of knowledge and understanding

<https://www.nhsemployers.org/news/2019/06/functional-skills-toolkit>



Apprenticeship

A delivery and funding method

- Employed as a trainee /apprentice nursing associate
- Enrolled onto an NMC approved programme
- Are able meet the Apprenticeship standard in full including ***end point assessment (EPA)***
- Employer commissioned – apprentices are recruited and selected by the employer, training is agreed with an AEI who is on the register of apprenticeship training providers.

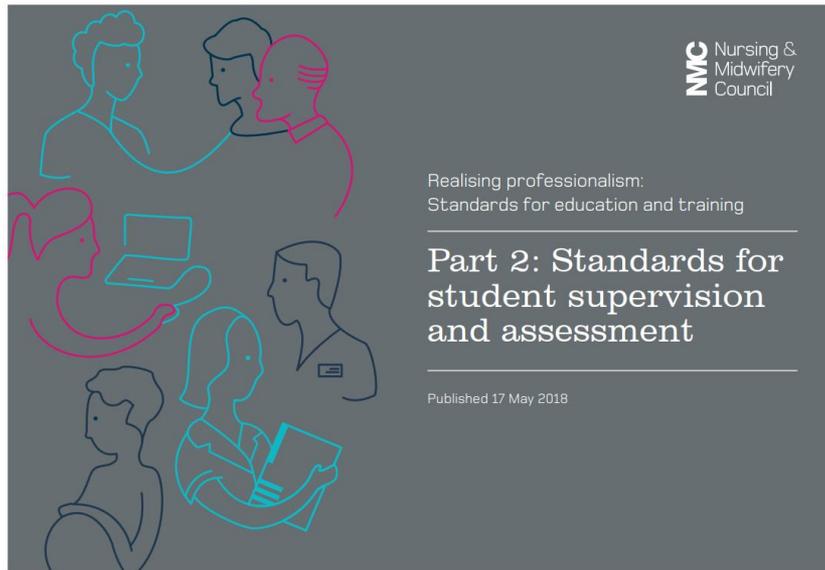
Funding depends on if you are an employer who pays the Levy, are receiving transfer of funds from a levy payer or accessing non levy funding via an ESFA contract holder.

<https://www.gov.uk/government/publications/apprenticeship-levy-how-it-will-work/apprenticeship-levy-how-it-will-work>

Supervision and Assessment

The new NMC standards

In January 2019, the new NMC expectations for the learning, support and supervision of students in the practice environment came in to effect.



The standards focus on:

- **Effective practice learning** *what needs to be in place to deliver safe and effective learning experiences*
- **Supervision of students** *the principles of student supervision in the practice environment, and the role of the practice supervisor*
- **Assessment of students and confirmation of proficiency** *what is required from educators who are assessing and confirming students' practice i.e. practice assessor (previously mentors) and academic assessor*

<https://www.nmc.org.uk/standards-for-education-and-training/standards-for-student-supervision-and-assessment/>

Supervision and Assessment

Trainee Nursing Associates



To have a nursing associate apprentice within an organisation, each registered professional must be prepared for the new roles. The TNA will need both a Practice Assessor (PA) and at least one Practice Supervisor (PS).

Practice Supervisors *serve as role models for safe and effective practice. A PA can be any registered health or social care professional. Trainee nursing associates will spend the majority of their time with PS who will contribute to their assessment and progression.*

Practice Assessors *conduct assessments to confirm achievement of proficiencies and programme outcomes, incorporating feedback from PS. The PA works in partnership with the university academic assessor to evaluate and recommend the student for progression for each part of the programme.*

To prepare for the new roles registered professionals must transfer to their new role by either attending a local session or using the resources available at the PAN London website <https://plplg.uk/approach-to-sssa/>



Emily Burton

A social care nursing associate

Emily Burton became a trainee nursing associate as part of the 'first wave' in January 2017.

Emily worked for Amber Care in Lincolnshire, and this was her 'hub' work base throughout her training.

Emily is proud to have graduated as one of the first Registered Nursing Associates in the Country

<https://www.nmc.org.uk/standards/nursing-associates/na-case-studies/case-study-emily/>





Skills for Care role

- Skills for Care is supporting the sector in increasing the number of nursing associates being trained and employed in social care settings
 - Information sharing – have a look at our [nursing associate page](#)
 - Sign up to the Nursing newsletter [here](#)
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Current additional guidance that is available

- [Employers guide to Nursing associates](#) (NHS Employers, 2019)
 - [An improvement resources for the deployment of nursing associates in secondary care](#) (National Quality Board, 2019)
 - [Standards of proficiency for nursing associates](#) (Nursing and Midwifery Council, 2018) (NMC)
 - [Briefing to providers: Nursing associates](#) (Care Quality commission, 2019) (CQC)
 - [Advisory guidance: Administration of Medicines by Nursing Associates](#) (Health Education England, 2018)
 - [The Code for nurses, nursing associates and midwives](#) (Nursing and Midwifery Council, 2018).
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Thank you