

Trust Board Report

Meeting Date:	30 th January 2017
Title:	Trainee Nursing Associate - Pilot Project
Executive Summary:	<p>In December 2015 the Government announced plans to create 1,000 new nursing support roles. The role to have the protected title of Nursing Associate[NA]</p> <p>The Nursing and Midwifery Council has been requested to be the regulator for the new role</p> <p>RWT is one of 11 test site partnerships. 19 trainees selected from our Health Care Assistant [HCA] workforce commence their 2 year Foundation Degree from January 30th 2017.</p> <p>This initiative requires a culture that accepts and actively enables the new role and the trainees to succeed and a willingness to innovate and explore routes to establishing a new role as a model for wider adoption</p>
Action Requested:	The Board are asked to note the report
Report of:	Cheryl Etches Chief Nurse
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Links to Trust Strategic Objectives	Objective 6 - To attract, retain and develop all employees and improve employee engagement year on year
Resource Implications:	Funding Source :training from HEE grant, employment within ward workforce blueprint
Equality and Diversity Assessment	N/A
Risks: BAF/ TRR (describe risk and current risk score)	TRR Risk - 3644
Public or Private: (with reasons if private)	Public
References: (eg from/to other committees)	N/A
Appendices/ References/ Background Reading	<p>https://hee.nhs.uk/our-work/developing-our-workforce/nursing/new-support-role-nursing/nursing-associate-test-sites</p> <p>https://www.nmc.org.uk</p>
NHS Constitution: (How it impacts on any decision-making)	<p>In determining this matter, the Board should have regard to the Core principles contained in the Constitution of:</p> <ul style="list-style-type: none"> ✚ Equality of treatment and access to services ✚ High standards of excellence and professionalism ✚ Service user preferences ✚ Cross community working ✚ Best Value ✚ Accountability through local influence and scrutiny

Background Details

National picture

In December 2015 the Government announced plans to create 1,000 new nursing support roles. The role to have the protected title of Nursing Associate [NA] and the AfC banding of 4.

The initiative arose from a Raising the Bar [Shape of Caring Review, 2015] recommendation for a bridging role between the unregulated care assistant workforce and the registered nursing workforce, and recognised the need for defined principles of practice, supported by a competency framework.

The new role will complement the role of the RN, releasing time to focus on their clinical responsibilities, undertake more advanced tasks, and lead and co-ordinate decision making. It comes at a pivotal time in determining what the future nursing and contemporary multidisciplinary care workforce needs to look like.

[NB. The Welsh Government has no plans to introduce the Nursing Associate role, but a porous employment border between England and Wales means the role could impact on employment, education and regulation practices in Wales. In Scotland, it is not considered a new role as many senior support worker roles already exist at level 4 of the Skills for Health Career framework.]

The Nursing and Midwifery Council has been requested to be the regulator for this new role. This will be considered by the Council at its meeting on 25 January 2017 and in the interim the NMC continue to work closely with Health Education England on the development of the role; statutory professional regulation is a necessary and proportionate requirement for this new role, which requires a significant level of judgment to be applied in practice by those in the position.

Local picture

As part of workforce planning RWT will introduce this role initially to inpatient areas across the Trust. [Assistant Practitioners are already undertaking training for specialist areas i.e. Theatre]. It requires a culture that accepts and actively enables the new role and the trainees to succeed and a willingness to innovate and explore routes to establishing a new role as a model for wider adoption. Launch events for our 19 participants and their placement Practice Assessors have commenced and will continue throughout January. The Chief Nurse and Nurse Educationalists have been heavily involved in the bidding, trainee selection and programme development processes, and will be monitoring the progress of the pilot.

Test Bed sites

At the end of June 2016, Health Education England [HEE] invited health and care employers across Sustainability and Transformation Plan [STP] footprints and education providers to apply to become test site partnerships. The selected partnerships using HEE grant funding, and as two year national programme, will deliver the education and training to enable the introduction of the new role from January 2017. This is an employer driven programme the lead employer accepting the funding allocation, and all partnership members keeping to the standard terms of the grant funding arrangement. The test sites delivering the first training programmes will provide feedback which will inform the competencies needed and the scope of the Nursing Associate role.

HEE received 48 applications; eleven sites were chosen to deliver the first wave of training.

Lead partners are:

St George's University Hospitals NHS Foundation Trust

Whittington Health NHS Trust

Bart's Health NHS Trust

Nottingham University Hospitals NHS Trust

Central Manchester University Hospitals NHS Trust

Cheshire and Wirral Partnership NHS FT

Walsall Healthcare NHS Trust*

Great Ormond Street Hospital for Children Foundation Trust

Leeds Teaching Hospitals NHS Trust

Cambridgeshire and Peterborough NHS Foundation Trust

Royal Devon and Exeter NHS Foundation Trust

*This is the partnership RWT is affiliated to and receives its student placement tariff. 100 trainees comprise this partnership. For RWT there are 19 trainees selected from our Health Care Assistant[HCA] workforce

Nursing Associates- the role

Will work under the direction of a Registered Nurse (RN) and will be able to undertake some of the duties that the RN currently undertakes. This has the benefit of allowing the RN to spend more time on the assessment and care associated with complex patient needs and advances in treatments knowing that their patient is being appropriately supported by a well-educated and trained member of the team.

Administration of some medicines will be integral to the qualified NA role, under the direction of the RN.

Training

In conjunction with the University of Wolverhampton, a 2 year work- based programme achieving a Foundation Degree- Science -Nursing Associate starts January 30th 2017.

Planned model:

- 3 days practice per week, trainees will be supervised by a Practice Assessor [RN] 1 University day (24 weeks / year) and 1 study day
- Year 1; Level 4 study (Certificate level) 2 x 20 credit modules & 1x 80 credit practice module from Jan 2017 to Jan 2018
- Year 2: Level 5 study (Diploma level) 2 x 20 credit modules & 1x 80 credit practice module from Jan 2018 – Jan 2019

Trainee Nursing Associates must experience placements in each of the three health and care settings: hospital, at home and close to home settings. Their primary placement, where they are employed, will be based in one of these training contexts but they must have experience of at least one other placement in each of the other two settings. An external placement may consist of a number of different work settings however there must be an educational coherence to the placement overall in terms of the learning outcomes expected to be achieved. All placements will be planned and mapped to the two-year programme. Work-based learning contexts must provide authentic opportunities for trainees to work, develop and learn and to apply the skills and knowledge that they have acquired. Shift working in itself is not sufficient. Work based learning standards and compliance will be overseen by the Nurse Education Dept.

Practice component of the course spans 8 key domains:

- Domain 1: Professional Values and Parameters of Practice:
- Domain 2: Person-Centred Approaches to Care:
- Domain 3: Delivering Care:
Recognising the early signs/deterioration of illness including physiological assessments and observations. Administration of prescribed medicines including pharmacokinetics and pharmacology.
- Domain 4: Communication and Inter-Personal Skills:
Maintain confidentiality and data protection; show emotional intelligence; show resilience in situations of conflict and aggression; demonstrate professional communication and record-keeping.
- Domain 5: Duty of Care, Candour, Equality and Diversity:
- Domain 6: Supporting Learning and Assessment in Practice:
Personal development and the development of others, including mentorship of health care assistants throughout lifelong learning and teaching skills.
- Domain 7: Team-working and leadership:
- Domain 8: Research, Development and Innovation:

The Future

- HEE has announced a second tranche of 1,000 training places through 24 test sites including: Heart of England NHS Foundation Trust & Birmingham Community Healthcare NHS Foundation Trust
- Opportunity to develop the role into an Apprenticeship in the future
- Opportunity for career progression i.e. successful NA trainees who complete the required minimum practice hours and exit with a Foundation Degree, can access the final 18 months of the Bachelor of Nursing[BN] / shortened equivalent,[the BN will be a non commissioned course from Sept. 2017].

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