

Trainee Nursing Associate information

Would you like to progress your career and begin training in the new Nursing Associate Role and be part of the changing nursing and care workforce?

If so then we are looking to recruit existing talented and committed Healthcare Support Workers/ Healthcare Assistants. This is an exciting opportunity to develop skills and knowledge and train in a new role which will deliver quality hands on care for patients, whilst helping and encouraging our patients to take ownership of their own recovery across a variety of settings.

In April 2017 the Herefordshire and Worcestershire Sustainable and Transformation Partnership (STP) supported a cohort of 58 trainees in commencing the 2 year Nursing Associate training programme. As an STP we are looking to commence a second cohort of trainees across all health and social care providers with an anticipated commencement date of April/May 2018.

This is a developmental role and trainees will continue to be employed by their host organisation whilst they progress through the Nursing Associate training programme over 2 years which includes the attainment of a Level 5 Foundation Degree qualification. The programme incorporates day release to University, on the job learning, and rotation to experience working in other health and care settings.

We are looking to identify how many training posts providers would like to support; detailed below are some of the key points and the role and training programme:

Training provider	University of Worcester
Level of Qualification	Foundation Degree via a higher apprenticeship training route
Duration	2 years for staff working 37.5 hours. This is likely to be extended proportionately for part time workers.
Salary costs	As this is an apprenticeship route trainees will be paid a salary throughout the training which will need to come from existing budgets. Current NHS Trainee Nursing Associates are paid at Agenda for Change a band 3 (£16,968 - £19,852).
Training costs	<u>Apprenticeship levy paying organisations</u> - The training costs are £15,000 per trainee which can be funded from apprenticeship levy digital vouchers. <u>Apprenticeship levy paying organisations</u> – Organisations will be liable for 10% of the training costs i.e. £1,500.
Training model	Apprenticeships are tightly defined in law as combining practical training in a job with study. Apprentices need to be employed on a contract of employment which covers the anticipated length of the apprenticeship and will require a minimum of 20% off the job training.
Training delivery	The training model is 1 day per week at University with 4 x 5 week alternative placements over the course of the 2 years. Whilst staff will be in the numbers for the rest of their working hours they will be expected to be developing their competencies during this time. Embedded below is the University schedule for the existing

	<p>cohort.</p>  <p>Nursing Associate Annual Planner Year (</p>
Minimum working hours	Further discussion is required with the University of Worcester about minimum working hours, however it is likely that this will be 18 hours per week.
Alternative placements	The Trainee Nursing Associate role will include compulsory rotation to various health and social care settings across the Herefordshire and Worcestershire STP footprint. This is to ensure that trainees all experience working in 'hospital', 'close to home' and 'at home' settings.
Entry requirements	<ol style="list-style-type: none"> 1 Have an employment contact with an organisation within the Herefordshire and Worcestershire STP and have support from you manager to undertake this programme. 2 GCSE English and Maths Grades A-C (or equivalent Level 2 functional skills). 3 Demonstration of the ability to study at Level 5 Diploma of Higher Education Level and commit to completing the Foundation Degree programme. 4 Committed to continued employment and building a career in health and social care within Worcestershire/ Herefordshire on completion of the course.
Key results areas	<p>The key result areas for the role are that the Trainee Nursing Associate will:</p> <ul style="list-style-type: none"> • Deliver high quality, compassionate care under the direction of a Registered Nurse (or other registered healthcare professional dependent on setting) • Work as part of a designated clinical and care team delivering care that focuses on the direct needs of the individual • Carry out specific delegated clinical and care tasks and responsibilities to a high standard and competency • Work with a mentor to take responsibility for developing own clinical competence leadership and reflective practice skills • Develop by the end of the programme the ability to work without direct supervision, at times delivering care independently in line with the individuals defined plan of care within parameters of practice of the Nursing associate role.

Can you please identify expressions of interest in your organisation by **Friday, 5 January 2018 (As soon as possible)** indicating the number of posts you would be interested in supporting and in which areas by emailing **Ally Middleton**, Clinical Project Manager (Nursing Associate) at Alexandra.middleton@nhs.net

If you require any further information about any aspect of the role please do not hesitate to contact either Ally or Liz Faulkner, Head of Workforce Transformation (Worcestershire Health & Care NHS Trust) at elizabethfaulkner@nhs.net or by phone (01905 681538).