

Open University

Nurse Associate

Apprenticeship

Foundation Degree level 5



Q&A for General practice and potential candidates

What is a Nursing Associate (NA)?

The Nursing Associate role will deliver a high proportion of fundamental care within a national scope of practice, with all nursing associates being educated to a standardised national curriculum. It aims to strengthen the support available to the registered workforce and provide an access route to nursing and a career ladder for support workers.

The creation of Primary Care Networks (PCNs) builds on the core of current primary care services and enables a greater provision of proactive, personalised and more integrated health and social care. To support PCNs, the Additional Roles Reimbursement Scheme (ARRS) provides funding for 26,000 additional roles to create bespoke multi-disciplinary teams. Primary care networks assess the needs of their local population and, working with local community services, make support available to people where it is most needed. The role this project outline explores is that of the Nurse Associate Apprentice

Is the Nursing Associate role a regulated one?

The Nursing and Midwifery Council (NMC) approved the governments request to regulate the role in 2018, the first NA's were regulated in February 2019.

Will Nurse Associates be expected to pay a yearly NMC retention fee and undertake re-validation?

Yes, NA's will be expected to revalidate every 3 years and pay a yearly retention fee the same as Registered Nurses and Midwives. The fee will be the same for all on the register.

Agenda for change banding (AFC)?

Qualified Nursing Associates will be paid in line with AFC band 4 or equivalent but this will vary on employer.

Apprentice Trainee Nursing Associates (ATNAs) may be paid on AFC band 3 or equivalent depending on employer.

What uniform will the TNA wear?

Apprentices will wear their employers uniform whilst undertaking their core role, have a name badge that reflects the post they are employed into eg (HCA)

When the TNA is undertaking protected learning time, whether in the surgery or on external placement they must wear the uniform that is given to them by the apprenticeship provider, and a name badge that reflects the role of apprentice eg; (Apprentice Trainee Nurse Associate).

<p>What is the difference between a NA and a Registered Nurse?</p>	<p>The registered nurse will undertake first assessments and plan, change and co-ordinate care, as well as leading and managing teams. NA will support Registered Nurses by providing, monitoring and contributing to patient care (NMC 2018).</p> <p>The NA is unable to instigate or change care. An example may be during a pill check.</p> <p>The NA can undertake the review, height/weight/BP/smoking/Quof temple etc, but would not be able to change to a different pill. The same principle can apply to all chronic disease templates.</p>
<p>What are entry qualifications?</p>	<ul style="list-style-type: none"> • English and Maths GCSE grade C and above (new GCSE grade 4-9) or functional skills in Maths and English level 2. These will need to be achieved before completing the apprenticeship as defined by the NMC entry requirements for NA role. • Disclosure and Barring Service (DBS) certificate, this is an enhanced disclosure. • Occupational Health check • Inoculations maybe required • Reference from line manager • Expression of interest form found on the Northamptonshire Primary Care Training Hub website.
<p>What if I have lost my GCSE or Functional Skills certificates?</p>	<p>Replacement Certificates can be requested from the examining body, this does take time and there is a cost associated with this. You will be required to upload these documents prior to enrolment during the onboarding process.</p>
<p>What is the application process?</p>	<ul style="list-style-type: none"> • The training Hub co-ordinate expressions of interest for the programme twice yearly. The courses run in March and in October, expressions of interest are usually asked for 4-6 months in advance. This will be communicated to Practice Managers. • Once you have your managers agreement, and expressions of interest form can be found on the training Hub website for completion. www.northantstraininghub.nhs.uk • Form needs to be returned, signed to Training hub, where we will pass applicants details to the OU. • The OU will ask you to formally apply by completing an apprentice application registration form. • The training hub will shortlist candidates and then invite them for an interview, once completed and if successful you will be put forward for the next available course.

What information is the practice required to complete?	Practice manager will need to set up an Apprenticeship Service Account which will support the course payments to the Open University.
What financial incentives are available to practices to support apprentices?	Each practice is paid £4000 per year from HEE currently, although is subject to changes. Levy is transferred from partners across the ICS
Will I be required to pay for the academic programme?	No. The cost of the programme is paid from levy transfer to the university. As the programme is funded through the levy you are not permitted to access student loans or maintenance grants.
What are the minimum hours required to be accepted onto the programme?	A minimum of 30hrs/week
What shifts will I be required to work when on external placements?	During external placements you will be supernumerary and must not be 'counted in the numbers' on the duty roster. You will be required to work all the shifts that your allocated supervisor works. This requires you to be flexible on the days and shift pattern you will be expected to work. Shifts include Earlies, Lates, Nights or Long Days, including Bank Holidays and weekends.
Will I have to travel to placements or for study days?	There is an expectation that you are a car driver/owner or that you can use public transport to get to your allocated placement, this includes outside of peak travel times as shift patterns generally start at 0700 and may finish about 2200 at the latest. Whilst we try hard to facilitate placements near to your base this isn't always possible and we are clear that travel should not be a barrier to attending placements.
Will I be funded for additional travel expenses or car parking charges?	No
Will I need to sign a new contract for the TNA role?	Yes. Your employer will be expected to offer you a contract that covers the period of the apprenticeship, being clear to differentiate your role as an existing employee and that of a learner. This will provide cover under the employers vicarious liability arrangements.
When will I be able to take annual leave?	It is expected that you will not take annual leave whilst on external placements as these hours are essential to completion of the programme. Any placement time missed by Annual leave, sickness or special leave will need to be made up and evidenced before qualification.
What placements will I undertake?	Under the requirements of the NMC curriculum, you are expected to complete a minimum of 460hrs of external placements over the 2 years of the course. Placements must include: hospital placement, closer to home – community placement, as well as care across the lifespan. Placements both internally and externally must include all four fields of nursing (adult, children & Young people, LD and MH). Placements will be assigned to you.

What is 20% off the job training? (soon to be 6hrs only)????

Off the job training is defined as learning which is undertaken outside of the normal day to day working environment and leads towards the achievement of an apprenticeship. This can include training that is delivered at your normal place of work but must not be delivered a part of your normal working duties.

Off the job training must be directly relevant to your apprenticeship and can include:

The teaching of theory– lectures, online learning or additional training.

Practical training; Shadowing, placement visits outside usual workplace (other disciplines around the practice).

Learning support and time spent writing assessments and assignments.

What is protected learning time?

Protected learning time is time in your practice where you are learning your new role. You will be supported by a suitably qualified member of staff. The level of supervision required will vary throughout your course starting with direct supervision, indirect supervision and the finally independent as you are about to qualify as a registered Nursing Associate.

Am I supernumery in my protected learning time?

Yes.

What will my working week look like? Based on 37.5/hr week.

1 day– 6(hrs) 20% off job training

2 Days– Core role (employed role before starting apprenticeship)

2 days– protected learning time within the practice learning new skills under supervision or when on external placements.

Can our apprentice TNA have their own clinics?

Yes, once assessed as competent in certain tasks the level of supervision will lessen from direct (see one, do one=competent) to indirect supervision (in the next room, catch ups, arms length supervision. (Present but not in the room). 10mins at end of clinic for reflection is a good idea at this stage.

What support do we get from Training Hub?

Apprentice Business manager– Jo Stewart will ensure payments are made to practices and the appropriate paperwork is completed to be compliant with government Apprenticeship guidelines.

Practice educator– Mel Mullin will be available to answer questions, provide pastoral support, arms length practice assessor role.