Nursing Associate and Nursing Pathways
Learning Disabilities

Developing people for health and healthcare
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Meet the HEE Team – South East working across Kent, Surrey & Sussex

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Agenda

• Overview of the Nursing Associate role and career pathways to Registered Nurse
• Nursing Associate and Registered Nurse Apprenticeships
• Health Education England - Funding Offer
• Apprenticeship Funding (levy, transfer of levy and co-investment)
• Apprenticeship Readiness
• Return to Practice
• My experiences as a Nursing Associate – Ian Costello
• The Training and Nursing Associate Role – Huntercombe Group
• Nursing Associates in LD Services – Sussex Partnership NHS Foundation Trust
• Signposting to supporting materials
Overview of the Trainee Nursing Associate and Nursing Associate Role
Nursing Associate

The Nursing Associate role was developed to act as a bridge between the care assistant and the registered nurse.

Raising the Bar captured the need to develop a nationally standardised role that could support nurses to deliver the care needed in the future.
Progression routes in Nursing using an Apprenticeship Pathway

- Health Care Assistant: Care Certificate plus Level 2 Apprenticeship
- Senior Health Care Assistant: Level 3 Apprenticeship
- Nursing Associate: Level 5 Apprenticeship
- Registered Nurse: Level 6 Apprenticeship
- Advanced Nurse Practitioner: Level 7 Apprenticeship
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Levels:
- GCSE
- A level
- Foundation Degree
- BSc Degree Level
- M Level
What is a nursing associate?

- a generic nursing role (in England)
- designed to help bridge the gap between health & care assistants and registered nurses
- regulated by the NMC
- is not a substitute for an RN

The nursing associate role has been introduced to:

- help build the capacity of the nursing workforce and
- support nurses and the wider multidisciplinary teams to focus on more complex clinical duties.
The nursing associate in practice
Delivering person centred care

- Mental Health
- Physical Health
- Public Health
- At Home
- Near Home
- In Hospital
The nursing associate in practice

Parameters of practice

• Not a list of tasks
• Requires the registered nurse and the nursing associate to use situational judgement
• They must learn, from day 1, that they need to work in a partnership to understand their parameters of practice
Comparison with nursing standards of proficiency

Nursing associates: 6 platforms

1. Be an accountable professional
2. Promoting health and preventing ill health
3. Provide and monitor care
4. Working in teams
5. Improving safety and quality of care
6. Contributing to integrated care

Nurses: 7 platforms

1. Be an accountable professional
2. Promoting health and preventing ill health
3. Assessing needs and planning care
4. Providing and evaluating care
5. Leading and managing nursing care and working in teams
6. Improving safety and quality of care
7. Coordinating care
What can a nursing associate do?

The NMC Standards of Proficiency

- set out what NAs know and can do when they join the NMC register
- designed to apply across all health and care settings
- provide clarity about the NA role for:
  - nursing associates
  - registered nurses and other health and care professionals
  - employers
Deployment of nursing associates

NHS Employers:

Employer guide to nursing associates that:
  – includes information on how to employ nursing associates
  – identifies safe staffing guidance on the deployment of qualified nursing associates
  – signposts to information from relevant bodies on the deployment of qualified nursing associates.
Deployment of nursing associates

NHS Improvement safe staffing guidance:

• Developed resource focusing specifically on deployment of NAs in secondary care

• Outlines systematic approach for identifying organisational, managerial and other factors that support safe deployment of the NA as part of an effective clinical team

• Makes nine recommendations in determining how to deploy nursing associates – transferable across settings
Job description guidance

- Developed in partnership by stakeholders involved in developing the NA role
- Reflects feedback from employers involved in test site partnerships
- Draws on examples of job descriptions already developed
- Includes range of questions, answers to which will provide content that describes how role will be deployed
Job description guidance

Acknowledges:

- there can be no ‘national’ job description
- development of job descriptions need to maintain consistency in deployment
- need to reflect intended deployment of role specific to organisation and setting
- failure to capture such detail runs risk of misunderstanding and uncertainty of how NA role should be deployed
Job description guidance

• Provides prompts to help you consider responsibilities and expectations of post (specific to setting)

• Template person specification based on NMC Standards of Proficiency, to be built on with local requirements

• Additional competencies and requirements may be added – the job description should reflect how these will be used and at what level
HEE Funding Support

Recognising the challenges in establishing apprenticeship routes into learning disability nursing, this financial year 2019/20 there is funding to increase:

- Training Nursing Associates working in LD services
- Registered Nurse in Learning Disabilities

This HEE Training Grant equates £7,900 per annum per apprentice:
- Paid to employer of the apprentice
- TNA equates to £15,800
- RNLD equates to £23,700 - £31,600

#NursingAssociates
Nursing Associate and Registered Nurse Apprenticeships

Nursing Associate

- Cost £15,000 max
- Foundation Degree (Level 5)
- Delivered by NMC Approved Education Institution
- 2 year programme plus End Point Assessment (EPA)
- Minimum of 2300 hours on the Nursing Associate programme and at least 1150 hours must be in practice, this includes:
  - 20% academic study
  - 20% assured protected learning time in external practice placements (enabling them to develop the breadth of experience required for a generic role)
  - protected learning time must be assured for the remainder of the required programme hours
Nursing Associate and Registered Nurse Apprenticeships

Registered Nurse LD

- Cost £27,000 max
- Full Degree (Level 6)
- Delivered by NMC Approved Education Institution (AEI)
- 3 to 4 year programme depending on AEI, plus EPA
  - 4600 programme hours
  - Minimum of 2,300 hours of theoretical learning and 2,300 hours of learning in practice which is supernumerary
  - Remaining time in work place in numbers or on annual leave
Nursing Associate and Registered Nurse Apprenticeships

Nursing Associate - AEIs currently delivering to KSS employers

- University of Brighton
- Canterbury Christ Church
- University of Greenwich
- University of West London
- Open University
- Bucks New University
- Kingston University

Many others available
Nursing Associate and Registered Nurse Apprenticeships

Registered Nurse LD

- University of Greenwich – Jan 2020 cohort
- University of West London – April 2020
- Open University – From Sept 2020
- Kingston University – From Sept 2020

Others available
Apprenticeship Funding – Levy Employers

If you’re an employer with a pay bill over £3 million p/a, you will pay the apprenticeship levy equivalent to 0.5% of your pay bill over the £3 million p/a.

The government will top up employers’ levy with an extra 10%, paid directly to employers’ apprenticeship accounts.

Use your levy to pay for the training and assessment costs of apprenticeships.
Apprenticeship Funding – Non-Levy Employers

Employers with a pay bill of less than £3 million a year will not need to pay the levy, instead the Government co-invests with non-levy paying employers.

The government will ask these employers to make a 5% cash contribution to the cost, paid directly to the provider, and the government covers the rest (up to the maximum agreed funding band).

- Nursing Associate cost £750
- Reg Nurse LD cost £1,350
Apprenticeship Funding – Transfer of Levy

Levy-paying employers can transfer up to a maximum of 25% of the value of their annual levy fund to any other employer.

Transferred funds are used to pay for the training and assessment cost of apprenticeships.

Supports employers working across systems to ‘share’ levy around that system to benefit service use care
Apprenticeship Readiness

Entry criteria for NA and RN LD programmes:

• Appropriate level 3 qualifications

• Maths and English Functional Skills / GCSEs or equivalents

• Recognition of Prior Learning

Entry criteria varies across AEIs
Return to Practice (RtP) LD Nursing

- Another offer of enhanced support from HEE
- Employers will receive a payment of £5,000 per returnee for each LD nurse recruited via the RtP route
- This is in addition to the current funding also provided for the RtP course fee, placement, and stipend which will continue to be paid
- Funding currently available until the end of March 2020
- To find out more about RtP in the first place and to take advantage of this offer, contact our RtP national team on https://www.healthcareers.nhs.uk/explore-roles/nursing/returning-nursing or call 0121 695 2221
- If you would like to have a chat about how you might best utilise this offer in your workplace, email SouthLD@hee.nhs.uk and we will come back to you as soon as we can
‘MY EXPERIENCES OF STUDYING THE NURSING ASSOCIATE PROGRAMME’
Introduction

• # HelloMyNameIs....
• My Career as a Healthcare Assistant
• My Journey as a trainee Nursing Associate
  – Challenges
  – Positives
  – Achievements and Accolades
• My role as a registered Nursing Associate
  – How do I support and compliment our Registered Nurses
  – Scenario
• What is next?
Prior to the tNA / aNA

• 15 Years as a Healthcare Assistant
• Medium Secure Forensic Learning Disability Unit
• Expert in;
  • Person-Centred Care
  • Supporting the MDT, including Registered Nurses and HCA’s
  • Understanding policies and Procedure
  • Giving our patients a voice and empowering choice
  • Dealing with violence and aggression
• Frustrated with my limitation
• Feelings of guilt
  Wanted to help the RNs, but unable to
Journey

• 1 day a week at the University of Hertfordshire;
  • Lectures, assignments, exams and assessments at Level 4 and 5
• Work based learning; LD and Forensic Services
• 6 four-week placements that cover the fields of nursing and the lifespan of an individual – using the PAD document
  • North West Crisis and Assessment Treatment Team HPFT
  • Surgical placement
  • Accident and the Emergency
  • Stroke
  • Children and Adolescents Mental Health Services; Eating Disorders
  • Home Visiting Team HPFT

• Self-led learning such as reading and learning opportunities
Personal Changes

Challenges

• Confidence – ‘expert to novice’
• Academia
• Balancing work, learning, university, placements, family and social
• Displacement
• Lack of knowledge about the role; ‘old enrolled nurses’ and ‘Aldi Nurse’

Benefits

• Improving patient care and experience
• Implementing compassionate person-centred care, using an holistic approach, and ensuring parity of esteem physical/mental/other
• Evidence-based practice
• Working ‘as’ part of the MDT and not ‘for’
• Knowledge behind what we do
Achievements & accolades

- Student Representative
- HEE National implementation group – Now joint lead NA Ambassador
- New confidence and attributes
- Using social media; networking, promoting and sharing
- Acquiring the knowledge and the skills gap between RN and HCA
- Dean’s award 2018
- 10 Downing Street
- Conferences HEE NHS70 – mentioned at Confed 2018
- Professional of the year 2018 - HPFT
- National nursing conference 2019 guest speaker
- SNTA finalist 2019
- National first; Nursing Associate to be on the editorial board for the British Journal of Healthcare Assistants – Publish in BJN
As a Nursing Associate now

- I now audit the physical health of our patients
  - Make and chase referrals
  - Carry out ECG’s, blood specimens and review care or escalate
- I use my new skills, attribute and experience to MECC
- I use Evidence-based practice to promote health
- Further empower our patient’s choice, inclusion and rights
- Compliment the Registered Nurse;
  - Taking on some of their work-load
  - Bring skills that are new
  - Firmer emphasis on Parity of Esteem
  - Supervising and inspiring our HCA’s and Students
**Scenario**

Patient complained of being unwell; Chest pain
Patient’s physical health observations were carried out – NEWS 0
Registered Nurse liaised with the on-call Dr

**Plan - RN**

- Patient to attend A&E for an ECG
- Liaise with on-call Psychiatrist and Clinical Lead
- Arrange Secure transport and additional escorting staff

**How My role helped as a Nursing Associate**

- Carry out ECG, scan and send to on-call Dr, with previous ECG’s
- Monitor and assess patient’s health using NEWS
- Dr attended to carry out bloods
Conclusion / What next?

• Completing the Nursing Associate programme has given me the knowledge and skills to deliver safe and effective care
• I compliment the RN’s NOT replace the irreplaceable
• I have developed personally and professionally; gained attributes that I never believed possible
• Feel inspired to develop and support others
• I have gained experiences from all fields of nursing and throughout the individuals life span
• Parity of esteem for patients and the STP is now closer
• Feeling valued and part of the HPFT and STP family
• Florence Nightingale leadership academy and Top-Up
More information

- @Ian_CostelloNA
- @HPFT_NHS
- @jane_padmore
- #NAambassadors
- #IanInCharge
- #NursingAssociates
- NHS Employers
The TNA/NA Role In LD Hospital

An employers perspective

Riahile Nyathi
Nursing and care Manager
What were the challenges?

Prior to project starting
- Limited information available re role
- Generating interest
- Consultations with staff
- Selecting candidates – dropouts

On-going Challenges:
- Releasing staff for training hours
- Committing to the partnership
- Liaising with University
How do we support our TNAs to achieve the NMC standards?

- Arranging placements with partners – whole life span
- Attending conferences/training – Bladder and Bowel, stoma care, LeDeR
- Ensure protected time is not compromised
- High quality mentors – general, LD, MH
- Monthly meetings
- Monthly clinical supervision
- Increased responsibility in preparation for qualification
- Simulation Days
- Participation in Health Promotion
- Exposure to MDT meetings – CPA, MHRT, HMM
- Involvement in Local Clinical Governance
- Supported with article for Nursing Times for one student
How will the role function within the hospital?

- Compliment the nursing team
- Provide highly skilled workforce
- Address health inequalities
- Reducing pressure around certain nursing task (given national nursing shortage)
  - Medication rounds
  - Report writing
  - Facilitating physical health appointments
  - Address physical health concerns
  - Supporting GP clinics
What has the impact been on the hospital thus far?

- Increased focus on physical health needs
- Greater emphasis on promoting healthy lifestyle (smoking cessation, increased physical activity)
- Reduced pressure on nursing resources eg. Vital observations, dressing changes, referrals to GP/other health professionals
What did CQC think about this programme?

• “The service had a team of staff who oversaw patients’ physical health needs. They were appropriate qualified and could recognise and access specialist physical health support when necessary. This team up skilled colleagues with a programme of training.” (CQC Report, March 2019)
Sussex Partnership – Nursing Associates in LD Services

Dr Anita Green
Associate Director of Nurse Education
Sussex Partnership NHS Foundation Trust
Resources to help you

- NMC Standards of proficiency
- Safe staffing guidance (NHS I)
- CQC guidance
- NHS Employers toolkit
- Job description guidance
- Medicines administration guidance
- Preceptorship best practice
- HEE and partnerships
- Business case
Contact us

Today was a brief overview on the Nursing Associate role, routes to LD nursing, associated funding offers and an opportunity to hear from both employers and a Nursing Associate for their perspective on the NA role.

For more in depth discussions, advice and guidance please contact either:
• HEE - Mike Bailey, Senior Programme Manager – Career Progression, Kent Surrey & Sussex Michael.Bailey@hee.nhs.uk
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• Kent & Medway Sustainability & Transformation Partnership - Emily Kiddie, Workforce Academy and Careers Project Lead e.kiddie@nhs.net
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