

Introducing the Nursing Associate in Primary Care



Developing people
for health and
healthcare

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TNAs in Primary Care - North

- Primary Care have had TNAs since first cohorts in January 2017
- **506** TNAs from Primary Care & PIVO
- Of these **226** in Primary Care
 - **141** North East & Yorkshire
 - **85** North West
- Some have started on their top up degrees to RN

The Nursing Associate Role

Shape of Caring Review 2015 recommended a bridging role between Health Care Support Workers & Registered Nurses.

First Nursing Associates, including from Primary Care, qualified & joined the NMC register as it opened in January 2019.

The Nursing Associate Role

‘Nursing Associate’ is a protected title in law, alongside that of ‘Nurse’ – ensuring only those with the appropriate qualifications can use them.

Nursing Associates work independently under the direct & indirect supervision of the Registered Nurse.

The Nursing Associate Role

- They work within the NMC code of conduct, alongside Registered Nurses & Midwives.
- Nursing Associates can develop their scope of practice, as with RNs in line with the NMC code ie. cervical cytology.

Nursing Associate Programme

Nursing Associate Programme

- Delivered as a 2-year apprenticeship programme or Direct Entry via UCAS
- Foundation Degree Level 5
- **Evidence** of Math's & English qualifications is essential as a minimum (*see individual University for any additional requirements*)
- To undertake 2300 practice learning hours, split 50/50 in learning & practice, including alternative placement hours & protected learning time

Nursing Associate Programme

Alternative placements & Experience

- across all care delivery settings, such as at home, near home & in hospital
- across all fields of nursing – (*Adult, Child, Mental Health & Learning Disabilities*) & across the lifespan
- Assessor (NMC Registrant) & Supervisors (Registered Health Care Professionals) to support them & prepare the TNA to enter a profession that is regulated by the NMC

Nursing Associate Recruitment Information

- Employer/employee commitment
- Eligibility
- Value Based Recruitment process
- Alternative Placements
- Study Leave
- Post registration scope of practice development

Nursing Associates in Practice



Workforce planning and deployment of Nursing Associates

Start with the end in mind

When you are introducing Nursing Associates, effective workforce planning can help you:

- strengthen your organisation's understanding of current & future demand for services;
- understand how the Nursing Associate role can support with meeting this demand;
- define how the role will fit within the multidisciplinary team.

Why employ a Nursing Associate?

- Improve service delivery, access & patient care
- Enable RNs to undertake more advanced roles
- Improve staff retention through career progression
- ‘Grow your own’ nursing workforce
- NMC Registrant

TNA

'I now have more knowledge and insight into long term conditions & know the signs of patients who are unwell'

Mentor

'She is making more advanced decisions...she has developed more knowledge and insight into what & why she is doing certain things; that comes across in our meetings/portfolio development.'

TNA

'This was my 50th Birthday present to myself. I have been HCA for years & knew I could take on some Nursing duties but there was never the opportunity. I wanted to prove to myself I could do this '



Health Education England

Manager

'Anyone keen to pursue a Career in Nursing, The TNA Programme gives this opportunity whilst retaining employment with the practice'

TNA

'I feel I have changed a lot since starting the course. I feel more confident when dealing with patients & feel the patient has confidence in me'

Mentor

'In general practice the role definitely fits into a treatment nurse role. Although already doing a lot of the role she now has the knowledge to understand the why'

Manager

'She has become extremely confident in her abilities & her approach to patient care, she is now able to carry out additional duties beyond her HCA role & is a highly valued member of the nursing team.'

TNA

'Realised this is what I should have been doing all my life, I just didn't know' 'Want to do more as I know I can now'

Manager

'The GP's are happy that she is developing at speed & are confident in her abilities. They also like that she is experiencing other areas of the NHS, including secondary care, community services & care closer to home.'



Health Education England

Mentor

'My feelings about the course is that students would be better having more placement away from their place of work than they currently do. It needs to be more structured with set times in areas such as mental health, learning disabilities, paediatrics, district nursing.'

TNA

'I feel like we are, what you could call treatment room nurses & can deal with all the dressings, ears, etc & the nurses can now do the more complex things'

Manager

'We would have still supported the role without funding, cannot underestimate the importance of growing our own; saw it as short term pain for long time gain'

YOU'VE ALWAYS HAD THE POWER
MY DEAR, YOU JUST HAD TO
LEARN IT FOR YOURSELF.

-GLINDA-
WIZARD OF OZ



Thank You

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