



**NURSING
ASSOCIATES
ADMINISTERING
DRUGS AND IVS**

26 May 2021

Webinar schedule	Lead
Introduction	Nicola Smith, Senior Programme Officer - NHS Employers
Medicine management guidance	Wendy Fowler, Nursing Education Adviser - Nursing and Midwifery Council
Implementing qualified nursing associates to administer drugs and IVs	Lyndsay Murden, Lead Nurse – Leeds Teaching Hospitals NHS Trust
Exploring the opportunity for nursing associates to do drug and IV administration	Julie Bruce-Watt and Maria Smith, Joint Heads of Professional Education and Rebecca Mustow, Medicines Management Nurse – Gloucestershire Hospitals NHS Foundation Trust
Q&A and close	Nicola Smith, Senior Programme Officer - NHS Employers



Nursing associates administering drugs and IV

This webinar will provide you with the opportunity to:

- Find out how NHS trusts are enabling nursing associate colleagues to administer drugs and IVs in some areas.
- Hear employers share their successes of using the role and celebrate how nursing associates have contributed to the NHS workforce supply.
- Learn about the policy that the Nursing and Midwifery Council (NMC) has set to enable nursing associate colleagues to scale up.

May 2021

Nursing Associates: Safe and Effective Administration and Optimisation of Medicines

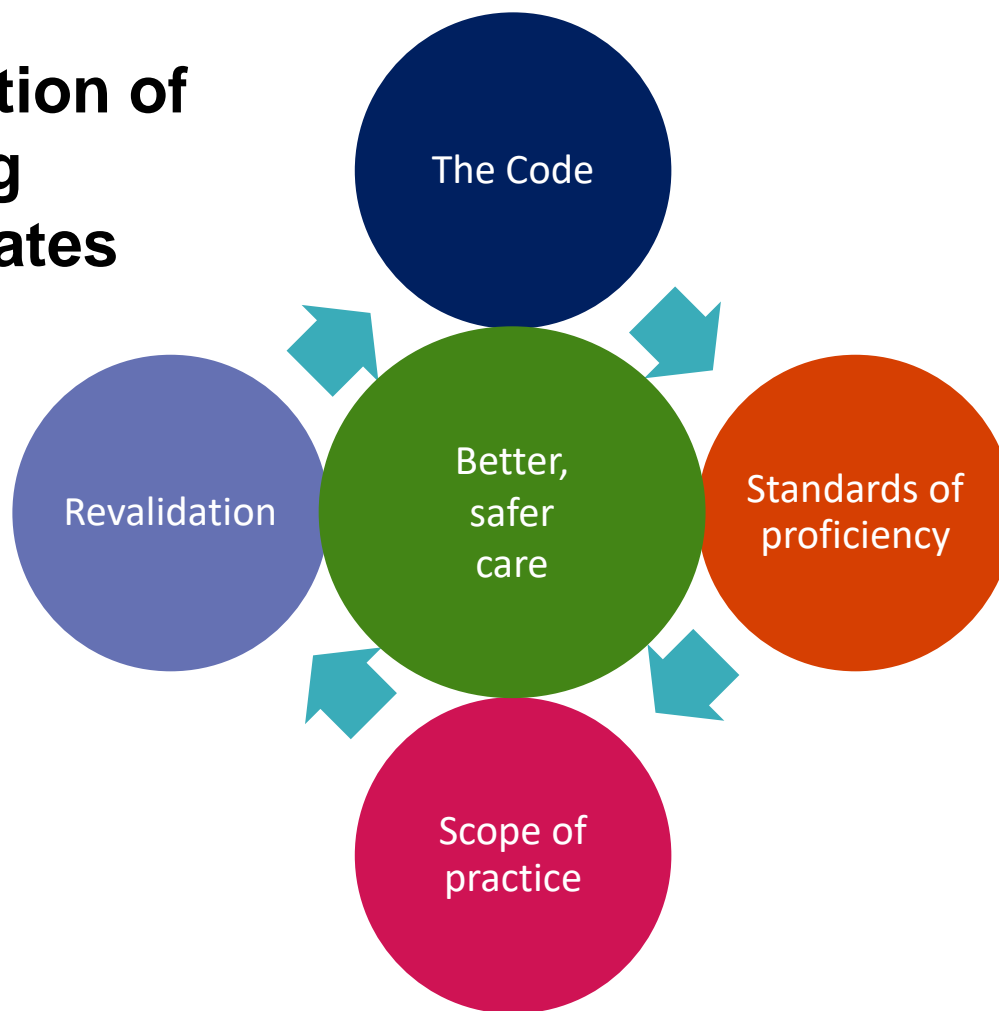
Wendy Fowler. Nursing Education Adviser



NMC Nursing &
Midwifery
Council



Regulation of Nursing Associates



Standards of proficiency

Comparison of Proficiencies

Future nurse

Being an accountable professional

Promoting health and preventing ill health

Assessing needs and planning care

Providing and evaluating care

Leading and managing nursing care and working in teams

Improving safety and quality care

Co-ordinating care

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Nursing Associate

Being an accountable professional

Promoting health and preventing ill health

Provide and monitor care

Working in teams

Improving safety and quality care

Contributing to integrated care

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Platform 3 Provide and monitor care

At the point of registration, the nursing associate will be able to:

3.15 understand the principles of safe and effective administration and optimisation of medicines in accordance with local and national policies

Annexe B: Procedures to be undertaken by the nursing associate

10.4 administer medication via oral, topical and inhalation routes

10.5 administer injections using subcutaneous and intramuscular routes and manage injection equipment



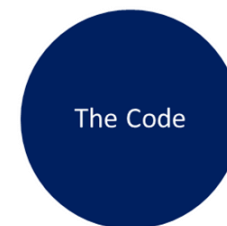
Practise effectively

11 Be accountable for your decisions to delegate tasks and duties to other people. To achieve this, you must:

11.1 only delegate tasks and duties that are within the other person's scope of competence, making sure that they fully understand your instructions

11.2 make sure that everyone you delegate tasks to is adequately supervised and supported so they can provide safe and compassionate care

11.3 confirm that the outcome of any task you have delegated to someone else meets the required standard



Preserve safety

13 Recognise and work within the limits of your competence. To achieve this, you must, as appropriate:

13.5 complete the necessary training before carrying out a new role



Scope of
practice

- Like with nurses and other healthcare professionals, nursing associates can expand their knowledge and skills with the right training and governance. The intention is for nursing associates to support, not replace, registered nurses
- Scope of practice will develop over time through further education and competence in keeping with the Code
- The role of the Nursing Associate is employer led.
- Expectation of employers to consider skill mix and risk assessment for nursing associates to work within the Code

Thank you

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The Role of Registered Nursing Associates and Administration of Medicines

By
Lyndsay Murden
Lead Nurse – Education
Leeds Teaching Hospitals NHS Trust

Current Position

First RNAs qualified in January 2019

What can they do?

Medication via oral, topical, inhalation (including oxygen) routes;

- Enteral medications;
- Enemas and suppositories
- subcutaneous injections
- intramuscular injections.

What about

- IV medicines
- Blood Transfusion
- Controlled Drugs

Training and Education

All newly qualified RNAs attended LTHT Medicines Management Study day and complete competency assessment

Authorised to check and administer Controlled drugs with a Registered Nurse – cannot administer IV controlled drugs including PCAS

IV medication training given at month 6 of preceptorship programme – must be second checked by Registered Nurse. Unable to give chemotherapy

Once completed can also administer blood/products - eLearning and competency. Must be second checked by Registered Nurse

Future

LTHT Deployment Group devised

- To review current role of RNAs
- What skills are they currently undertaking
- Is there education/training/competence for these
- What additional skills do clinical areas need RNAs to do

IV Medicines and Blood Transfusion

- Is this still required for RNAs
- Single check process being introduced



Gloucestershire Hospitals
NHS Foundation Trust

NHS Employers Webinar

**Exploring IV administration for Nursing
Associates**

Our Journey

26th May 2021

#hello my name is...



- **Rebecca Mustow: Medicines Management Nurse, GHNHSFT**
- **Maria Smith: Head of Professional Education, GHNHSFT**
- **Julie Bruce-Watt: Associate Director of Education and Deleopment, GHNHSFT**

How we started our TNA Journey

One Gloucestershire Approach

Four Partners

- NHS Gloucestershire Clinical Commissioning Group
- 2gether NHS Foundation Trust
- Gloucestershire Care Services
- Gloucestershire Hospitals NHS Foundation Trust

Education Provider

- University of Gloucestershire

We were 'Fast Followers' of the national pilot sites and our first TNA cohort started in April 2017..... 13 TNA's at band 3

Our Pioneers!

And now.....

- We currently have 66 TNA's on programme.
- We recruit to two cohorts a year, April and September.
- We aim for 25 per cohort and recruit internally only.
- It remains a very popular programme with our HCA's – manager supported or individual application.
- Encourage career progression at appraisals.
- TNA programme webinars by our TNA Practice Educators.
- We offer a guaranteed interview for those who have successfully completed the HCA Healthcare apprenticeship with us.
- Developed to a hub and spoke arrangement with placements
- Supporting our band 4 Nursing Associate's

The TNA Role

- **Shape of Caring Review 2015 recommended a bridging role between unregulated support role and Registered Nurses**
- **Recognised the need for defined principles of practice, a competency framework, and a defined career pathway**
- **RN workforce is an all-degree profession and the NA role is to supplement, not substitute, clinical decision-making**

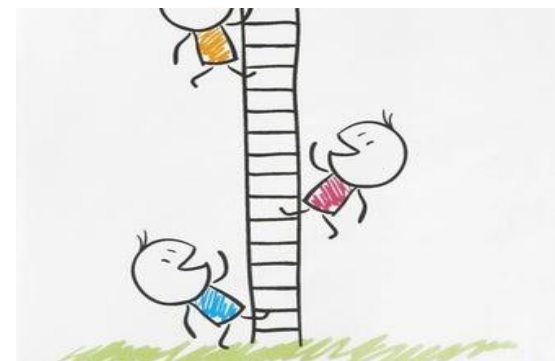


What our Nursing Associates say about the role

“Started as HCAs, saw this as a career progression without leaving to become full time students”.

“The apprenticeship allowed us to gain confidence and develop new skills whilst remaining in the clinical environment”

“Enjoying the responsibility, wards have welcomed us and supported our role. Feel ready to progress to the next stage”



Our Nursing Associates

For many of our TNAs and NAs, this apprenticeship is a route to becoming a Registered Nurse

Nursing Associate	Registered Nurse
<ol style="list-style-type: none"> 1. Be an accountable professional 2. Promoting health and preventing ill health 3. Provide and monitor care 4. Working in teams 5. Improving safety and quality of care 6. Contributing to integrated care 	<ol style="list-style-type: none"> 1. Be an accountable professional 2. Promoting health and preventing ill health 3. Assessing needs and planning care 4. Providing and evaluating care 5. Leading and managing nursing care and working in teams 6. Improving safety and quality of care 7. Coordinating care

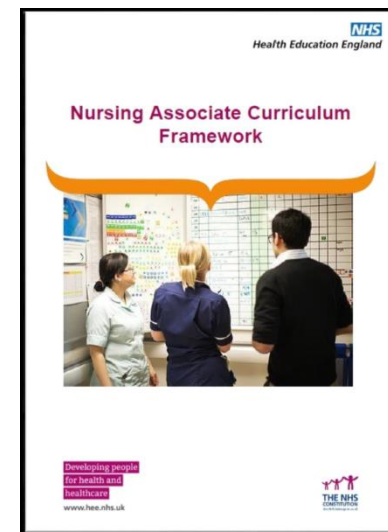


Medicine Management for Nursing Associates

During the consultation on developing the Nursing Associate role it was clear that health and care providers wanted Nursing Associates to be able to administer medicines.

“understand medicine’s management and, within the confines of local employer policies, administer medicines safely and appropriately.

It is an essential requirement for Nursing Associates to be trained and competent in this area in order that they can make a full contribution to the provision of effective care to the public and patients in primary, acute, secondary, community and social care settings” – page 5



Published February 2017

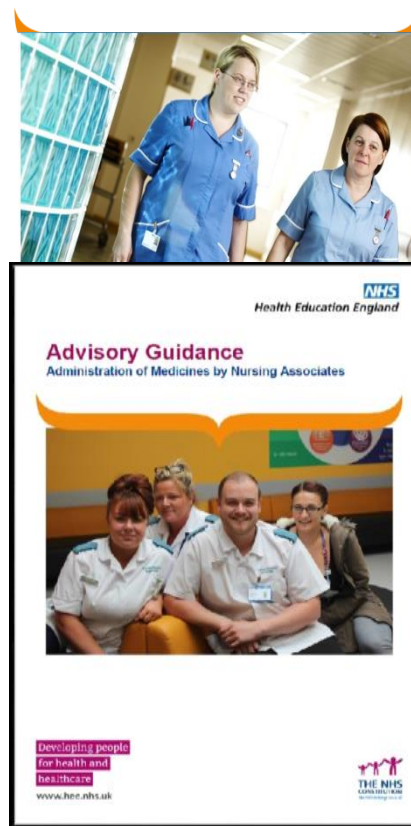
Medicine Management for Nursing Associates

*Concerns The range of settings,
Medication seen a series of tasks, and the understanding
as to the context or level of risk*

*** In 2017/18, HEE publishing
supplementary guidance to provide clarity
to all health and care organisations about
how Nursing Associates could be
deployed to administer medicines safely
and effectively.**

***Awaiting the Nursing and Midwifery Council's (NMC) regulatory
standards of proficiency for the role at this point.**

**Advisory Guidance:
Administration of Medicines by
Nursing Associates**



Medicine Management for Nursing Associates- NMC

10. Procedural competencies required for administering medicines safely:

- 10.1 continually assess people receiving care and their ongoing ability to self-administer their own medications. Know when and how to escalate any concerns
- 10.2 undertake accurate drug calculations for a range of medications
- 10.3 exercise professional accountability in ensuring the safe administration of medicines to those receiving care
- 10.4 administer medication via oral, topical and inhalation routes
- 10.5 administer injections using subcutaneous and intramuscular routes and manage injection equipment
- 10.6 administer and monitor medications using enteral equipment
- 10.7 administer enemas and suppositories
- 10.8 manage and monitor effectiveness of symptom relief medication
- 10.9 recognise and respond to adverse or abnormal reactions to medications, and when and how to escalate any concerns
- 10.10 undertake safe storage, transportation and disposal of medicinal products.



Organisational

- **Local policy to guide responsibilities of regulated Nursing Associates.**
- **Nursing Associates' are not included currently in the legislation of those who can work under a PGD.**
- **Alternative routes of administration of medicine for Nursing Associates??**
- **Define the need, assess the risks, boundaries of competencies, education and training needs, accountability, governance and assurance.**
- **CQC- recognise that TNA's may develop additional skills, knowledge and competencies – must have access to clinical/professional supervision in line with the NMC's requirements (2019).**

Intravenous Fluids & Drugs

- The need to ensure Nursing Associates are safe, competent and confident with administering medication currently within their remit.
- We redesigned our pre drug round competency to provide TNA's with knowledge on our medicines policy to ensure that they are prepared for when they complete the competency once qualified.
- Consultation with TNA's, NA's, ward managers, Medicine Management Nurse, clinical skills trainers.
- Linking with our Preceptorship Programme.
- Understanding other Trusts approach to this topic.

Clinical Skills Review

- **Vision for the future - The People Plan -how will this role fits within our workforce plans**
- **Senior support for the programme- Nursing Associate Project Group**
- **1st Task and Finish group on clinical skills- clear guidance for all**
- **Scope of Practice - Preceptorship Programme**
- **Support for clinical skills - Practice Educators & Professional Education Practitioners**
- **Working with University partners**
- **Linking with Placement & Spoke areas**
- **2nd Task & Finish group- expanding the clinical skills of Nursing Associates in response to feedback from NA's and ward managers.**

Improving outcomes for patients

Next steps

- **Complete our Task and Finish Group work.**
- **Sharing with Nursing Councils/University partners.**
- **Links with our Pathway to Excellence & Magnet4Europe work.**
- **Policy and POPAM up-dates.**
- **Training and development opportunities- Sharing with NA's.**
- **Development of the Nursing Associate role and identity.**

Contacts

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Resources

- <https://www.nmc.org.uk/globalassets/sitedocuments/education-standards/nursing-associates-protected-learning-time-supporting-information.pdf>
- <https://www.hee.nhs.uk/our-work/nursing-associates/training-nursing-associates>
- <https://www.nmc.org.uk/standards/standards-for-nursing-associates/>
- <https://cqc.org.uk>



Question and answer session

Please type your questions
for our speakers into the
chatbox.



Contact us

- workforcesupply@nhsemployers.org
- [@NHSEmployers](https://twitter.com/NHSEmployers)
- <https://www.nhsemployers.org/your-workforce/plan/nursing-workforce>

