



South West London
Clinical Commissioning Group

Trainee Nursing Associates

SWL GPN Nurse conference

16th November 2021



Bringing together Croydon, Kingston, Merton, Richmond, Sutton and Wandsworth

What is a Nursing Associate (NA)

- NA is newest member of nursing family bridges the gap between Healthcare Support workers and under direction of Registered Nurses
- NA able to deliver hands-on, person-centred care for people of all ages in variety of settings in health and social care
- NA role is regulated by Nursing and Midwifery Council (NMC) and is status protected professional title



Benefits of an NA?

- Vital part of the nursing team, supporting registered nurses, freeing them to focus on complex clinical work
- Provides career progression opportunities for healthcare assistants
- Increases supply of nurses providing additional route into nursing
- Clinical placement experience is across the life span and the four nursing disciplines; providing the NA with generic role and enabling branching out into different fields of nursing



Nursing associate

6 platforms

Be an accountable professional

Promoting health and preventing ill health

Provide and **monitor** care

Working in teams

Improving safety and quality of care

Contributing to integrated care

Registered nurse

7 platforms

Be an accountable professional

Promoting health and preventing ill health

Provide and **evaluate** care

Leading and managing nursing care and working in teams

Improving safety and quality of care

Coordinating care

Assessing needs and planning care

- Nursing Associates can develop further and train as a registered nurse by completing a shortened Nursing degree programme.



New Roles - TNA

- Opportunities numerous including:
 - Support local population health and social care needs
 - NA complementing and strengthening existing nursing teams
 - Explore recruitment HCAs currently employed
 - Retains experienced staff and supports workforce development
 - Funded roles



Entry Requirements

- Full time contract of employment
- Level 2 Functional Skills in English and Maths or GCE/GCSE English and Maths (Grades 4-9/C or above)
- Undergo a values-based interview which will be conducted jointly by employer and education provider to ensure shared entry criteria are met
- Apprenticeship or UCAS/self funding route
 - majority apprenticeships



Trainee Nursing Associate

- Training requirements
- Academic and work based learning
- 2 year course requirements include placements, attendance at university with NMC stipulated set number of learning hours
- Complete up to 2400 hours of theory and supervised practice including placements across all disciplines of nursing and in all 3 settings where patients can receive care – in hospital, close to home and at home
- Approx 500 alternative placement hours per year



Funding

Funding for training course will be covered by Apprenticeship Levy Transfer

- Levy Transfer will need to be organized prior to the start of TNA course
- Local Training Hubs can advise re: Levy Transfer

Organisations may be entitled to support from Health Education England to support nursing workforce development

- £4,000 Year 1 plus £4,000 Year 2

Salary implications

- Average HCA salary £19,436 pa1
- AfC Band 4 salary (once TNA qualified) £21,8922

Training Hubs can offer support to practices and staff members re: applications

PC Only – TNA salary may be eligible for reimbursement under ARRS



Functional Skills (FS)

- To undertake an intermediate or higher level apprenticeship GCSEs or Functional Skills Level 2 (or equivalent) in Maths and English is required
- Functional skills can improve job prospects and increase earning power
- Individuals who do not hold a GCSE in Maths and/or English can undertake a part time FS course



Functional Skills (FS)

- Courses
 - are available across south west London to support workforce development
 - are free of charge to the employer and learner and encourage learning and development
- Your local Training Hub will have information about these and other training courses available for staff
- Training Hubs can help facilitate entry into Functional Skills Level 2 Maths and/or English courses at no cost to staff member



Challenges...



Q & A

What do you need to help support
TNA recruitment?



S E C R E T.

W.P.(G)(40) 211.

COPY NO. 51

9TH AUGUST, 1940.

WAR CABINET.

BREVITY.

Memorandum by the Prime Minister.

To do our work, we all have to read a mass of papers. Nearly all of them are far too long. This wastes time, while energy has to be spent in looking for the essential points.

I ask my colleagues and their staffs to see to it that their Reports are shorter.

- (i) The aim should be Reports which set out the main points in a series of short, crisp paragraphs.
- (ii) If a Report relies on detailed analysis of some complicated factors, or on statistics, these should be set out in an Appendix.
- (iii) Often the occasion is best met by submitting not a full-dress Report, but an aide-memoire consisting of headings only, which can be expanded orally if needed.
- (iv) Let us have an end of such phrases as these:
"It is also of importance to bear in mind the following considerations.....", or
"Consideration should be given to the possibility of carrying into effect.....".
Most of these woolly phrases are mere padding, which can be left out altogether, or replaced by a single word. Let us not shrink from using the short expressive phrase, even if it is conversational.

Reports drawn up on the lines I propose may at first seem rough as compared with the flat surface of officialese jargon. But the saving in time will be great, while the discipline of setting out the real points concisely will prove an aid to clearer thinking.

W.S.C.

10, Downing Street.

9TH AUGUST, 1940.

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