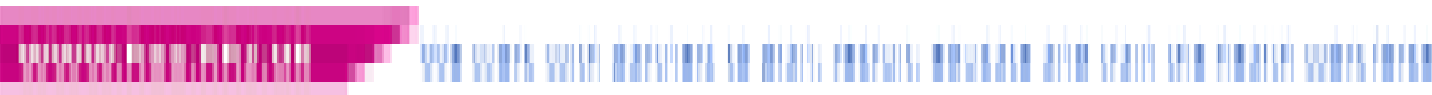


# The role of the Nursing Associate in Primary Care



**Nursing, Midwifery & AHP Team**  
**North East and Yorkshire**  
**Health Education England**



# The Nursing Associate Role

- Shape of Caring Review (2015) recommended a bridging role between Health Care Support Workers & Registered Nurses.
- Health Education England funded a national pilot of 2,000 Nursing Associates across 35 test sites in England started in January 2017.
- First Nursing Associates qualified and joined the NMC register in January 2019.
- ‘Nursing Associate’ is a protected title in law, ensuring only those with the appropriate qualifications can use them.

# The Nursing Associate Journey

The 3 ambitions:

1. The role should work alongside nurses across all services and settings and be regulated by the NMC
2. Nursing associates are a unique professional role that draws knowledge, skills and competence from all 4 of the fields of nursing practice
3. There should be a clear progression route into the nursing associate role and from nursing associate to registered nurse

# The Nursing Associate Role

- Nursing Associates work independently under the direct & indirect supervision of the Registered Nurse and other health care professionals.
- Generic role
- NMC code of conduct
- Two programmes on offer - Apprenticeship or Direct entry

		2017	2018	2019	2020	2021	2022	TOTALS
HCV	Secondary Care						69	69
	Primary Care		1	3	13	16	5	38
	Social Care						3	3
	PIVO	1	2	1	0	0	2	3

Humber and North Yorkshire	Q1 Jan -Mar	Q2 Apr - Jun	Q3 Jul - Sept	Q4 Oct - Dec	Total	Targets
TNA Starts	16	0	63	0	79	141
TNAs PC	0	0	5	0	5	43
TNAs SC	3	0	0	0	3	

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# Nursing Associate Programme

- Delivered as a 2-year apprenticeship or Direct entry programme.
- Foundation Degree Level 5.
- **Evidence** of Maths & English qualifications is essential as a minimum. *(See individual University for any additional requirements)*
- Must be able to commit to 30 hours per week.

# Nursing Associate Information

## Employer/employee commitment

- ***Start with the end in mind...*** Where do you see the NA role in your organisation? Post-registration scope of practice and development is also important to consider.
- To undertake 2300 practice learning hours, split 50/50 in learning & practice, including alternative placement hours & protected learning time.
- Study time (usually equates to one day per week but HEI have different models).
- Time to develop skills and learning in practice with other HCP in their base area.
- An Assessor (NMC Registrant) & Supervisors (Registered Health Care Professionals) to support the trainee and access to learning and development opportunities.
- Time to go on external placements. Employers need to be involved in placement arrangement.

# Routes into training and funding



# HEE Funding 1 April 2022 to 31 March 2023

## There are two different funding offers

*To support the trainee, e.g., travel expenses, uniforms, IT equipment, alongside supporting the wider nursing workforce development & the deployment of Nursing Associates.*

- 1. Standard funding offer – total of £8,000 (£4,000 per year)**
- 2. Enhanced Learning Disabilities offer - £15,800 (£7,900 per year)**

For those trainees who can evidence 50% of their time, while on programme, in a Learning Disabilities setting, the total package of funding is £7,900 per year and can be used to support the release of staff.

# Other non-HEE funding in 2022/23

## Primary Care

- TNA/NA became part of the ARRS in October 2021. There may be ways you can access additional money on top of the HEE funding. You will need to speak to your PCN leads about this.

# Costings

Income	AARS support	HEE Incentive				Total (C14+C15)
Annual Y1	£26,600	£4,000				£30,600
Annual Y2	£26,600	£4,000				£30,600
<b>Total</b>	<b>£53,200</b>	<b>£8,000</b>				<b>£61,200</b>

Outgoings	Fee cost 15K (from levy transfer)	Levy reservation *	SD per week (20%)	Protected Learning Time (20%)	External placements approx 8 weeks per year (280 hours)	Total cost (F9+G9+H9=I9)
Annual Y1	£7,500	£750	£5,401	£5,401	£4,154	£15,705
Annual Y2	£7,500		£5,401	£5,401	£4,154	£14,955
<b>Total</b>	<b>£15,000</b>	<b>£750</b>	<b>£10,801</b>	<b>£10,801</b>	<b>£8,308</b>	<b>£30,661</b>

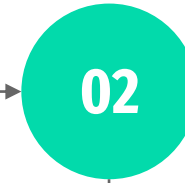
**Balance £29,789**

\* Levy reservation pays for 95% of the levy fee meaning the employer needs to pay 5% - £750

# TNA/NA support the delivery of high-priority, incentivised, care

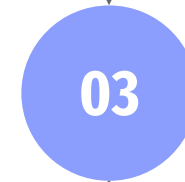
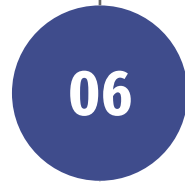
## Hypotension

Upto £5.2k p.a.



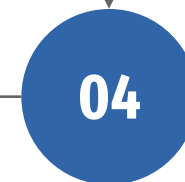
## Optimising Access

Upto £5k p.a.



## Dementia Support

Upto £9k p.a.



## COPD & Ashma

Upto £13k p.a.

## Smoking Cessation

Upto £12.5k p.a.

## Diabetes Management

Upto £14k p.a.



**£58.7k**  
Additional  
Income  
p.a.

Delivery through – 1:1, Group and Video Group Clinics

# Scope of Practice



# Comparison with Nurse Proficiencies

<b>Nursing associate</b>	<b>Registered nurse</b>
6 platforms	7 platforms
Be an accountable professional	Be an accountable professional
Promoting health and preventing ill health	Promoting health and preventing ill health
Provide and <b>monitor</b> care	Provide and <b>evaluate</b> care
Working in teams	<b>Leading and managing nursing care</b> and working in teams
Improving safety and quality of care	Improving safety and quality of care
<b>Contributing to</b> integrated care	<b>Coordinating</b> care
	<b>Assessing needs and planning care</b>

**NMC** Nursing &  
Midwifery  
Council

# Why employ a Nursing Associate?

- Enable Registered Nurses to undertake more advanced roles.
- Improve staff retention through career progression.
- ‘Grow your own’ nursing workforce.
- NMC Registrant.

# What's Next for the Nursing Associate?

- CPD
- Embedding the role in practice
- Registered Nurse top up



# Future plans

- Primary Care Project Leads
  - Daniel Slater - North East & North Cumbria/West Yorkshire
  - Amy Smith - Humber & North Yorkshire/South Yorkshire
- Working group to develop PC competencies
- Primary Care Toolkit for Employers

# Contact Details

Lesley Young – Senior Workforce Lead, NEY

[lesley.young@hee.nhs.uk](mailto:lesley.young@hee.nhs.uk)

Lyndsay Murden – Senior Workforce Lead, NEY

[Lyndsay.Murden@hee.nhs.uk](mailto:Lyndsay.Murden@hee.nhs.uk)

Daniel Slater - Primary Care Project Lead NENC & WY

[daniel.slater@sheffield.ac.uk](mailto:daniel.slater@sheffield.ac.uk)

Amy Smith - Primary Care Project Lead H&NY & SY

[amy.k.smith@sheffield.ac.uk](mailto:amy.k.smith@sheffield.ac.uk)