

Nursing Associates at East Lancashire Hospitals NHS Trust

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ELHT Placement education Lead

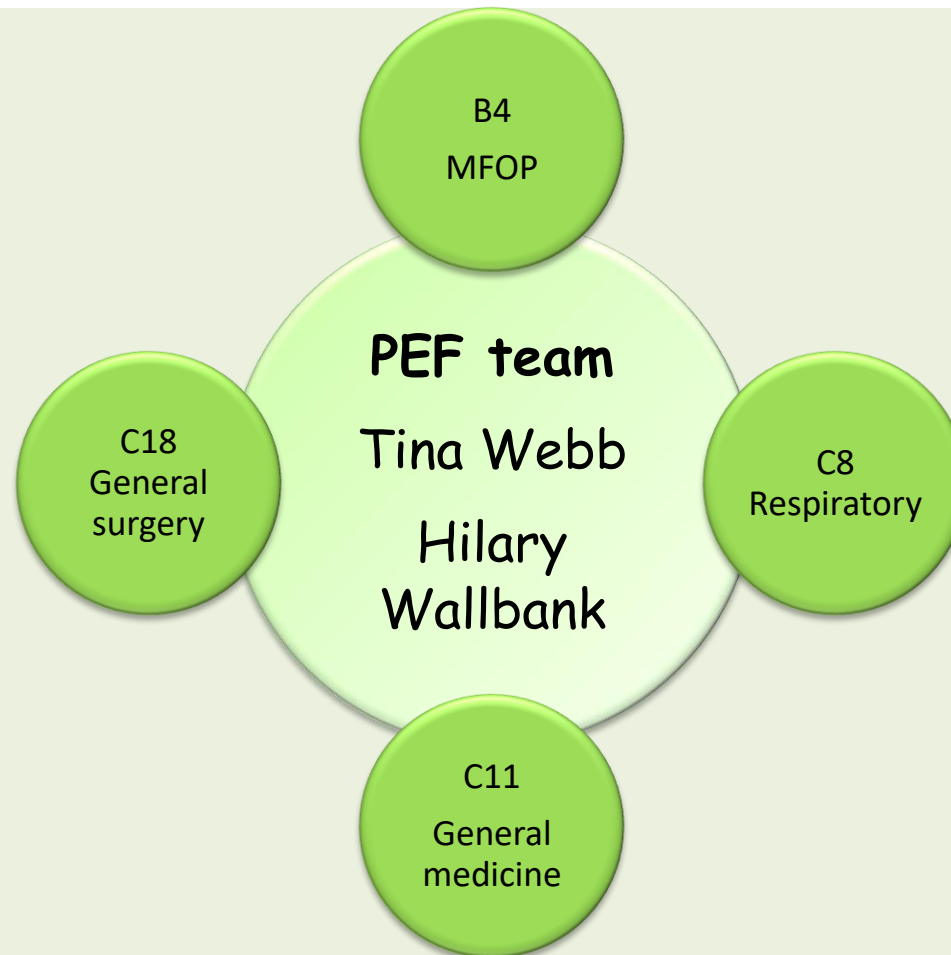
Nursing Associates at ELHT

- ELHT was part of the fast follower's pilot for Nursing Associates in March 2017
- We are currently recruiting for cohort 6 which will start later this month
- Attrition over the 5 cohorts is less than 10%
- 66 NA's have qualified so far & of these 59 still work for the trust or are completing the RNDA top up with us

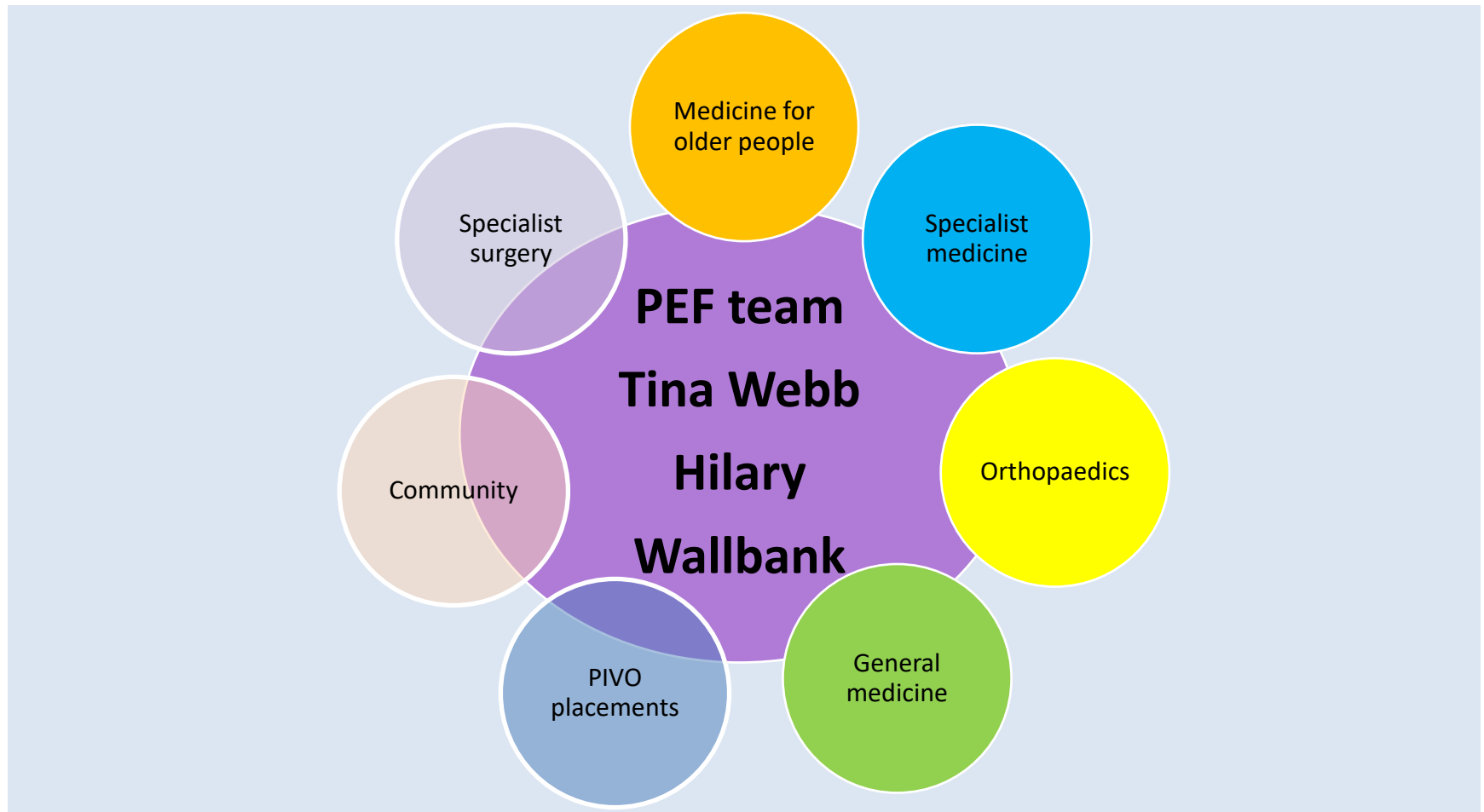
Nursing associate at ELHT

- We advertise internally & externally
- Candidates are not seconded. They are employed as full time tNA's
- Our PEF team manages the tNA's.
- tNA's have a base placement & a series of supernumerary placements that explore the breadth of experience both in the trust and in our wider community
- We have developed partnership agreements with local trusts, primary care & regulated care organisations to swap tNA's

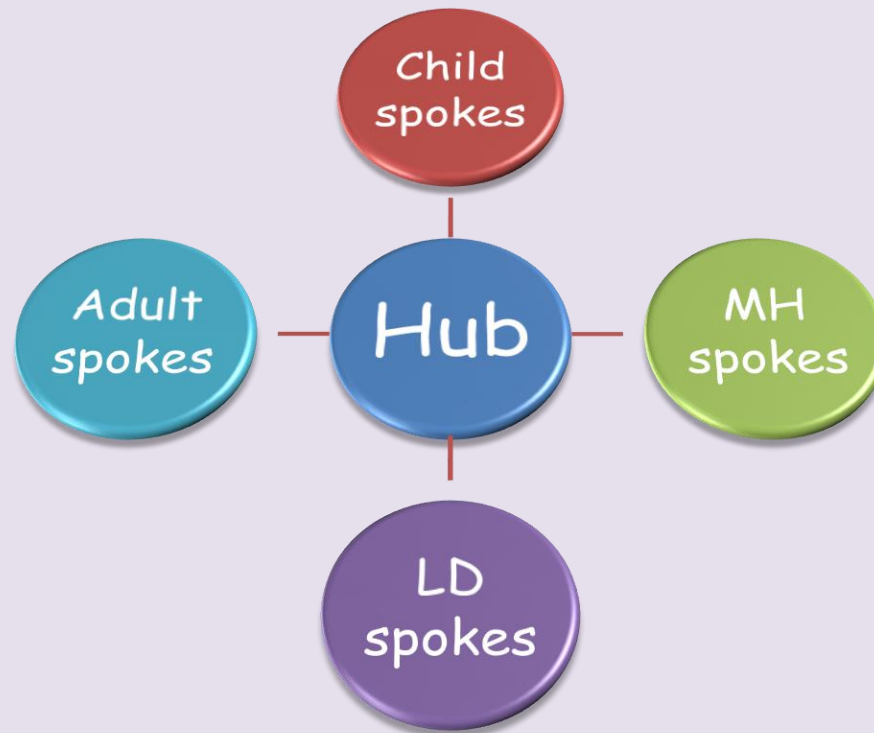
ELHT Hub Placements 2017



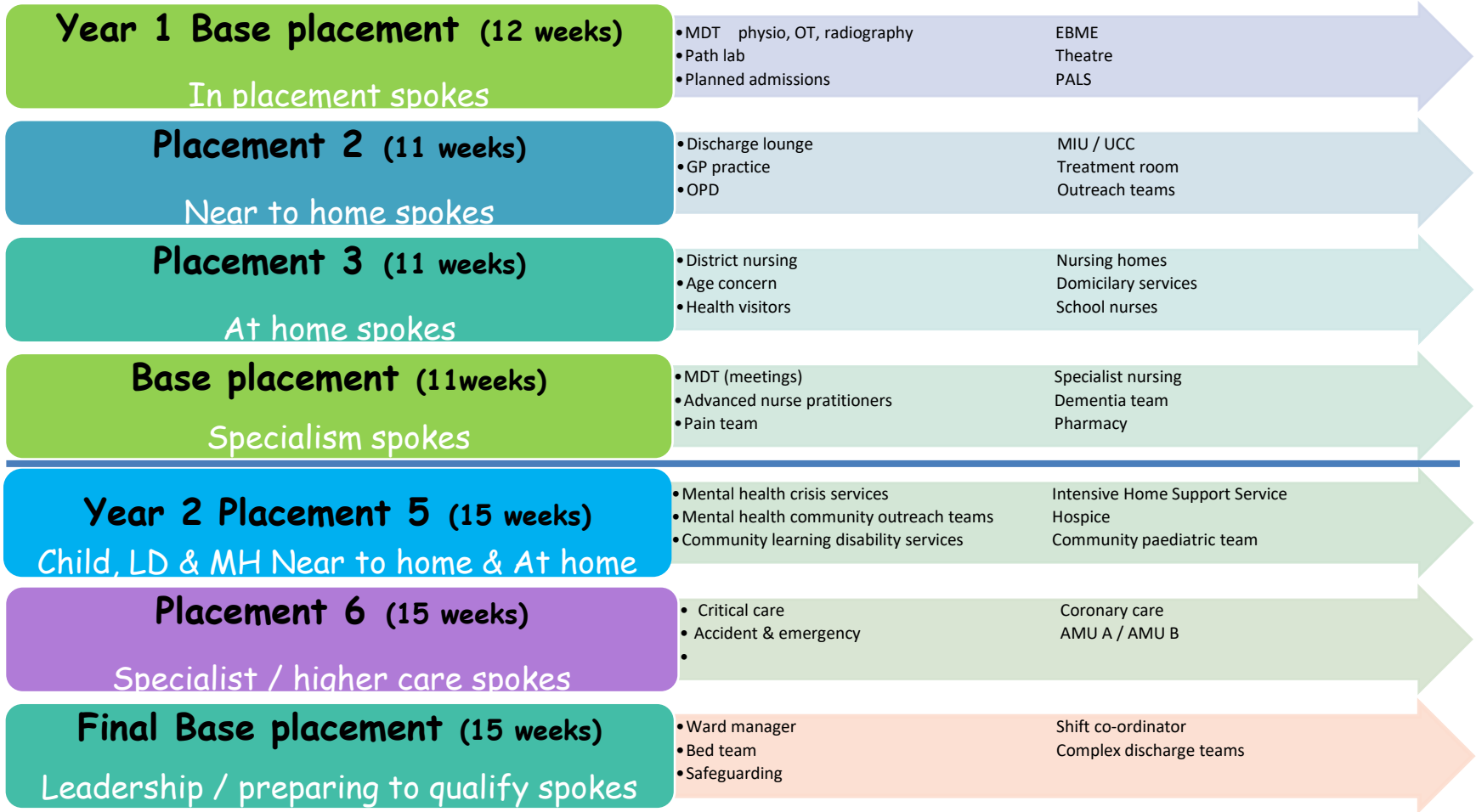
ELHT Hub Placements 2022



Cross field learning



ELHT tNA placement plan



Placement planner

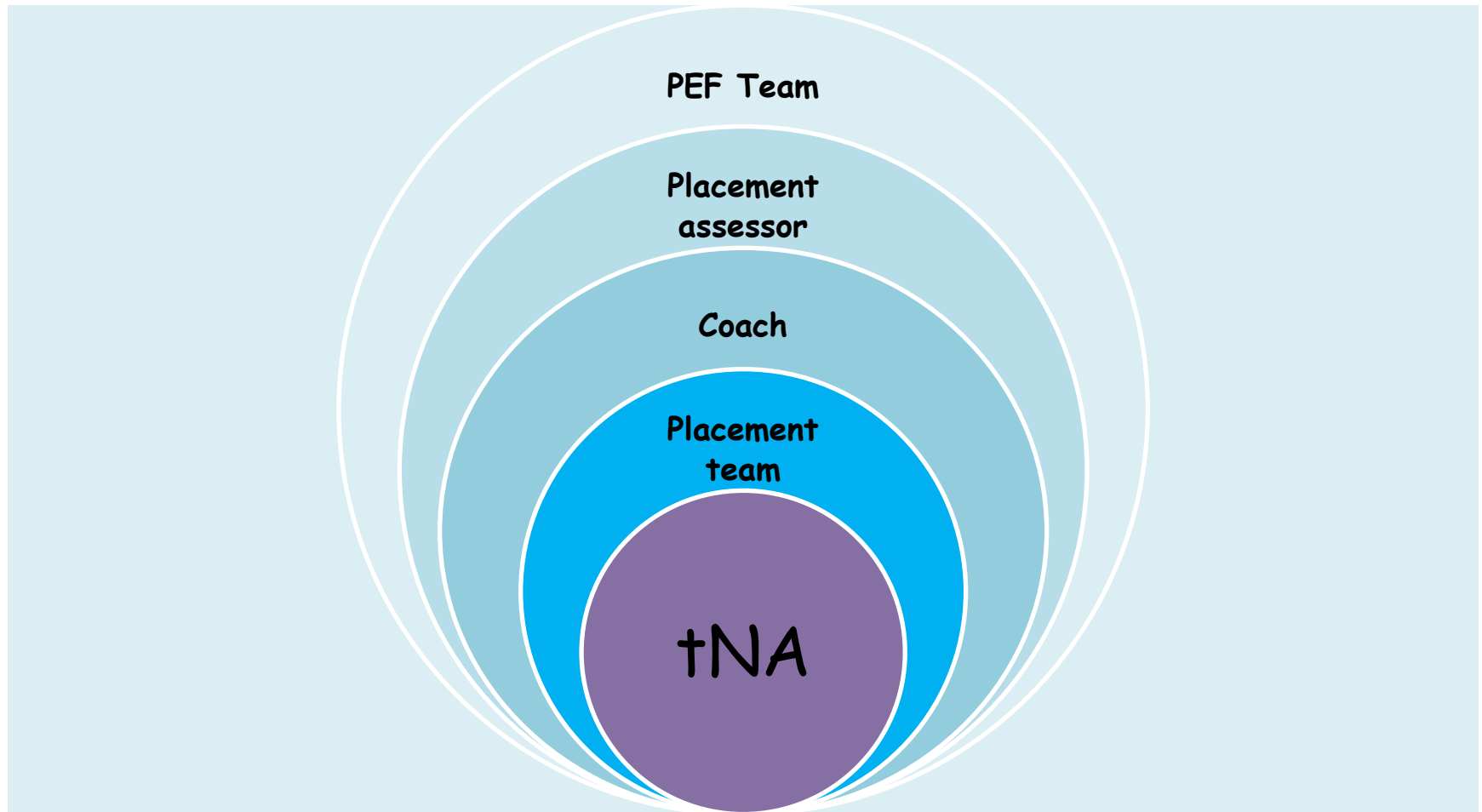
ELHT

Candidate	Year 1						Year 2						
	Placement 1	Placement 2		Placement 3		Placement 4	Placement 5			Placement 6			Placement 7
	Community1	Child	C5	C2	C2	Comm1	MH / LD	D3	D3	Spp	B22	B22	Comm1
	Community2	C2	Child	D3	D3	Comm2	B22	MH / LD	B22	C9	Spp	C9	Comm2
	MFOP C9	Comm1	C5	Child	C4	C9	D1	D1	MH / LD	B24	B24	Spp	C9
	C9	C5	Comm1	C4	Child	C9	Spp	D1	D1	MH / LD	B24	B24	C9
	C9	Child	C5	Comm1	C4	C9	D3	Spp	D3	B22	MH / LD	B22	C9
	MFOP C5	C2	Child	D1	Comm1	C5	B24	B24	Spp	C9	C9	MH / LD	C5
	C5	MH / LD	C4	Child	D1	C5	Comm1	B22	B22	Spp	C9	C9	C5
	C5	C4	MH / LD	D3	Child	C5	B24	Comm1	B24	C9	Spp	C9	C5
	Gastro C2	Spp	D1	MH / LD	B22	C2	Child	C9	Comm1	C5	C5	Spp	C2
	C2	D3	Spp	B22	MH / LD	C2	C9	Child	C9	Comm1	C5	C5	C2
	Gastro C4	D3	D3	Spp	B24	C4	MH / LD	C9	Child	C5	Comm1	C5	C4
	C4	D1	D1	B24	Spp	C4	C9	MH / LD	C9	Child	C5	Comm1	C4
	Endocrine D3	Comm2	B22	C9	C9	D3	Spp	C5	MH / LD	C2	Child	C2	D3
	D3	B22	Comm2	C9	C9	D3	C5	Spp	C5	MH / LD	C2	Child	D3
	D1	Child	B24	Comm2	C9	D1	C5	C5	C5	C4	MH / LD	C4	D1
	D1	B24	Child	C9	Comm2	D1	C5	C5	Spp	C4	C4	MH / LD	D1
	Ortho B22	MH / LD	C9	Child	C5	B24	Comm2	C2	C2	D3	Spp	D3	B22
	B22	C9	MH / LD	C5	Child	B24	C2	Comm2	C2	D3	D3	Spp	B22
	Ortho B24	C9	C9	Spp	C5	B22	MH / LD	C4	Comm2	D1	Child	D1	B24
	B24	C9	C9	C5	Spp	B22	C4	MH / LD	C4	Comm2	D1	Child	B24

Nursing homes

Candidate	Year 1						Year 2						
	Placement 1	Placement 2		Placement 3		Placement 4	Placement 5			Placement 6			Placement 7
			D3		B22	MH / LD	Child				Comm1		
			C2		B24	MH / LD		Child			Comm1		
			B22		C2	MH / LD		Child			Comm2		

Supporting our tNA's



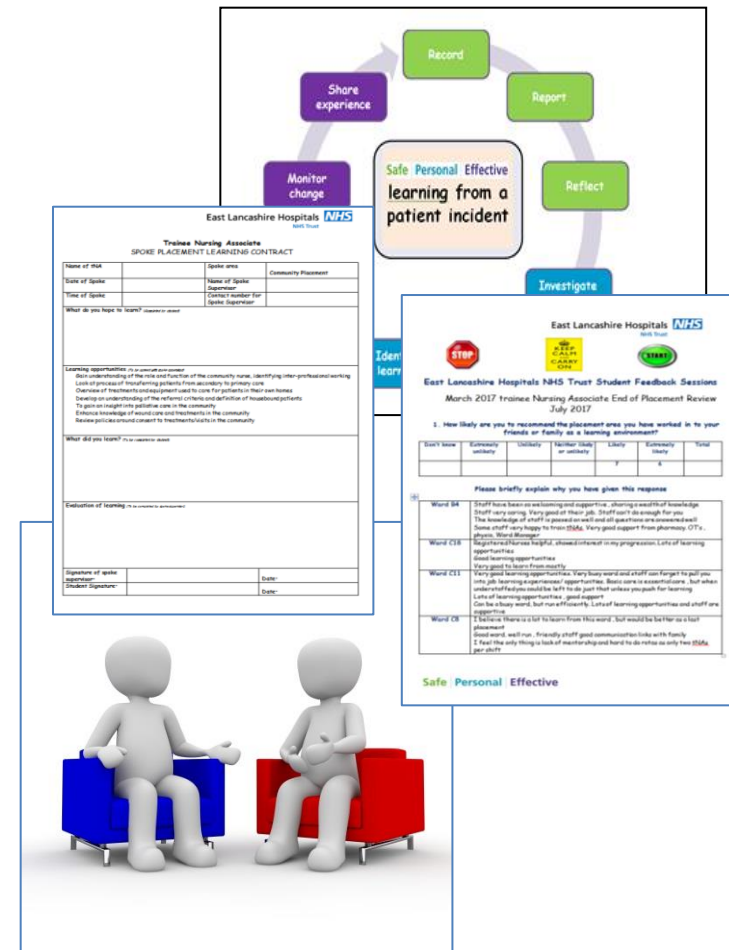
Situational Coaching

Telling / Directing style and behaviours of coaching:		
Trainee Level		Mentor style
The trainee lacks the specific knowledge, skills or confidence to carry out safe and effective care in practice	Directing Coach	The mentor adapts to a directing / telling style of coaching Decisions are made by the mentor and communicated to the student Mentors monitor students very closely.
Participative / Supportive style and behaviours of coaching:		
Trainee Level		Mentor style
The trainee has some specific knowledge, skills but is not confident to carry out safe and effective care in practice	Supporting Coach	The mentor adapts to a supporting style of coaching Decisions remain the mentors prerogative, but communication is much more two way Mentors use coaching questions...
Delegating style and behaviours of coaching:		
Trainee Level		Mentor style
The trainee is confident to carry out essential safe and effective care in practice & has developed the knowledge & skills required to underpin this care.	Delegating Coach	The mentor adapts to a delegating style of coaching The mentor facilitates and takes parts in decision making but control is mainly with the student The student is able and willing to decide when the mentor should be involved The mentor provides supervision and support when requested by the student.

Based on Ken Blanchard's Situational Leadership Model
Blanchard K (1985). Leadership and the one minute manager. Morrow. New York.
Blanchard K (1989). The one minute manager meets the monkey. Morrow. New York.

Evaluating the programme

- Assessment of competence in every placement
- 12 week reviews, PDR & 1:1's with PEF team
- End of placement reviews
- Reflection
- Placement manager feedback
- Weekly ward visits
- Patient stories



Patient stories

"If you ask them any questions, they always tell someone. You don't get the answer right away but they will always come back with the answer"

"Nothing is too much trouble"

"The TNA's are nice girls...Kelly & Vanessa talk to you not at you"

"Kelly spent time with me and listened to me, we got on so well, she was kind and caring"

"I loved talking to Kelly; we had a long chat of when I was a girl. She was shocked, no T.V's only people who lived in posh houses had a TV. We chatted about where I worked and how I met my husband"

The future of our tNA's

- We hope to move to 2 cohorts per year
- Our qualified NA's complete the same preceptorship programme as our newly qualified nurses
- We offer a 2 year RNDA course for NA's to top up
- We hosted a listening event last week to ask our NA's how they wanted to develop in their current role

