

In collaboration with:

NHS England and NHS Improvement



NHS
Health Education England

DEPLOYING NURSING ASSOCIATES IN DIFFERENT SETTINGS

9 February 2020



Deploying nursing associates in different settings

This webinar will provide you with the opportunity to:

- Find out how NHS trusts are using the nursing associate role across different healthcare settings.
- Hear employers share their successes of using the role and celebrate how nursing associates have contributed to the NHS workforce supply.
- Learn about the approach that a whole region has taken and how they have worked together to make it a success.

Webinar schedule	Lead
Introduction	Heidi Williams, Programme Lead - NHS Employers
Deploying nursing associates in a community setting	Tracy Jones, Nursing Associate and Assistant Practitioner Lead - Livewell South West
Training nursing associates in social care	Nicola Wright – Devon County Council Maureen Holman - Devon County Council
Utilising the nursing associate role in an acute trust	Nicola Brockie, Programme Lead for Nursing Associates Project - University Hospitals Plymouth NHS Trust Beverley Allingham, Deputy Chief Nurse - University Hospitals Plymouth NHS Trust
Q&A and close	Heidi Williams, Programme Lead - NHS Employers

Nursing Associate Programme



About Us

We are a social enterprise, formed in 2011 as a Community Interest Company, registered at Companies House as limited by guarantee



How are we regulated?

CIC regulator
Care Quality Commission
Licence to operate from
Monitor

Good



We support people to lead independent, healthy lives

Multi-speciality community provider in health and social care with more than 3,000 staff

£110 million turnover

Strong focus on getting the basics right and improving the quality and safety and experience of people receiving and delivering services

CQC rated '**Good**' with '**Outstanding**' for inpatient mental health (Glenbourne unit) and community learning disability services

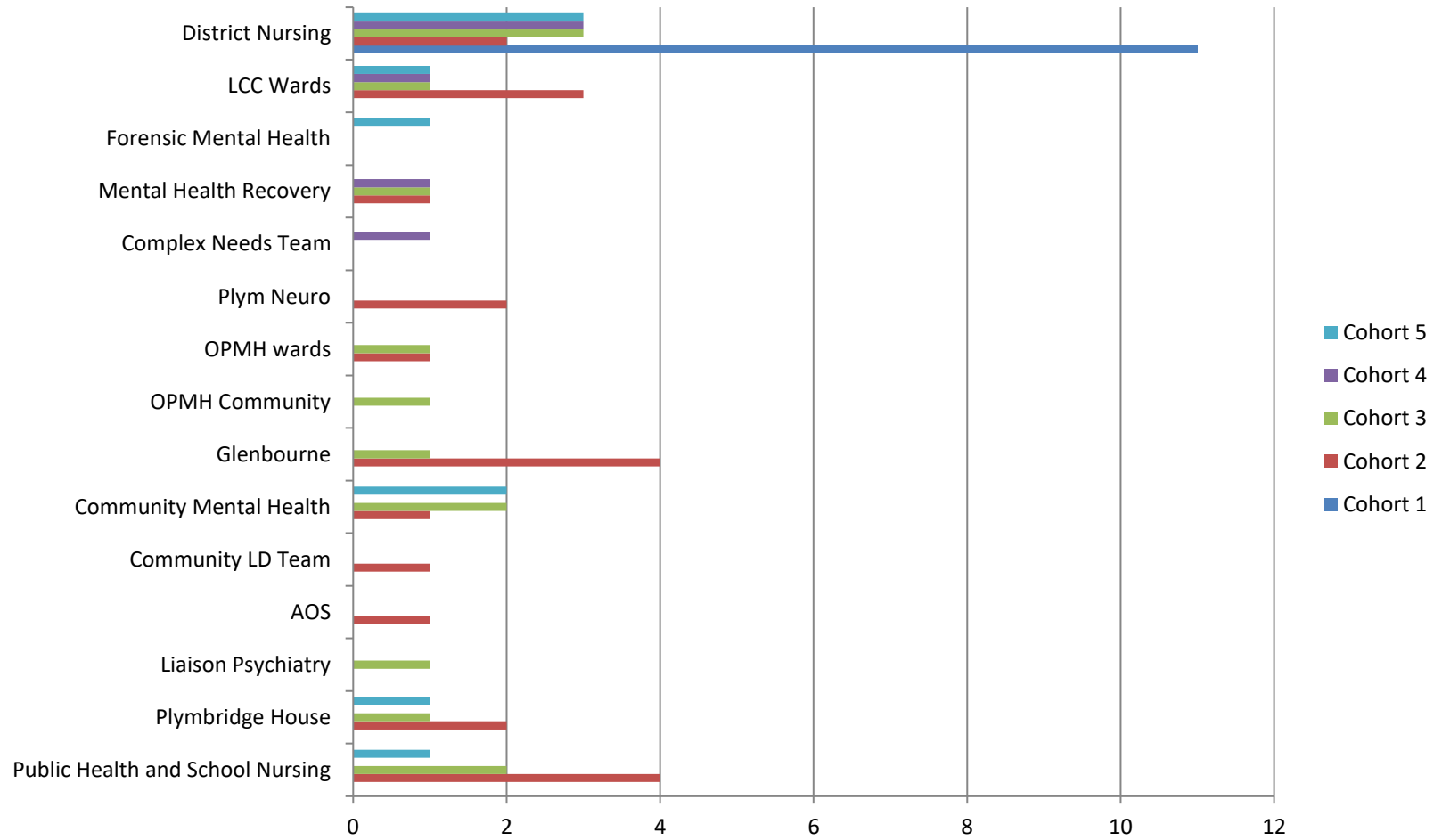
The Evolution of the Nursing Associates

- 2017 – Livewell Southwest was successful in being included as a pilot site as part of the Devon STP. First cohort of 11 commenced in Jan'17.
- All 11 were based with the District Nursing Teams
- Clinical Facilitator role was created to support the new students in practice.
- 6/11 were successful with obtaining a place on the degree nurse apprenticeship programme.
- 5 qualified, 4 continue to work as Nursing Associates within Community Nursing for Livewell

The Evolution of the Nursing Associates

- September 2017, Livewell internally recruited 24 TNAs
- Mental Health, LD, Health Visiting and inpatient adult wards were all included.
- We are now on our 6th cohort.





Nursing Associates

- As of Feb 2021 – we have 31 Nursing Associates working in the organisation
- Livewell have 15 student tNAs currently on programme
- 6 Nursing Associates have completed the degree nurse apprenticeship
- 7 are currently completing the Nurse degree Apprenticeship
- Just recruited to our first March cohort and now have a twice a year entry point for the programme

Deployment of Nursing Associates

- Qualified Nursing Associates work in
 - Community Mental Health Teams
 - Public Health teams
 - District Nursing
 - Adult inpatient rehab wards
 - 5 mental health inpatient services
- NA's have advocated for themselves.
- Livewell currently only recruit internally
- Scope of practice is different for NAs in each setting

Deployment of Nursing Associates

- Community District Nursing teams:
 - Able to carry out first visit assessments , the RN will triage first.
 - Complete ongoing assessments and update care plans
 - Administer medication
 - Holistic care, referral to members of MDT as required. GP, Tissue Viability, Dietician
 - More complex wound care, TNP and PICO dressings, compression bandaging once training and competency completed.
 - Supervising undergraduate Nursing Students.
 - Line management, supporting and teaching Health Care Assistants.

Deployment of Nursing Associates

- Public Health Teams:

- Holistic care, identifying mental health problems
- Supporting trainee NAs and student nurses in practice
- Assessing school health questionnaires.
- Making referrals to other services
- Competing Ages and Stages questionnaires for more complex families
- Completing on going assessments and follow up if necessary



Achievements

- Internal recruitment, growing own staff.
- Developing the facilitator/Lead role purely for NAs
- TNA completes training and is employed in same area
- Recruitment is value based, driven by Livewell's core values
- Minimal attrition
- Knowledge base achieved, enhances holistic care provision to all patients
- Patient centred group of professionals



Achievements

- Working in collaboration with other healthcare partners – establishing reciprocal placements – transfer of knowledge
- Creating a Communities of Practice for Devon and Cornwall
- Trainee Nursing Associate Handbook for Devon and Cornwall
- Gifting the Apprenticeship Levy to care homes in Plymouth – wider participation of the role
- Livewell is a case study for research undertaken by Kings College regarding 'Evaluation of the Nursing Associate Role'

ACHIEVEMENT




Areas of Development

- Identifying scope of practice in teams
- Creating consistent framework across services
- Distinction of AP role vs NA roles in certain teams
- Clear distinction between Band 4 and Band 5 roles in services
- Vacancy factor across the organisation



The Future

- Establishing bridging module – more routes in to the NA programme
- Wider community participation – school leavers
- Opportunities for external candidates



Here's what I know about the future:
it happens as a result of what we do today.

Introduction of the Trainee Nursing Associate into
Devon's
Adult Social Care Workforce
2020

**Introduction of the Trainee Nursing
Associate into Devon's
Adult Social Care Workforce
2020**

Nursing associate

6 platforms

Be an accountable professional

Promoting health and preventing ill health

Provide and **monitor** care

Working in teams

Improving safety and quality of care

Contributing to integrated care

Registered nurse

7 platforms

Be an accountable professional

Promoting health and preventing ill health

Provide and **evaluate** care

Leading and managing nursing care
and working in teams

Improving safety and quality of care

Coordinating care

Assessing needs and planning care

NMC Nursing &
Midwifery
Council

Context

- In Devon there are approximately 250 NA/TNAs (HEE, July 2020)
- First cohorts predominantly employed in NHS acute/mental health services
- 8 TNAs from Devon's care homes participating in cohort 1

Devon's ASC Pilot programme (March 2020-March 2022)

- Introduced the role of TNA in Devon's Care Homes with/without nursing (Independent sector)
- University study day 1/7 pw on programme with learners from other sectors
- Supported in practice by their Practice Supervisors (Registered Nurses)
- Tutorial support by University
- PDF support for TNAs, Practice Supervisors, Registered Managers

Challenges of employing TNA (Apprenticeship pathway)

1. Funding the TNA role
2. Funding the TNA's 'protected learning time'
3. Developing the infrastructure to support meet Nursing and Midwifery Council's requirements

1. Funding the TNA role

- Nursing Associate Higher Apprenticeship (Foundation Degree)
- Apprenticeship Standard = £15,000
- Levy-paying employers utilise their levy
- Non-levy paying employers – ‘Co-investment’
- ✓ Government to fund 95% (£14,250)
- ✓ employer to cover shortfall 5% (£750)

[Employer co-investment](#) (01.07.20)

2. Funding the TNAs' 'protected learning time'

- NMC approved programme require TNA to have ***protected learning time up to 60%*** of FT hours **(3 days)** – providers to meet associated costs (backfill etc.)

Devon County Council funding available per TNA over 2-year programme circa. **£5,000**

- ✓ Contribution to backfill costs associated with TNA's protected learning time
- ✓ Cover shortfall of apprenticeship costs (co-investment)
- ✓ Costs associated with development of infrastructure

HEE funding 2020/21

Health Education England funding of **£8,000** per TNA over 2-year programme

- ✓ Uniforms, books etc.
- ✓ Organise/facilitate/fund external placements
- ✓ Support the development of the Practice Supervisor/Assessor – CPD activities
- ✓ Support development needs of TNA

3. Developing the infrastructure to support meet Nursing and Midwifery Council's requirements

DCC employs Placement Development Facilitator to:

- ✓ support for TNAs, Practice Supervisors, Registered Managers
- ✓ Co-ordinate external placements
- ✓ Liaise with employers and university/NMC
- ✓ Facilitate employer meetings
- ✓ Share learning from Devon's TNA Community of Practice
- ✓ Advise, guide and support providers

‘Bridging Programme’

- Originally designed for candidates who have achieved L2 Maths and English qualifications and do not hold L3 qualifications
- 3/52 blended learning programme
- Undertake ‘eligibility scan’ to signpost individuals to appropriate pathways
- Mandatory completion for DCC funding

Future challenges for consideration

- Who will direct the work of the qualified Nursing Associate?
- Devon's ASC (Independent Sector) funding model may need to be reviewed
- Given the scope of delegated nursing duties NAs will be eligible to undertake, how will this impact on the CQC registration status of care homes without nursing
- Who will cover costs of employing Registered Nursing Associates? (£21,000 - £23,700 Band 4)

Current position:

- Cohorts – March 2020 / *April 2021* / *September 2021*
- Providers – care homes (with nursing) / *residential care* / *domiciliary care*



University Hospitals
Plymouth
NHS Trust

Trainee Nursing Associate Project – Devon System

Beverley Allingham - Deputy Chief Nurse (RSO)

&

Nikki Brockie - Programme Lead

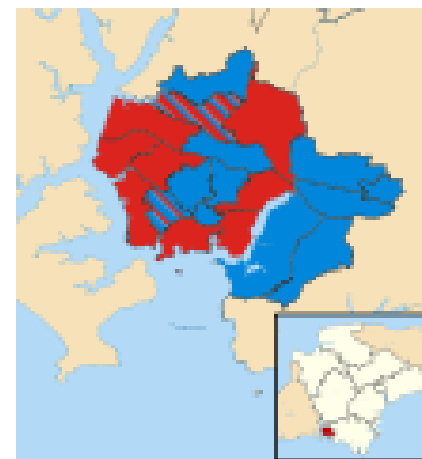


Leading with excellence, caring with compassion



PROJECT VISION:

- To grow the Nursing Associate (NA) role at pace in UHP and across the Plymouth system .
- Identify the challenges of integrating the role into our current workforce model.
- Develop a replicable strategy to be share with Devon STP.



HISTORY TO THE PROJECT:

- Nursing workforce recruitment challenges
- UHP - 12-14% Vacancy factor
- 'Shaping Care' Report
- 2017- UHP was a pilot site for the first TNAs
- 80 TNAs trained
- 7th Cohort starts March 2021




PHASE 1

- Reviewed current TNA Apprenticeships process
- Benchmark:
 - National entry criteria, placement capacity, experiences, medicines management, QEIA.
- Gathered information locally:
 - Gained insight in the roles deployment at UHP and across Devon, value added
 - Questionnaires to ward managers, University, TNA/NAs.
 - Focus groups with TNA/NAs.
 - Patient Council support, Reviewed FFT data




PHASE 2- TEST OF CHANGE

- Test of change wards
 - Surgical ward
 - Medical ward
 - Surgical Admission Ward
- Increase TNA and NAs on a wards.
- Monitor metrics for impact on quality.
- Increase awareness of role (specifically in SAU).
- Focus groups with TNA/NA, Ward Manager & Matrons
- Patient experience



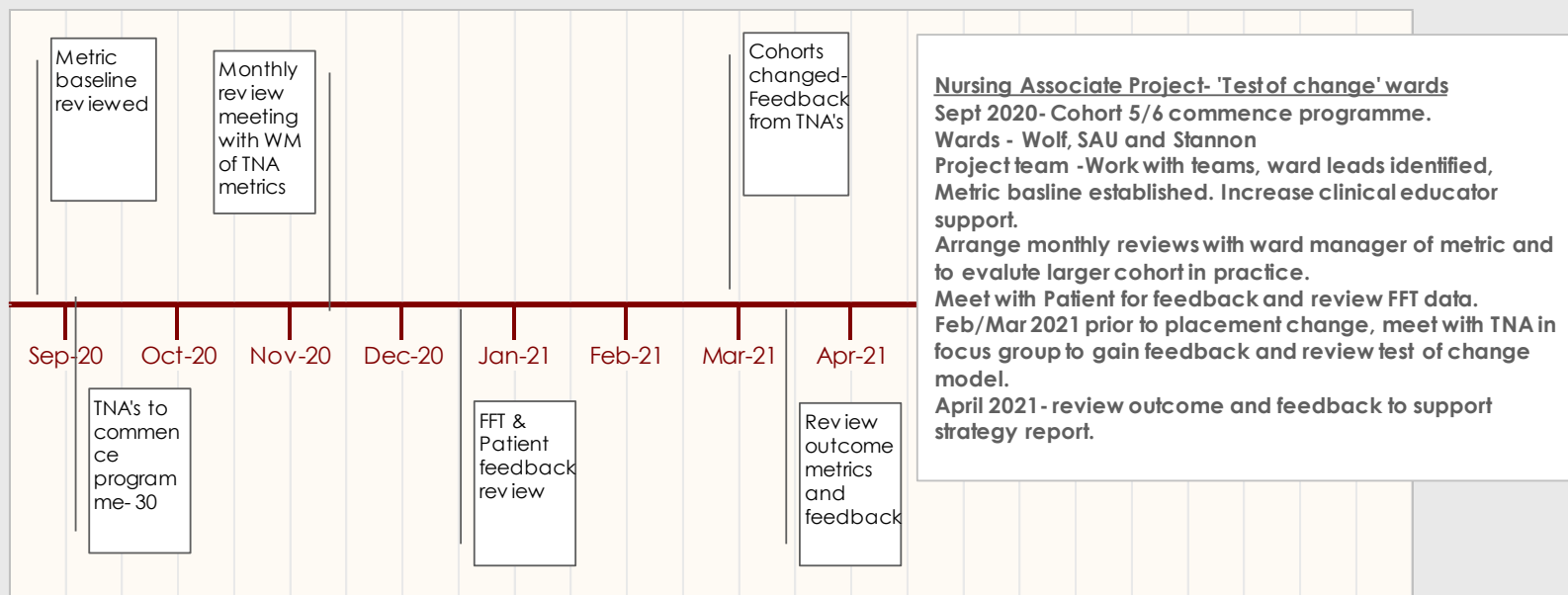
Patient Council-
Patients are more
likely to talk to
NA's, as the nurse
is to busy



Matron- The
NA cared for
my Dad. Care
was excellent!

TEST OF CHANGE TIMELINE

Nursing Associate Project

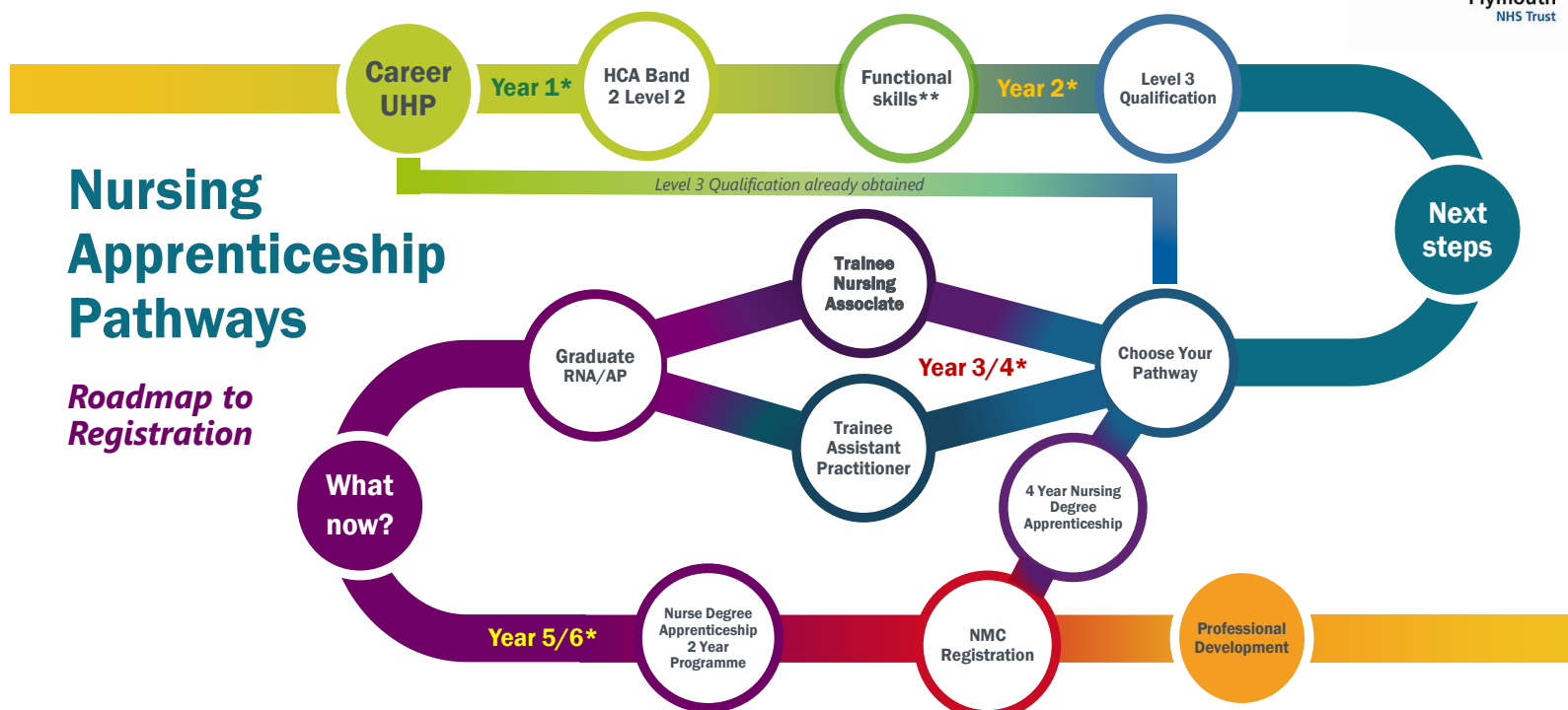


PHASE 3- WORKFORCE

- Develop a Sustainable model
 - Establishment review (Bi-annual NVQ)
 - Financially viable model
 - Re-design the clinical establishment
- Developed a pathway from 'Entry to'
 - Nursing apprenticeship pathway
- Develop a strategy for the Devon S'
 - Case Study
 - Plan



CLINICAL PATHWAY



* Candidates can enter and exit the pathway at the end of each stage of education

** If required

CONCLUSION

- UHP has increased its TNA/NA in the workforce
- Replicable sustainability strategy to be shared with the wider system
- Development of a sustainable pipeline
- Current Registered Nurse vacancy 2.11%
- Integration of NA in multiple new areas.
 - Endoscopy
 - Emergency departments
 - Assessment units
 - Working with Maternity to explore the role
 - Paediatrics



Question and answer session

Please type your questions for our speakers into the chatbox.



Contact us

- workforcesupply@nhsemployers.org
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- <https://www.nhsemployers.org/your-workforce/plan/nursing-workforce>

