

Trainee Nursing Associate Opportunities: update May 2019

In 2016, following the Shape of Caring Review (HEE, 2015), Health Education England announced training places for the first 2000 Nursing Associates, and 11 test bed sites were chosen to deliver the first wave of training. The East Midlands Collaborative (EMC), comprising circuits in Derbyshire, Nottinghamshire, Leicestershire, Lincolnshire and Northamptonshire, was successful in becoming one of these sites. In the region of 260 Trainee Nursing Associates were appointed and enrolled on newly developed educational programmes across the EMC. Since this first cohort, the numbers of trainee Nursing Associates across all test bed sites has been increasing.

This new, landmark, stand-alone role is bridging the gap between health care support workers and registered nurses. It further offers a long-awaited opportunity for health care assistants to progress into nursing roles.

The government announced that over 5,000 people had been recruited as trainee nursing associates in 2018. The Nursing and Midwifery Council registered the first Nursing Associates in January 2019 and there is an ambition to support a further 7,500 through training in 2019.

Ctrl+Click for further information: [Nursing Associates](#)

Opportunities in General Practice

For General Practice, this is an exciting prospect. There is now a real possibility for health care assistants currently employed in General Practice to embark on a work-based learning journey that leads to a registered nursing role. This will help to increase the capacity of the general practice nursing team. The Nursing Associate role is a role in its own right and it is also a route to becoming a Registered Nurse on successful completion of further learning. This offers a genuine opportunity for General Practice to 'grow their own' and play a key role in developing the multidisciplinary workforce needed for the future. The following information will be of interest to Health Care Assistants, General Practice Nurses, managers and employers.

1. Key features and requirements: what's needed

1.1. The Nursing and Midwifery Council (NMC) specify the requirements for pre-registration Nursing Associate programmes. These requirements include:

- Capability to develop numeracy skills required to meet programme outcomes
- Proficiency in English language and have capability in literacy to meet programme outcomes

Ctrl+Click [Standards for Pre-Registration Nursing Associate Programmes](#)

1.2. Approved Educational Institutions may, in addition, require evidence of key skills level 2 in English and Maths, plus evidence of a level 3 qualification prior to enrolment on a Nursing Associate programme.

1.3. To register with the NMC on successful completion of programme of learning, each trainee must:

- Successfully complete an NMC approved pre-registration programme foundation degree, typically 2 years +
- Evidence no less than 2,300 programme hours over the 2 years
- Be released for at least 20% of this time for academic study
- Be released for at least 20% of this time for placement
- Evidence protected learning assured for remainder of programme

2. Placements and Support

2.1. It is anticipated that placements would be organised by a local circuit and trainees will be additionally supported through an established clinical educator network. Placements need to reflect a diverse range of people, across the lifespan and in a variety of settings.

2.2. In return for placement organisation and clinical educator support, it is expected that the general practice employing and supporting a trainee would offer trainees from other organisations a placement within their practice.

2.3. Trainee Nursing Associates will need the full support of their employing practice. The practice team is required to identify a General Practice Nurse, who is able to provide day to day supervision support and also contribute to local circuit meetings.

3. Funding

3.1. Educational fees are required by the HEI delivering the academic programme. Fees are currently set at £15000 for the 2-year programme.

- For levy-paying organisations, the fees will be met from an organisation's apprenticeship levy.
- For most general practices, they will not be levy paying organisations. It is anticipated that non-levy paying employers will share the cost of training their apprentices with government - this is called 'co-investment'. Under 'co-investment' the practice contribution would be 5% of the total cost so the employing practice could be liable to pay £750 towards the fees.

Ctrl+Click for further guidance: [Apprenticeship funding](#)

- Further information on co-investment should also be obtained via the education provider as not all Approved Educational Institutions have access to government funding.
- It may be possible for a levy paying organisation to 'gift' some of its unspent levy to general practice. This could provide important links across the local system and can be investigated for any practice that is keen to support a trainee Nursing Associate. If a successful partnership were made, it would mean the general practice would pay nothing towards tuition fees.

3.2. Salary costs throughout the duration of the 2-year period will be met by the employing practice.

Health Education England

3.3. It is recommended that starting salary for trainee Nursing Associates in the NHS is the equivalent of Agenda for Change band 3, progressing to band 4 on qualification.

3.4. The HEE offer to support the implementation of the Nursing Associate role will continue into 2019. This offer is:

- **£4,000** towards nurse workforce development/CPD paid up front per trainee nursing associate employed in the year to 31 December 2019.
- **£3,200** as a training grant (paid in two parts at year 1 and year 2) to support the clinical learning environment.
- **The complete HEE support package therefore totals £7200 over the 2-year training period.**

Next steps

If the above requirements are met and the practice team is fully supportive of proceeding, the next step would be to discuss with one of the contacts listed below.

Details of how to make application to a trainee Nursing Associate programme and details around finance will need to be discussed with a local Approved Provider of Education. The contacts below will help with this.

An employer guide to Nursing Associates has been produced and can be accessed via Ctrl+Click this link: [NHS Employers website](#)

For further help, advice or to discuss next steps, please e-mail:

Gill Beardmore, Primary Care Nurse Workforce Lead for the East Midlands:

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Or, contact one of the following Project Managers:

Jane McCombe for Derbyshire / Nottinghamshire: Jane.McCombe@hee.nhs.uk

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May 2019