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| Nursing Associate Education and Training Support Pack |
| Sub-category of Governance Framework for Training and Education in Primary Care |
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| **6/5/2020** |

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| The Nursing Associate role is regulated by the Nursing and Midwifery Council (NMC), and is a new support role in England that bridges the gap between healthcare support workers and registered nurses. It will increase the capacity of general practice nursing (GPNs) teams and is a vital part of the wider primary care team and aims to support the career progression of healthcare assistants; enable nurses to focus on more complex clinical work; increase the supply of nurses by providing a progression route into graduate-level nursing. |

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**Nurse Associate Education and Training Support Pack**

**Introduction**

From 2018, through the development of a [Primary Care Academy](http://www.cheshireandmerseysideprimarycareacademy.co.uk/index.php) (PCA), the 5 Training Hubs in Cheshire and Merseyside have been working collaboratively. The Locality [Training Hubs](http://www.cheshireandmerseysideprimarycareacademy.co.uk/index.php/contact-us)  are a resource of further information and guidance for each of the primary care networks, in order to engage and develop their workforce to ensure future success and sustainability. The purpose of this training support pack is to guide and direct practice managers and employees, and assist in the successful development of the growing number of roles within primary care.

The nursing associate (NA) is a new support role in England that bridges the gap between healthcare support workers and registered nurses to deliver hands-on, person-centred care as part of the nursing team. NAs work with people of all ages in a variety of settings in health and social care. It is a vital part of the wider primary care team and aims to support the career progression of healthcare assistants; enable nurses to focus on more complex clinical work; increase the supply of nurses by providing a progression route into graduate-level nursing.

The benefits of the NA role, not only for the employee but also the employer, include improved service delivery and patient care, improved staff retention through career progression, the ability to ‘grow your own’ nursing workforce and investing in a tried and tested training programme, accredited by the NMC. They will increase the capacity of general practice nursing (GPNs) teams. As a response to the growing demands in Primary Care, GPNs are embracing some activities traditionally the domain of GPs, such as prescribing, treating minor illness and managing long term conditions. NAs will be well placed to help with some of the routine work of GPNs and many general practice HCAs are keen to embark on Nursing Associate training,

The NA role is regulated by the Nursing and Midwifery Council (NMC). To become a registered NA, individuals must pass a foundation degree awarded by an NMC-approved provider, typically taken over two years. The programme includes both academic and work-based learning and prepares trainees to work with people of all ages and in a variety of settings in health and social care.

**NMC Standards for the Nursing Associate**

The standards of proficiency for NAs were developed to apply across all health and care settings. They serve a number of different purposes. They are important in order to provide clarity to NAs about their role, and to provide clarity on what knowledge and skills other health and care professionals can reasonably expect from them. The standards allow education institutions to develop and deliver programmes that give students the skills, knowledge and behaviours to meet these standards when they qualify.

The regulation of NAs includes registration, revalidation and fitness to practise. This is of clear benefit to patients, Nursing Associates and employers.

**Continued Professional Development**

Continued professional development has multiple determining factors. Training maybe required as a result of Statutory and Mandatory regulations, specific to a role, for CQC requirements or business need and best practice. More recently, the ways in which we work and learn has been heavily influenced by Covid-19 with much emphasis being placed on the virtual working / learning environment.

With continued professional development, NAs will provide additional capacity within the nursing team. This might be in areas such as contributing to cervical cytology screening, meeting quality and outcomes framework targets and management of long-term conditions. Having additional capacity to meet patient need will be a welcome addition to the primary care team. Supporting development of a Nursing Associate provides an opportunity to shape and mould an individual to fit into a developing team.

**Career Progression**

There are defined differences between registered nurses and nursing associates and these are clearly stated in the NMC standards for Proficiency of Nursing Associates. These standards also include the pathway that NAs will be able to undertake to become a graduate Registered Nurse. This pathway will enable many existing health and care workers to access a career in nursing which would have previously been out of reach.

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| **General Practice Nurse Training & Professional Development** | **Frequency** | **Face to Face training** | **Available Online learning provider**  [**Relias**](https://www.relias.co.uk/)  [**E-Learning for Health**](https://www.e-lfh.org.uk/programmes/)  [**Bluestream Academy**](https://www.bluestreamacademy.com/)  [**Skills for Health**](http://www.skillsplatform.org/)  [**Green Book Immunisations**](https://www.gov.uk/government/collections/immunisation-against-infectious-disease-the-green-book)  [**Public Health & Immunisation**](https://www.rcn.org.uk/clinical-topics/public-health/immunisation) | **Nursing Associate** |
| **Immunisation Training** - Initial course | Once | √ |  | √ |
| * Update training | Annual | √ | Available online see above | √ |
| **Clinical Excellence in Ear Care** – Initial course | Once | √ |  | √ |
| * Update training | 3 years |  |  | √ |
| **Cytology** - Initial course | Once | √ |  | √ |
| * Update training | 3 years |  | Available online see above | √ |
| **Venepuncture -** Initial course | Once | √ |  | √ |
| * Update training | 3 years | √ |  | √ |
| **Basic Wound Care** | Once | √ | Available online see above | √ |
| **Vitamin B12 -** Awareness | Once | √ |  | √ |
| * Administration | Once | √ |  | √ |
| **Control of Substances Hazardous to Health** | Risk assess |  | Available online see above | √ |
| **Medicines Management** | CPD assess | √ | Available online see above | √ |
| **Medical Devices** | Device driven | √ |  | √ |
| **Sexual Health/Family Planning** | CPD assess | √ |  | √ |
| **Evidence Based Healthcare** | once | √ |  | √ |
| **Virtual Working** | once |  |  | √ |
| **Customer Service Essentials** | once | √ |  | √ |

A list of courses and providers can be found in the [Professional Development Directory](http://www.cheshireandmerseysideprimarycareacademy.co.uk/index.php/education-training/learning-repository), examples of further training are illustrated above.

**Resources**

Standards of Proficiency for Nursing Associates (2018) Nursing and Midwifery Council Midwifery<https://www.nmc.org.uk/globalassets/sitedocuments/standards-of-proficiency/nursing-associates/nursing-associates-proficiency-standards.pdf>

HEE Nursing Associates: Their role in General Practice <https://humbercoastandvale.org.uk/wp-content/uploads/2019/05/Nursing-Associates-in-Primary-Care.pdf>

Institute for Apprenticeships & Technical Education

<https://www.instituteforapprenticeships.org/apprenticeship-standards/nursing-associate-nmc-2018/>