



Nursing Associate Role

How can it help your business?

A Nursing Associate is a member of staff who works alongside your Registered Nurse in a range of tasks to allow them to concentrate on supporting your most complex residents. The Nursing Associate is a role that is regulated in England by the Nursing and Midwifery Council (NMC).

Nursing Associates working alongside Registered Nurses:

Nursing Associate <i>Six Platforms</i>	Registered Nurse <i>Seven Platforms</i>
Be an accountable professional	Be an accountable professional
Promoting health and preventing ill health	Promoting health and preventing ill health
Provide and monitor care	Provide and evaluate care
Working in teams	Leading and managing nursing care and working in teams
Improving safety and quality of care	Improving safety and quality of care
Contributing to integrated care	Coordinating care
	Assessing needs and planning care

You could use this role as a career progression tool for existing staff and on successful completion they will have a Level 5 Foundation Degree having demonstrated that they have met the NMC standards of proficiency for nursing associates.

*The Nursing Associate will provide and **monitor** care allowing your Registered Nurse to provide and **evaluate** care.*

Nursing Associate Career Pathway



Registered Nurse
Level 6 Nurse Degree Apprenticeship

Registered Nursing Associate
Level 5 Student Nurse Associate Apprenticeship

Senior Care Worker
Level 3

Care Worker
Level 2

Benefits of having Nursing Associates in your workforce:



Increase capacity of your home to deal with residents with increasingly complex needs

Reduced Emergency Admissions and potential increase in hospital discharges to your home

Cost Effective Nursing Team: Nurse and Nursing Associate working together to maximise the value of respective skills

Staff Progression: promotes career progression from care staff towards nursing, the career pathway will also attract good quality staff

Grow Registered Nurses: these are a scarce commodity and the Nursing Associate role will support the development of Registered Nurses

A Business Investment: for all the reasons listed above

Things to consider:

The cost is approximately £7,000 however, as an apprenticeship this cost for levy payers can be recouped or HCPA can support non-levy care providers to access levy transfer funding.

The Nursing Associate training route is an apprenticeship. On successful completion the Nursing Associate will have a level 5 Foundation Degree. The entry requirement is a Level 2 in Functional Skills (there is support and funding available to achieve this in our area).

- *Support is available for training costs via Shared Funding Levy for non-Levy payers*
- *Fully-funded functional skills can be sourced for you*

The Nursing Associate is a job role in its own right and you will need to incorporate this role into your workforce structure.

- *What salary?*
- *How would the role fit into your structure?*

An apprenticeship will require supported learning in the workplace. There will be a time commitment from your existing Registered Nurse and other staff.

- *Practice Supervisor*
- *Practice Assessor*
- *Dedicated time plus on the job support*
- *Reciprocal placements*

As part of the apprenticeship there is an 'off the job' learning requirement for approximately 40% of the time on the programme.

- *University Days External Placements*
- *Protected learning time*
- *External placements*

Which University course?

The Herts and West Essex Integrated Care System (ICS) is currently working with a range of universities which offer a range of delivery methods so that you can choose the university that suits your staff.

- *Virtual Learning*
- *Going onto University Campus*
- *What support is available?*

Is this right for you?

Business Case: Make sure this is right for you have you considered how a Nursing Associate would fit in your workforce? Is this a good way of growing Registered Nurses? Cost – Benefit – Investment analyse to review the return on your investment

Does your Registered Nurse have dedicated time to offer support? You will need two staff for Practice Assessment and support.

Do you have a suitable member of staff internally (or would you recruit externally)? This would be a great career progression opportunity for existing staff but they will need to be reliable, academically suitable and have the right values. The course is a two year programme.

Yes I want to find out more!	Not sure this is for me...
If you need more information about funding this course, contact businessdevelopment@hcpa.co.uk	Consider offering Nursing Placements to Registered Nurses on the Degree programme
Share this link with your potential Student Nursing Associate: academy.healthierfuture.org.uk	Contact businessdevelopment@hcpa.co.uk for more information

Useful information links:

skillsforcare.org.uk/Learning-development/Regulated-professionals/Nursing/Nursing-associates
rcn.org.uk/professional-development/become-a-nursing-associate