

Responses to the Introduction of the Nursing Associate Role in Health and Care*

Ian Kessler



Raising the Bar

Shape of Caring: A Review of the Future Education and Training of Registered Nurses and Care Assistants

Lord Willis, Independent Chair - Shape of Caring review
Health Education England

Senior Nursing Support Role

Level 5/Foundation Degree

Two -year Programme

AfC Pay Band 4

Registered with NMC

Cutting across Health & Care

WHAT IS A NURSING ASSOCIATES?

CORE QUESTION

- ▶ How does regulation impact the introduction of new health and care role?
 - ▶ Take-Up
 - ▶ Requirements
 - ▶ Use
 - ▶ Acceptance
- 
- A decorative graphic consisting of several parallel white lines of varying lengths, slanted diagonally from the bottom right towards the top right, located in the lower right quadrant of the slide.

Context

Approach

Research Findings

Take-Up

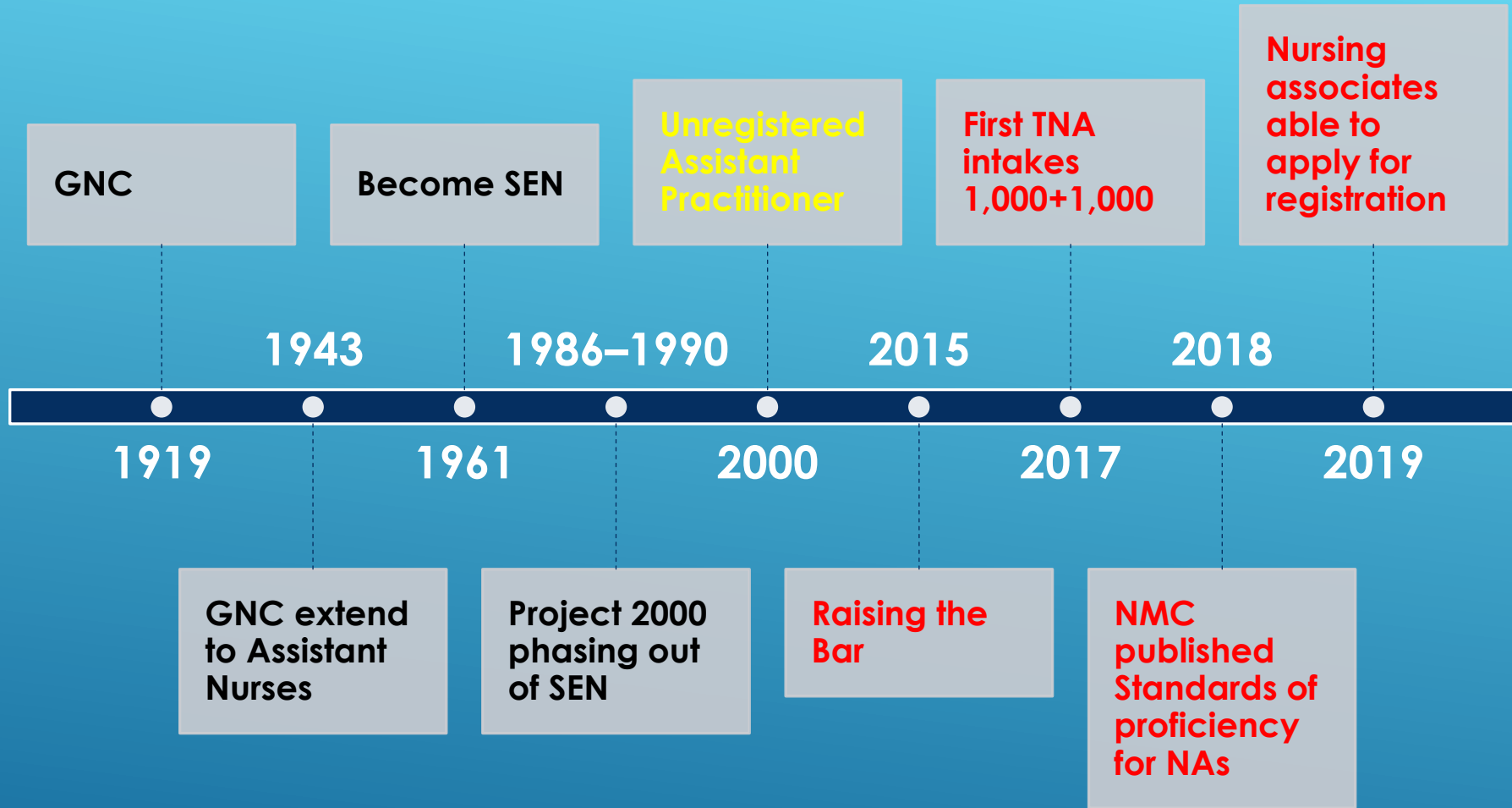
Requirements

Use

Acceptance

STRUCTURE





Raising the Bar
 Shape of Caring: A Review of the Future Education and Training of Registered Nurses and Care Assistants
 Lord Willis, Independent Chair - Shape of Caring review
 Health Education England

CONTEXT: EMERGENCE OF THE NA

Phase 1 (March 2019-March 2020)

- Director Survey (47)
- Expert Interviews (36)
- Case Studies (2)

Phase 2 (December 2020 to March 2021)

- Repeat Survey (67 Trusts)
- Repeat Interviews (37)

Phase 3: April 2021-Oct 23

- NA/TNAs surveys (516: 201/315)
- Social Care Scoping Report (30+ interviews)
- Social Care Case Study Report (11 providers)

APPROACH



Evaluating the Introduction of the Nursing Associate Role: The Cambridgeshire and Peterborough NHS Foundation Trust Case Study



Ian Kessler, Nicole Steils, Kritika Samsi, Jo Moriarty, Jess Harris, Stephanie Bramley, Jill Manthorpe

NIHR Policy Research Unit in Health and Social Care Workforce
The Policy Institute, King's College London

kcl.ac.uk/scwru
@HSCWRU

September 2020

NHS Trust Survey 2020 on the Nursing Associate Role: Emerging Findings



Ian Kessler, Nicole Steils, Jess Harris, Jill Manthorpe and Jo Moriarty

NIHR Policy Research Unit in Health and Social Care Workforce
The Policy Institute, King's College London

kcl.ac.uk/scwru
@HSCWRU

February 2021

THE POLICY INSTITUTE **NIHR** Policy Research Unit
in Health and Social
Care Workforce **KING'S**
College
LONDON

Follow-up Report on the Introduction of the Nursing Associate Role in Adult Social Care
Case Studies and Lessons

Ian Kessler
Jill Manthorpe
Jess Harris
Jo Moriarty
Nicole Steils

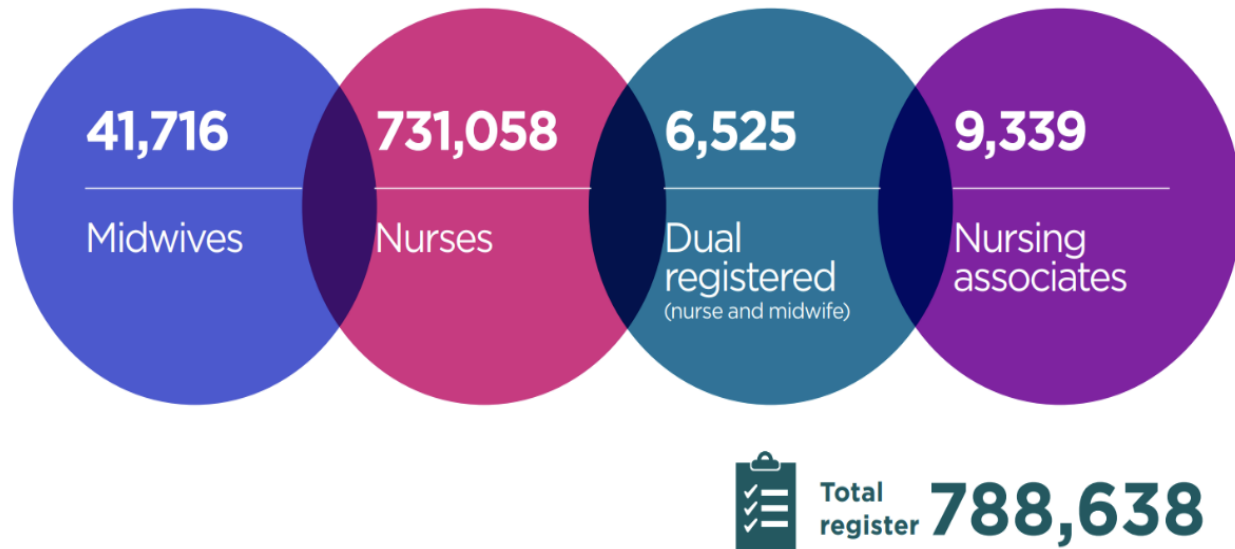
October 2023

Patterns of Employment amongst Nursing Associates: Evidence from the Electronic Staff Record
Max Warner, Ian Kessler, Jill Manthorpe, and George Stoye



February 2023

Numbers of professionals on our permanent register by registration type at 31 March 2023



- Health v. Social Care?
- NA v. APs?

TAKE-UP: THE NUMBERS- NMC REGISTER

- ▶ **First three waves of 7,000 Trainee Nursing Associates: 140 trainees, that is 2% of the total, from the social care sector, employed by just 50 social care providers**
- ▶ **2022/23 750 registered nursing associate (up from 475 in 2021/22) (SfC, 2023).**

HEALTH V. SOCIAL CARE



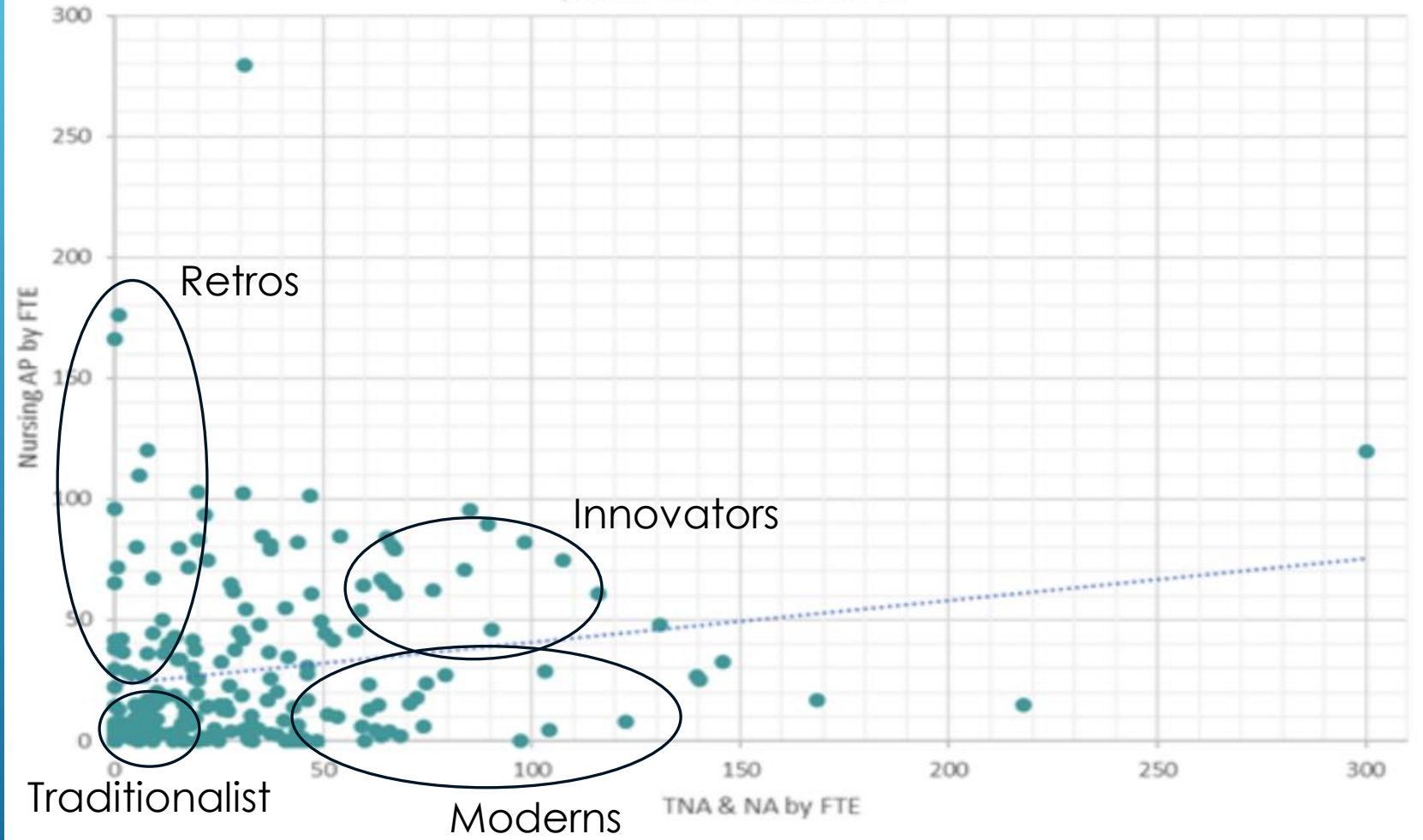
July 2023 (NHS Digital)	NA	TNA
Acute/General	3498	3784
CYP	356	201
Maternity	24	23
Community MH	176	168
Other MH	615	498
Community LD	39	26
Other LD	37	30
Community Services	908	363
Total	5653	5093

Table 3: Key roles for expansion

Roles	Estimated supply by 2036/37
Nursing associates	64,000
Physician associates	10,000
Anaesthesia associates	2,000
Advanced practitioners	39,000
Approved clinicians (mental health)	1,000
Roles covered by further expansion of primary care MDTs	15,000
Roles covered by primary care nurse expansion	5,400

LONG TERM WORKFORCE PLAN (2023)

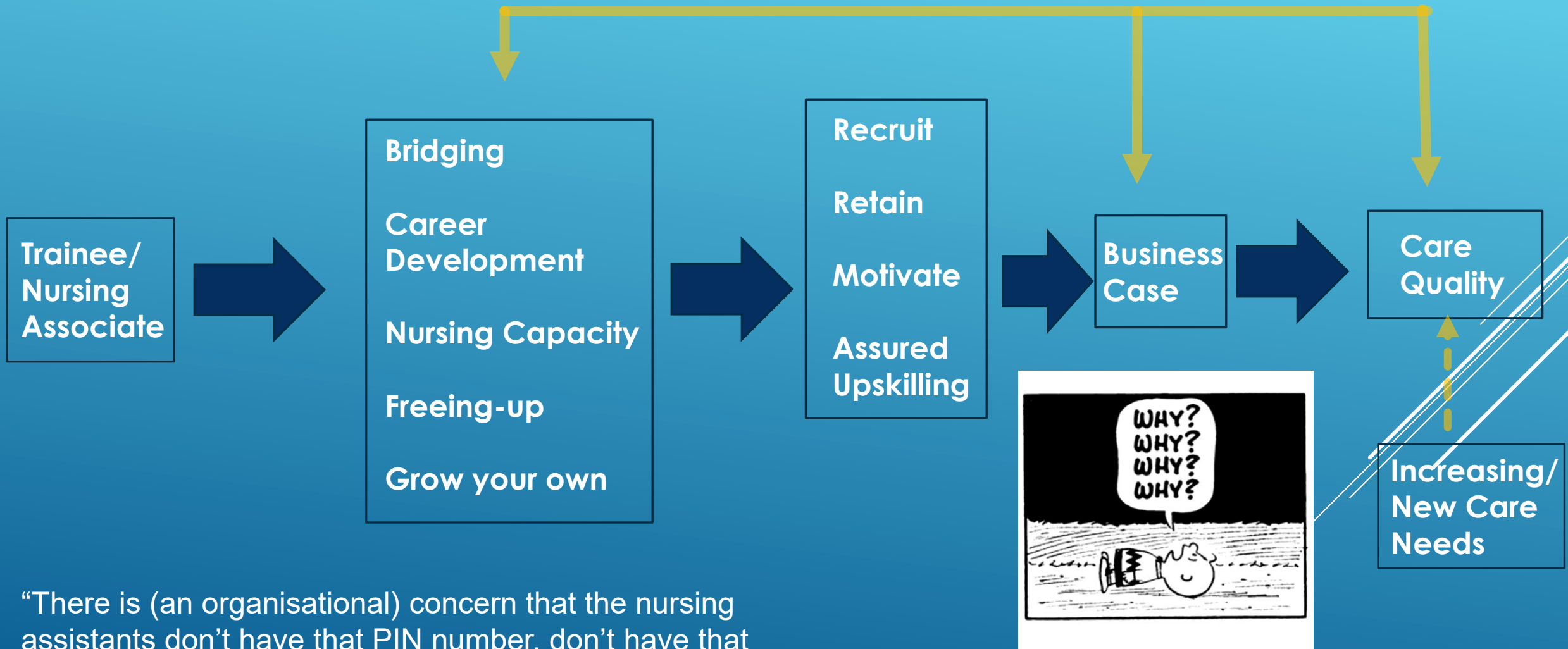
Scatter plot of Nursing Associates (trainee and registered) Vs Nursing assistant practitioner at each trust



NA V. AP

Take-Up: Reasons

“We want to mitigate risk; we want a regulated workforce.”



“There is (an organisational) concern that the nursing assistants don’t have that PIN number, don’t have that level of understanding and training behind them.”




Increasing/
New Care
Needs

REQUIREMENTS: PERCEIVED & ACTUAL CONSTRAINTS

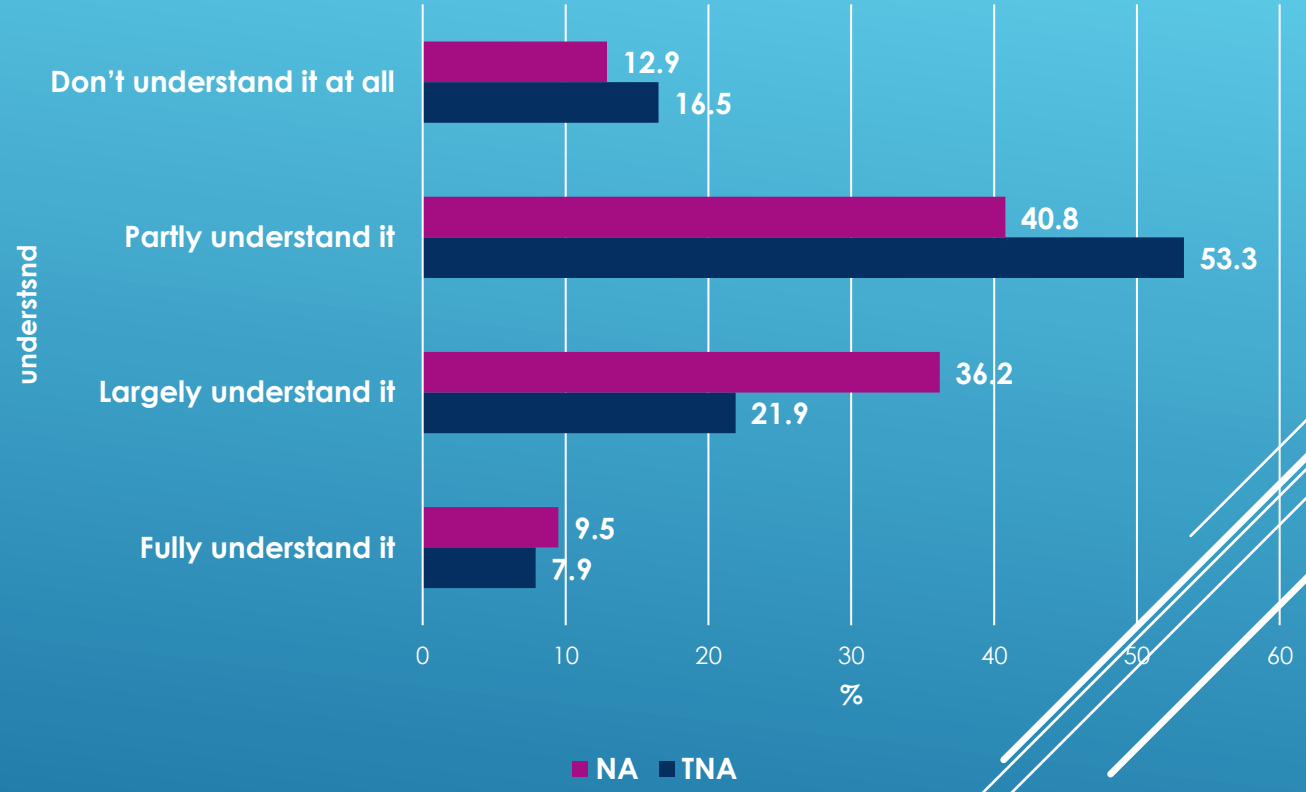
▶ Training:

- ▶ Funding & Costs
- ▶ Placements
- ▶ HEI
- ▶ Supervision/Assessment

▶ In Post:

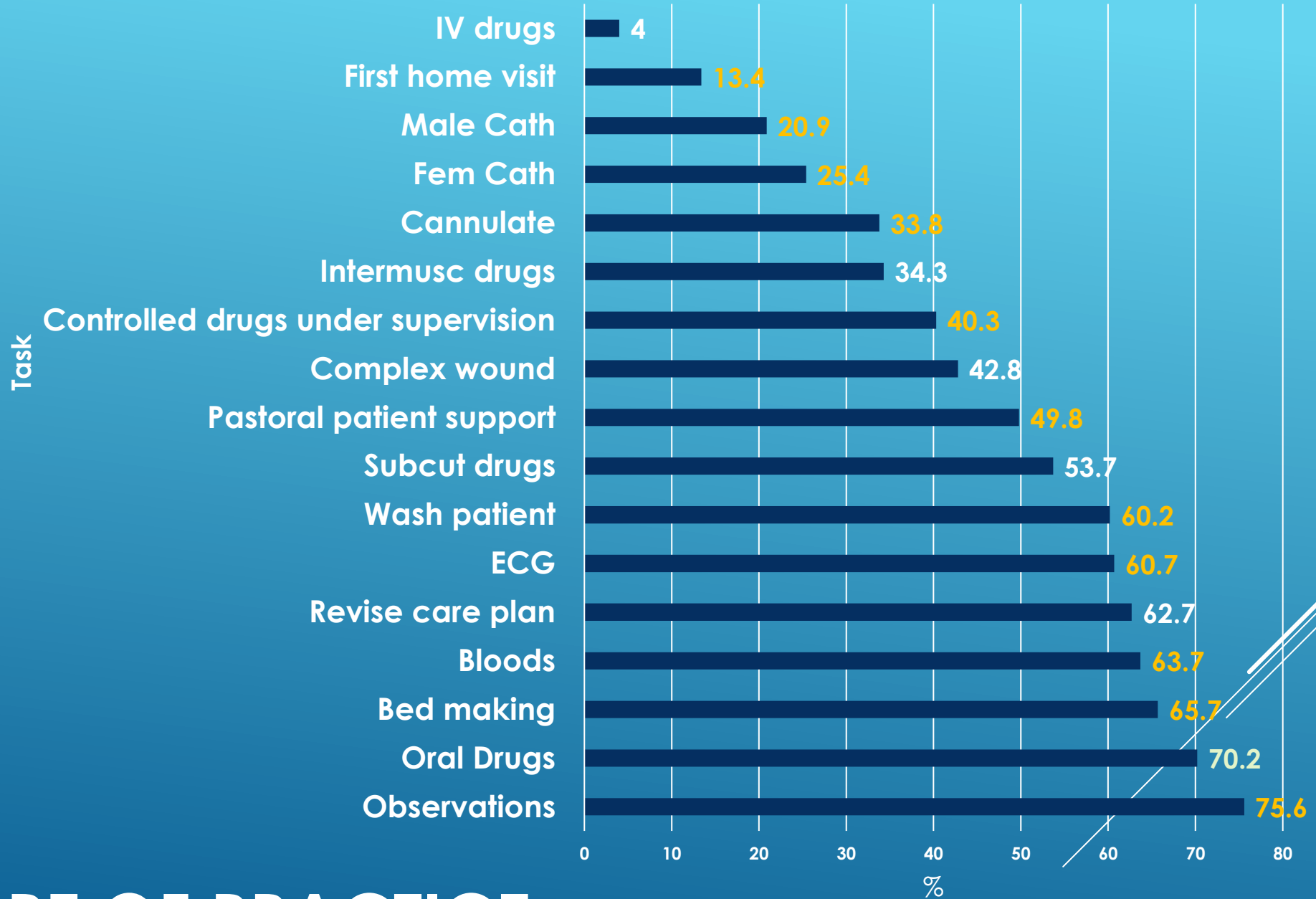
- ▶ Scope of Practice
 - ▶ Supervision
 - ▶ Sources of Regulation
- 

Work Colleagues Understand my Role



Use

NA 'Very likely' to carry out task on shift



USE: SCOPE OF PRACTICE

Briefing for providers: Nursing associates

Introduction

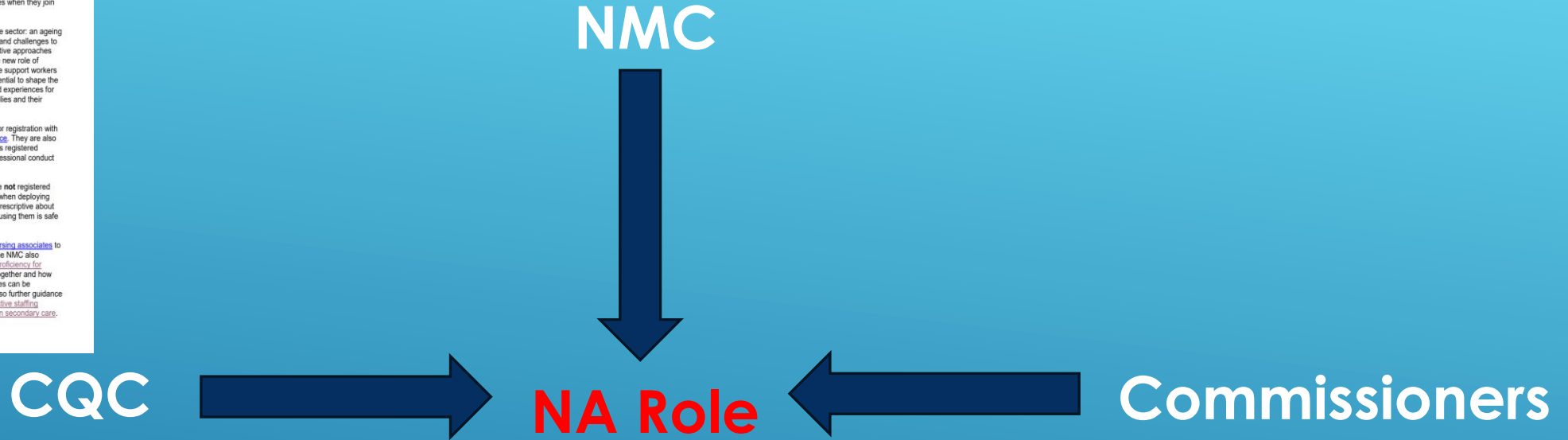
The new role of nursing associate is being introduced in health and social care services in England. The Nursing and Midwifery Council (NMC) published [Standards of proficiency for nursing associates](#) in October 2019, which sets out the knowledge, skills and competencies required of nursing associates when they join the NMC register.

CQC recognises the current challenges facing the health and care sector: an ageing population, increased demand for services, financial constraints, and challenges to workforce supply, recruitment and retention. This requires innovative approaches and planning to ensure an adequate workforce for the future. The new role of nursing associate is intended to bridge a gap between health care support workers (and social care equivalent) and registered nurses. It has the potential to shape the workforce in the future and to demonstrate positive outcomes and experiences for people who use services across health and social care, their families and their carers.

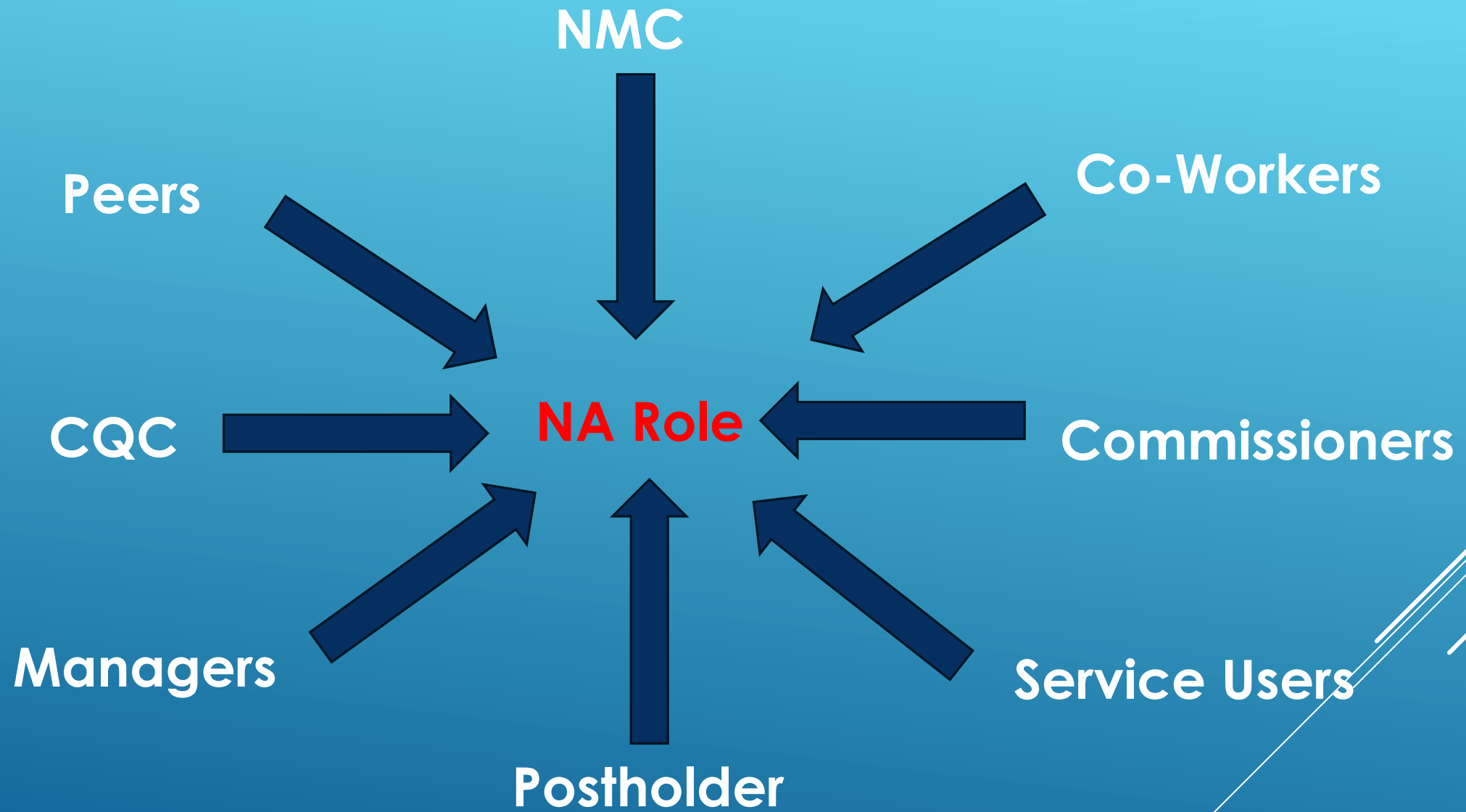
From 28 January 2019, nursing associates will be able to apply for registration with the NMC and must uphold the NMC's [Code of professional practice](#). They are also subject to revalidation in a similar way to nurses and midwives. As registered professionals, they are individually accountable for their own professional conduct and practice.

However, it is important to understand that nursing associates are not registered nurses and we expect health and care providers to consider this when deploying them. As with the introduction of any other new role, we are not prescriptive about how you deploy nursing associates, but we need assurance that using them is safe and supports you to deliver high-quality care.

We advise you to read the NMC's [Standards of proficiency for nursing associates](#) to understand this new role and the implications for your service. The NMC also recommends reading the standards alongside the [Standards of proficiency for registered nurses](#), as they demonstrate how the two roles work together and how they differ. This will help you to understand how nursing associates can be appropriately and safely deployed within your service. There is also further guidance from NHS Improvement's resource: [Safe, sustainable and productive staffing improvement resource for the deployment of nursing associates in secondary care](#). NHS Employers have also developed [guidance](#) for providers.



ACCEPTANCE: SOURCES OF REGULATION



ACCEPTANCE FROM.....

Take-Up: If you are employing NAs in which clinical areas (%)?

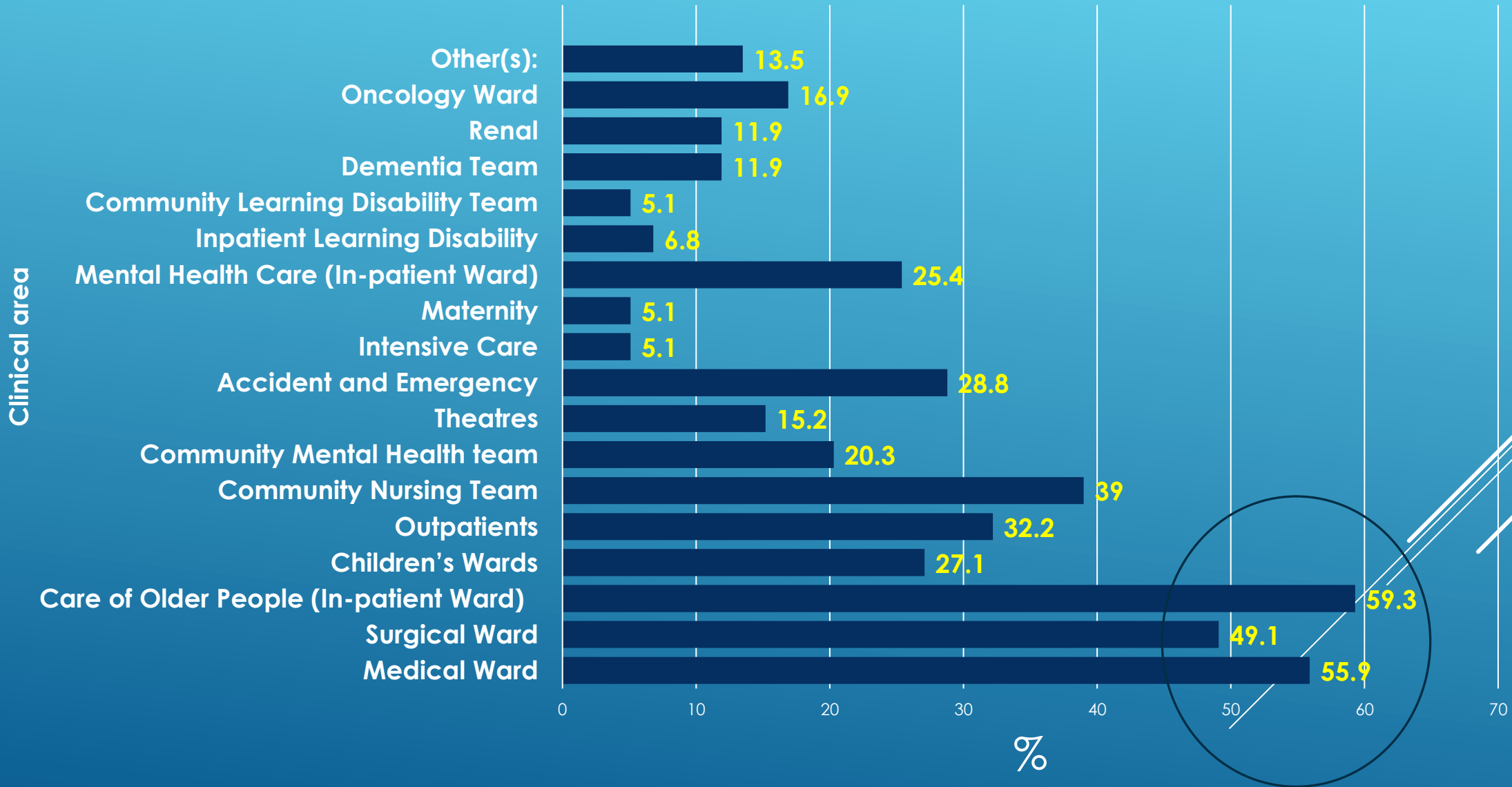
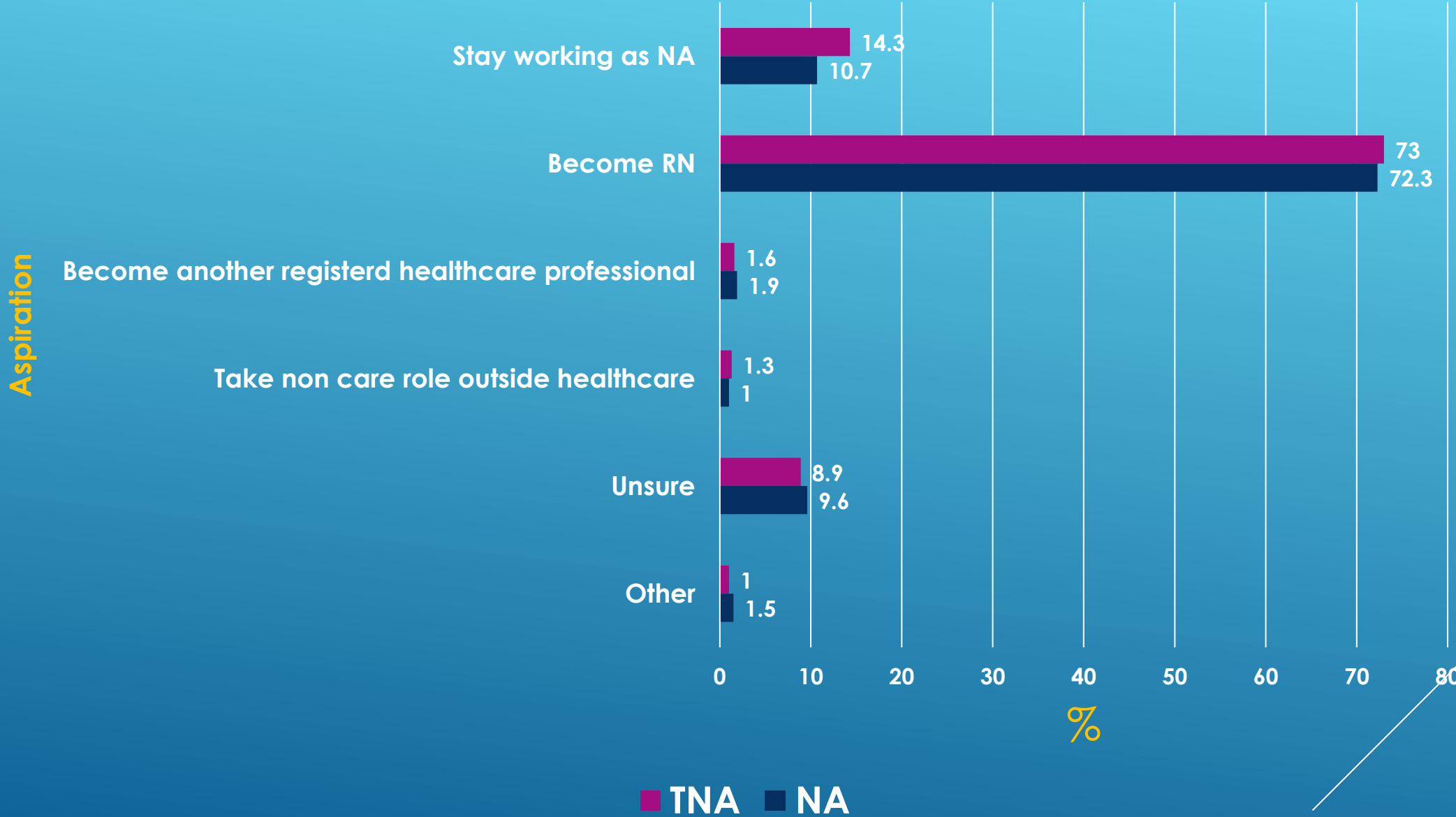


Figure : Most want to do in the future



Context

Approach

Research Findings

Take-Up

Requirements

Use

Acceptance

STRUCTURE



- ▶ **Take-up**
 - ▶ AP v. NAs
 - ▶ Contrasting health & social care: Path dependence and choice
 - ▶ Narrative: accountability, delegation, staff shortages and pathways
- ▶ **Requirements**
 - ▶ Generic cost
 - ▶ Distinctive social care challenges
- ▶ **Use**
 - ▶ Uncertainty
 - ▶ Variation within constraints
 - ▶ Post qualification evolution
- ▶ **Acceptance**
 - ▶ Various sources of regulation
 - ▶ Various Stakeholders
 - ▶ A stepping stone?

SUMMARY