

## **NURSING ASSOCIATE TEST SITE PROGRAMME**

### **FAQS**

#### **TEST SITE MODEL**

##### **1. Why is HEE establishing test sites to implement the Nursing Associate role?**

The two year programme aims to test the ability of education and service providers to deliver a high quality and innovative work based learning programme of education and training for Trainee Nursing Associates. This is important to:

- ensure the role can successfully support Registered Nurses in a variety of settings to care for patients and the communities they serve
- ensure the ongoing sustainability of the role and its alignment with work-based learning routes such as graduate nurse apprenticeships
- support progression into pre-registration nursing programmes for those who wish to pursue a career in nursing

##### **2. Why has a partnership model been chosen?**

The work based learning model requires delivery of an education and training package between a lead employer and education provider which will lead to a level 5 qualification. Test site partnerships will be expected to deliver a two year high quality vocational and academic learning route for NA trainee.

##### **3. How does HEE define what a partnership is?**

Test site partnerships will be agreements between employers, which could be primary and social care, and education providers working across a Sustainable Transformation Plan (STP) footprint. Partnerships will work together to deliver high quality training for a minimum of 20 Trainee Nursing Associates and equip them to practise across a variety of health and care settings. The lead employer in the partnership will accept the funding allocation, and all partnership members will keep to the standard terms of the funding arrangement and any further terms or conditions as set out in the grant award letter.

##### **4. Is there a minimum or maximum number of partners within a test site partnership?**

There is no prescription on how many partners can comprise a partnership. The key requirement is that there must be a lead employer and at least one education provider

##### **5. Is there a danger these new roles will be used to replace registered nurses on wards?**

No. HEE's response to the Nursing Associate consultation and the indicative scope of practice makes clear that this new role will support Registered Nurses to deliver fundamental care to patients. Employers will be expected to deploy this role as a support role to Registered Nurses, who will delegate and assign tasks to Nursing Associates.

## **6. What would you say were the benefits for employers in recruiting the Trainee Nursing Associates?**

HEE sees the new role as a positive workforce development within the nursing and care professions. A greater staff and skill mix within the nursing discipline yields benefits for the patient, profession and employer if utilised in the right way, mainly:

- A higher skilled role available in the right numbers with the knowledge and competencies to improve standards of fundamental care, and the patient experience whilst allowing nurses to apply their professional skills and expertise to innovate, problem solve, lead and coordinate care in different settings.
- Enabling Registered Nurses to be freed up from more routine tasks to concentrate on professional patient care, with time for high quality preparation, planning and assessment, raising their status and enriching the patient experience.
- Releasing Registered Nurses to contribute their expertise in the coordination, planning and delivery of care. In practice, this will mean taking an even more differentiated approach than in the past to the individual care needs of patients, expert diagnostic assessment and a high added value approach to their nursing role.
- Contribute to the transformation of the nursing workforce through a greater demarcation of roles and responsibilities and opening up entry routes into nursing.

## **FUNDING**

### **7. How many test sites will be funded?**

The number of test sites is not fixed. The initial goal is to ensure that 1,000 Trainee Nursing Associates are recruited before the end of 2016, to start their work and studies in January 2017. The participating employers will put staff forward to be participant Trainees and/or recruit and appoint Trainees externally.

### **8. How much funding is available and what can it be used for?**

The total sum available to each test site is a maximum of £5,000 per student per year (ie a per capita total of £10,000 for the two year period ending December 2018). In addition, an allocation of a maximum of £1,750 per year will be made per student to cover placement costs (i.e. a per capita total of £3,500 over the two year period). Payment will be against agreed milestones.

Test site partnership applications will be expected to demonstrate value for money and economies of scale and show how the grant provided will deliver efficiency savings over and above the cost of the project.

The student per capita cost is expected to include: marketing, recruitment, buildings and environment costs, resources, staffing, staff training, course development, pastoral support, careers advice, teaching materials, education and placement provider monitoring, assessing and reporting, examinations and all other costs relating to education provision.

The following employer and placement provider costs will not be funded: capital projects and costs, running costs, backfill of trainees or staff, salaries.

## **9. Will more funding be available if there is sufficient demand from employers?**

Assessment of all bids will be against test site criteria to secure quality test site partnerships to train the first cohort of 1,000 Trainee Nursing Associates. HEE will explore alternative funding models (i.e. match funding) dependent on demand.

## **EDUCATION AND TRAINING**

### **10. Will there be a national curriculum for the new role?**

Yes. Following identification of the scope of practice in July, HEE will commission Skills for Health and Skills for Care to identify the national occupational standards for the NA role, rooted in the scope of practice. A curriculum expert will then produce the national curriculum for the role which will be published in September 2016. Education providers will deliver the education component against the national curriculum which is designed to ensure nationwide uniformity of content and standards in education.

### **11. What will the education and training model look like?**

Employers will be the lead provider in the work based learning partnership model and, together with an education provider, will be centrally involved in its design, development and delivery. This will allow the Trainee Nursing Associates to gain the technical knowledge and real practical experience, along with the functional and personal skills, required both for their immediate job role and their longer term career. These are acquired through a mix of taught days in the education setting, placement days and practice days to embed new skills in a real work context.

### **12. Who will be supervising and mentoring trainees?**

Employers will be responsible for the supervision and mentorship of the trainee programme. HEE's test site criteria require test site partnerships to demonstrate how Trainee Nursing Associates will be supervised and mentored.

### **13. Why is the programme 2 years - can it be shorter?**

Patient safety and public confidence in this role is of paramount importance to ensure the role can deliver care effectively and safely. For this initial phase, the programme duration will be two years in order to produce highly trained outstanding practitioners with the skills and competencies equivalent to a level 5 qualification that will deliver the scope of practice. As the programme develops APEL opportunities will be fully explored.

### **14. What type of placements will they need?**

Test site partnerships are required to provide practice placements in a variety of health and care settings and provide exposure to different patients and care pathways. This will ensure the trainees develop skills and competencies across different care environments, enhancing the skills portability of the role.

## **APPLICATION PROCESS**

### **15. How will applications be assessed?**

Upon close of the application deadline (5pm Wednesday 10<sup>th</sup> August 2016), all applications will be assessed by a team of HEE officials and key specialists against the published criteria and scored in line with the published scoring index in the HEE guidelines document.

Successful partnerships will be approved on the basis of how far applications meet the eligibility and test site criteria. Approved partnerships will be funded for two years to deliver their plan, subject to satisfactory progress reviews.

**16. When will applicants be notified of the outcome of the selection process?**

HEE expects to notify all applicants by early October 2016 to ensure commencement of the programme by mid October 2016.

**17. What are the arrangements if HEE is under subscribed?**

We are running a bidding process across the country and will be selecting high quality bids that train a minimum of 20 trainees.

**18. If over-subscribed with applicants, what is the selection criterion?**

The selection criterion is detailed in the Guidelines for Applicants document which is available on the HEE website.

**19. Who do I contact if I have any further questions?**

Any further queries can be addressed to: [HEE.NATestsiteApplications@nhs.net](mailto:HEE.NATestsiteApplications@nhs.net)