



NORTH LONDON PARTNERS
in health and care

North Central London's sustainability
and transformation partnership

NURSING ASSOCIATE APPRENTICESHIP

Bridging the gap between healthcare
workers and registered nurses



ACUTE CARE

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A nursing associate is a generic nursing role that bridges the gap between healthcare workers and registered nurses, validated by the Nursing and Midwifery Council. They are expected to work as part of a multidisciplinary team, supporting registered nurses by undertaking holistic caring for patients as part of the nursing team.

What is a nursing associate?

The nursing associate role provides an exciting opportunity for acute care settings to develop and strengthen their workforce. It's a new career pathway for nursing assistants to become registered professionals. Depending on their skills and experience, trainee nursing associates and qualified nursing associates can take on tasks and responsibilities to alleviate pressure on registered nurses. They are equipped with the skills and knowledge to advocate and make safe decisions for patients.

The apprenticeship is a two-year foundation degree programme. Potential applicants should have relevant experience, a good grounding in maths and English, work full-time and have lived in the UK for three years.

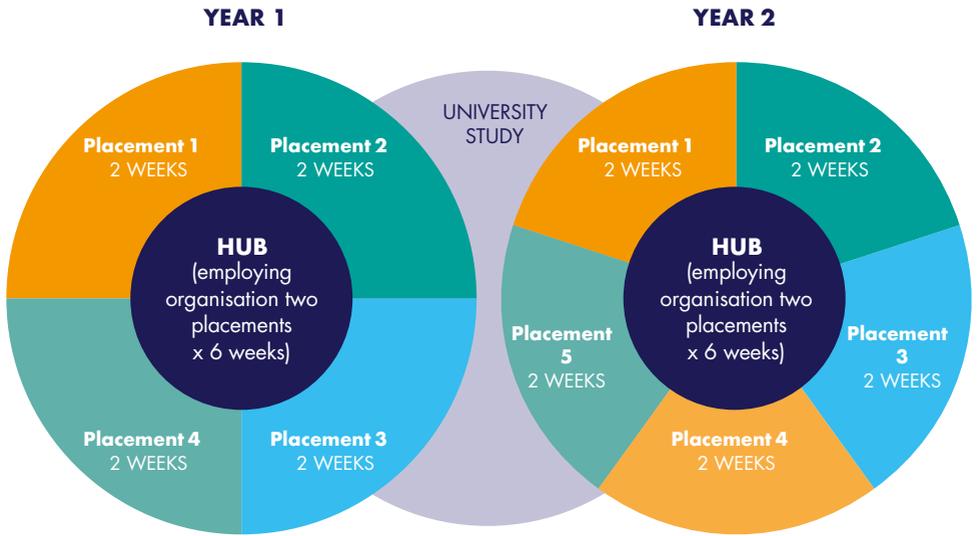
"TNAs have made a really positive impact on the delivery of patient care. The delivery of care is very prompt, and TNAs have the skills and knowledge to be able to liaise with other clinicians and refer to other teams as required."

Charge Nurse

Support is in place to assist employers and trainees during the application process and for the duration of the course which includes:



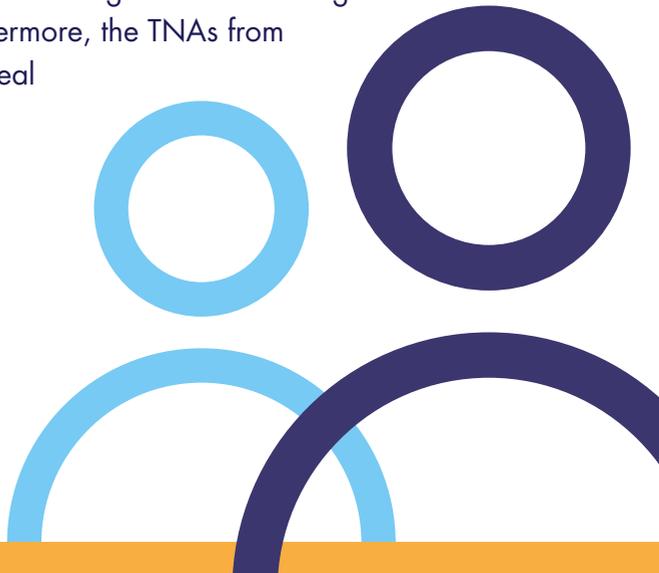
The trainee is required to complete placements across a number of different health and care settings, through a 'hub and spoke' model. This means that your trainee will carry out 'hub' placements with you as their employing organisation for two six-week blocks each year. They will then move from your area for a number of two-week 'spoke' placements each year. These will be across other settings (e.g. care homes and general practices). They will have four two-week spoke placements in Year 1 and in Year 2 they will have five.



Trainee nursing associates are required to complete placements in all four areas of nursing:

- mental health
- adult care
- learning disability
- paediatric care.

Due to this broad mix of settings and skillsets, staff and patients immediately benefit from the knowledge that TNAs bring back to their employer. Furthermore, the TNAs from other settings learn a great deal from their spoke placement at your place of work. This hub and spoke model provides a real enrichment of understanding not just for trainee nursing associates, but for acute care and hospital staff too.



Nursing associates are able to lead on a number of caring responsibilities due to the wide-ranging knowledge and skills they have obtained through their training. Examples include:



Catheter Care
(e.g. insertion/removal)



Administering medication



Assisting patients with stoma care



Develop/review/monitor care plans



Wound care (e.g. removing clips/sutures, tissue viability risk assessments etc.)



Monitor/assist ordering of clinical supplies



Diagnostic checks
(e.g. second recorder for controlled drugs/medication checks)



They can also delegate direct care to healthcare assistants, and provide the right supervision to support them in their role.

Nursing associates are also trained to be able to assess patients and spot the signs of infections such as sepsis, alerting their team as required. There is also scope to develop the role locally, by training your nursing associates in specific areas such as endoscopy or emergency care.

“We have struggled as any inner London hospital has with the recruitment and retention of staff and the training of our own home grown TNAs has been pivotal in providing a sustainable workforce for the future.”

Senior Practice Development Nurse for Medicine

There are a number of benefits to supporting a TNA in your organisation, however consideration should be given to some of the implications that may affect your organisation in the short term.

Benefits of supporting TNAs	Commitment required from employer
✓ Free up capacity for your registered nurses	✓ Salary costs for your TNA
✓ Improved skills, knowledge and confidence and greater accountability	✓ Funds to backfill your TNA's current post for approximately 11-12 months across two years
✓ Improvements in quality of care and client experience	✓ Dedicated time for your TNA to study and attend spoke placements
✓ Career development opportunities for HCAs, leading to the retention of staff	✓ An understanding that your TNA is learning on the job
✓ Route into registered nursing	✓ A commitment to supporting your TNA with their studies
✓ Staff feel more valued in the care home setting	✓ New staff from other settings may not be used to care homes and require additional support
✓ TNAs will bring new ideas and experiences having been trained across all settings	✓ Risk of drop-out from course if not supported adequately

“We have employed a number of nursing associates living locally to the trust. What we have found is if you actually develop people and encourage them, we have a loyal base of staff. In London one of our big problems is that there is a lot of transitory staff who come in and get their experience and then they leave. Whereas having our own staff who live locally and want to stay at the trust, we can give them the opportunity to develop.”

Senior Education Nurse

Supporting a TNA can have a positive impact on your staff and your organisation. By offering an opportunity for your HCAs to develop in their career and gain new skills and qualifications, you are Despite the commitment required, supporting a TNA can have a positive impact on your staff and your organisation and should be seen as a long-term investment in your care delivery team. By offering an opportunity for your nursing assistants to develop in their career and gain new skills and qualifications, you are not only supporting the retention of your staff, you will also be relieving pressure on your registered nurses and other clinicians at your trust. pressure on your registered nurses and other care home staff.



Find out more www.proudtocarenorthlondon.org.uk/training