


Trainee Nursing Associates South Yorkshire & Bassetlaw Partnerships



Developing people
for health and
healthcare

www.hee.nhs.uk

Trainee Nursing Associates

- The Nursing Associate role is a new support role that will sit alongside existing healthcare support workers and fully-qualified registered nurses to deliver hands-on care for patients. Following huge interest over 2,000 people started training with providers across England from 2016.
- The Secretary of State announced that 5,000 more trainees will begin in 2018 and 7,500 every year from 2019 onwards.
- It is estimated that up to around half of each year's cohort of nursing associates will go on to further training to become a registered nurse after they have completed the initial two-year associate programme. This is expected to result in around 4,600 extra nurses by 2022, according to government estimations.

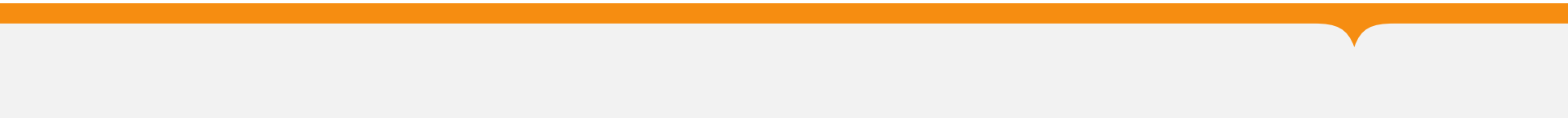
Trainee Nursing Associates

- The two-year programme aims to deliver a high quality and innovative work based learning programme of education and training for Trainee Nursing Associates. This is important to:
 - • Ensure the role can successfully support Registered Nurses in a variety of settings to care for service users and the communities they serve
 - • Ensure the ongoing sustainability of the role and its alignment with work-based learning routes such as graduate nurse apprenticeships
 - • Support progression into pre-registration nursing programmes for those who wish to pursue a career in nursing.

Workforce Planning

- Skills for Care acknowledge that local organisations have enduring vacancy issues. There was an estimated vacancy rate of more than 9% for nurses; this gives an average of 4,500 vacancies at any one time.
- With staffing losses now running at over 10 per cent each year in England, some 3,000 more nurses left the sector than joined it in 2016-17, according to data published by NHS Digital.
- Newly qualified nurses - Despite a push for more places in training institutions, the number of nurses due to graduate in three years' time "still won't match up to the number of those leaving", said Stephanie Aiken, deputy director of nursing at the RCN (**January 22, 2018**).

Benefits of tNAs in Primary Care

- Allows nurse/manager to complete own tasks and focus on complex care service users
 - Administer medication (under supervision whilst training and then independently once registered)
 - Supports an hierarchy of escalation
 - Supports better patient outcomes, quality and standards, linking to CQC criteria & safeguarding criteria
 - Support other care & support staff, raising quality & standards through academic learning & skills learnt within external placements
- 
- A solid orange horizontal bar at the bottom of the slide, with a decorative white shape on the right side.

Benefits of tNAs in Primary Care

- Route into registered nursing – possibility of linking to nurse apprenticeship without leaving employment
- Once qualified tNAs can complete specialist modules to allow them to run cervical smear, inoculation clinics etc.
- Up to date practices for bloods and inoculations
- Career progression routes for staff – motivating and retaining current and future workforce –staff retention

Videos Explaining tNA Roles

- <https://soundcloud.com/health-education-england/emma-henderson> - case study link for community tNA funded through GPs
- <https://www.youtube.com/watch?v=Sxt5HE7s044&feature=youtu.be> - General information regarding tNA role.

Employer Partners

- There are two types of partners, employers and placement only partners.
- Most organisations chose to employ their own tNA on a 2-year apprenticeship.
- Two model of delivery are: - 3 days within the employing organisation, 1 day learning (university or local delivery) and 1 day in external placement. OR 4 days in employing organisation, 1 day learning, with two week block placements X 6 throughout the two year apprenticeship.
- Learners will need to rotate across services within the employing organisation to ensure breadth of experience needed to complete the foundation degree is provided.
- When your tNA goes out on external placement, you would then accept another tNA from a partner organisation into your organisation, to gain experience.

Placement Partners

- Other partners provide placement opportunities to tNAs to ensure the requirements of home, close to home and in hospital are met.
- The commitment to providing placements differs between organisations and is based on your capacity to support trainees
- Placement will be completed by tNAs within two weeks blocks throughout the two year apprenticeship.
- An excellent introduction to tNAs to allow employers to consider employing their own apprentice.

IMPORTANT INFORMATION

- tNAs need to have successfully completed English & Maths and have copies of certificates to either GCSE C grade or above, or Functional Skills at level 2, to gain entry onto the foundation degree.
- Annual leave for tNAs must adhere to the university placement/assessment schedule
- tNAs must complete 675 hours of placement, external to their base working area.
- tNAs must be mentored and work under the direction of the registered nurse. The mentor must be on the NMC register and confirm when the tNA has met competencies.
- The Sheffield/Doncaster partnership require their tNAs to complete a study skills programme prior to enrolment.

IMPORTANT INFORMATION

- The University of Sheffield can help with interviews/assessment days
- Most organisations employ tNAs from the existing support worker workforce
- Partnerships allocate a specific uniform to tNAs
- Each partnership holds monthly meetings to make important decisions
- Pay at equivalent of Agenda for Change band 3 whilst training and AFG band 4 on completion, after registering with the NMC
- Indemnity insurance needed to cover your tNA on external placement

HEE Funding for tNAs

- For tNA starters in 2019, HEE will provide **£3200** to support the trainee and a **£4000** one off payment (to be used for nursing workforce development). Totalling **£7200** over the length of the programme.
- Funds will support mentorship and supervision, quality assurance and developing provider readiness for the role.
- This money will go directly to employers
- There is also an enhanced funding offer of **£7900 per year, totalling £15,800** for each trainee that can be based in an LD environment for 50% of their base time over the two year apprenticeship. (Calculated at 2 full days per week backfill)
- These amounts are guaranteed for 2019 starters.

University Costs

- £15,000 per tNA for the full apprenticeship. Levy paying organisations would utilise their levy pots. Non-levy paying organisations would have to pay a maximum of £1500 per trainee
- £2,500 of the £15,000 can be used to support practice placement preparation and supervision
- Employers negotiate with HEIs on how this is used but usually employ clinical educators to support the tNAs and their organisations

Reasons to be part of the 2019 cohort

- HEE are funding the tNA project by £3200 per trainee, or £7900 per year for LD tNAs until March 2019. This funding may not be available thereafter.
- Future use of tNAs to avoid agency fees/temporary staff.
- Retention of the existing workforce is of the utmost importance. – overworked staff are more likely to leave your organisation, tNAs will support band 5 nurses.
- Staff progression. Band 2 -3 staff who wish to progress will be enticed to a different employer if organisations do not support band 4 progression.
- Nursing applications are down, therefore more difficult to recruit/replace, this difficulty will increase with time.

Further Information

- Please contact Velda Hulme-Cocking, Workforce Transformation Programme Manager – Health Education England, for further information.
- **07918 364073**
- Velda.Hulme@hee.nhs.uk
- <https://www.hee.nhs.uk/our-work/nursing-associates>