

Evidence Brief: Nursing Associates

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Produced by the HEE Knowledge Management team Evidence Briefs offer a quick overview of the published reports, research and evidence on a workforce-related topic.

Key publications – the big picture

[Introduction of Nursing Associates Year 2 Evaluation Report](#) Health Education England and Traverse, October 2019

The independent evaluation aimed to generate learning and evidence, which can be shared with programme stakeholders and used within the life of the programme to improve and refine the delivery, as well as an overall assessment of the first two years of the programme. The evaluation methodology focused on the first two waves of trainees who took part on the learning programme. It combined:

1. Early, mid-point and end-point online surveys completed by trainees and a mid-point online survey of line managers.
2. Three rounds of deep dive visits to test sites to speak to trainees, patients, supervisors and other local stakeholders.
3. Analysis of key programme data such as recruitment and attrition data.
4. Attending and inputting at Communities of Practice meetings that were attended by a representative nursing associate from each test site partnership.

[The NHS Long Term Plan](#) NHS England, Updated August 2019

The Long Term Plan sets out action to expand the number of nursing and other undergraduate places, ensuring that well-qualified candidates are not turned away as happens now. Funding is being guaranteed for an expansion of clinical placements of up to 25% from 2019/20 and up to 50% from 2020/21. New routes into nursing and other disciplines, including apprenticeships, nursing associates, online qualification, and 'earn and learn' support, are all being backed, together with a new post-qualification employment guarantee.

[Interim People Plan](#) NHS Improvement, June 2019

The Interim NHS People Plan, sets a vision for how people working in the NHS will be supported to deliver care and identifies the actions the NHS will take to help them. Part of the plan focusses on the continued development of the new nursing associate role, as part of the wider expansion of the nursing workforce.

[Leading Change, Adding Value](#) NHS England, 2016

'Leading Change, Adding Value' builds upon 'Compassion in Practice' and is directly aligned with the 'Five Year Forward View' and its vision to integrate health and social care services, improve the adoption of preventative measures and narrow three crucial gaps in:

- Health and wellbeing: A greater focus on prevention is needed to enable health improvements to continue and to counter pressure on services
- Care and quality: Health needs will go unmet unless we reshape care, harness technology and address variations in quality and safety
- Funding and efficiency: Without efficiencies, a shortage of resources will hinder care services and progress

[Seven-day Services in the NHS](#) NHS Improvement, 2016

The seven-day services programme is designed to ensure patients that are admitted as an emergency, receive high quality consistent care, whatever day they enter hospital. Patients across England will see a revolution in hospital care with the introduction of seven-day consultant-led services that are delivered consistently over the coming years.

[Shape of Caring Review](#) Health Education England, 2015

A significant recommendation in the Shape of Caring review was the creation of a nursing associate role—expected to work alongside care assistants and registered nurses (RNs) to deliver hands-on care, focusing on ensuring people continue to get the quality, person-centred care they deserve.

[Five Year Forward View](#) NHS England, 2014

The NHS Five Year Forward View was published in October 2014 and set out a new shared vision for the future of the NHS based around the new models of care.

[Francis Report](#) Mid Staffordshire NHS Foundation Trust Public Inquiry, 2013

The final report of the Mid Staffordshire NHS Foundation Trust Public Inquiry was published on Wednesday 6 February 2013.

COVID-19

[Update on end point assessments for nursing workforce apprenticeships](#) NHS Employers, April 2020

The Institute for Apprenticeships and Technical Education (IFATE) has announced further flexibilities for certain apprenticeships in response to the impact of COVID-19. These flexibilities apply to registered nurse degree apprentices and nursing associate apprentices, reflecting the adjustments made by the Nursing and Midwifery Council (NMC) in light of the pandemic.

[Information for nurses, midwives and nursing associates: Coronavirus \(Covid-19\): Information and advice](#) Nursing and Midwifery Council, April 2020

We've put together this guide to address some common questions about our role as a regulator when it comes to novel coronavirus (Covid-19). We'll update these pages as the situation progresses.

[Nursing associates declare worth in Covid-19 crisis](#) Nursing in Practice, April 2020

The annual State of Primary Care report, released this month by Nursing in Practice's publishers Cogora, found 231 of 577 GP nurses, including ANPs – would consider hiring a nursing associate. Thirteen per cent said they would not and 43% did not know. A total of 3,610 healthcare professionals responded to the survey, which was carried out during November and December last year – before the coronavirus pandemic. The nursing associate role – designed to help bridge the gap between health and care assistants and registered nurses – has proved controversial since it was first suggested in 2015 because of concerns it would lead to nursing on the cheap. But nursing associates have told Nursing in Practice they are 'perfectly placed' to support nursing teams and health care assistants during the coronavirus crisis.

[UNISON wins U-turn for trainee nursing associates](#) UNISON, April 2020

UNISON won an important victory today, after the Sheffield Teaching Hospitals NHS Foundation Trust reversed a decision to cut the pay of trainee nursing associates and end their training. The trainees received letters on Monday telling them that, because of the coronavirus crisis, their training would be ended, with no resumption guaranteed. They would also be expected to take a pay cut of up to £1,700 – even as they were deployed to the frontline in the fight against COVID-19.

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[Survey of UK nurses and midwives' highlights their concerns about health, training and workload during COVID-19](#) King's College London, April 2020

Results of a survey published today have highlighted concerns nurses and midwives in the UK have about COVID-19 and the risks it poses to their physical and mental health, as well as the health of their families. Respondents also reported training for staff redeployed to front line care was inadequate or non-existent. These survey results show there is an urgent need to provide support for the health and wellbeing of staff, and to ensure they have access to ongoing training. The ICON study is a longitudinal survey to evaluate the impact of COVID-19 on the UK nursing and midwifery workforce. The survey is being undertaken at three time-points: prior to COVID-19 peak, during the COVID-19 peak, and in the recovery period following COVID-19. The results from each point are being reported in real time, so the findings could be used to inform workforce strategies within the NHS and social care. This summary concerns the early results of the first survey (prior to COVID-19 peak).

[Letter: Supporting Nurses, Midwives and Nursing Associates \(England\) in the event of a COVID-19 epidemic in the UK](#) NHS England and NHS Improvement, March 2020

If COVID-19 becomes an established significant epidemic in the UK, NHS services across the health and care sectors will be put under extreme pressure. This pressure will inevitably be exacerbated by staff shortages due to sickness or caring responsibilities. It will be a challenge, but we are confident that nursing and midwifery professionals will respond rapidly and professionally. We want to assure colleagues that we recognise this will require temporary changes to practice, and that regulators and others will take this into account.

Case Studies

[Case study: Terry's story](#) Nursing and Midwifery Council, May 2019

Terry Carcas shares his experience of becoming a newly-qualified and registered nursing associate.

[Case study: Joanne's story](#) Nursing and Midwifery Council, February 2019

Joanne Kirlew shares her experience of becoming a newly-qualified and registered nursing associate.

[Case study: Adam's story](#) Nursing and Midwifery Council, January 2019

Adam Smith shares his experience of becoming a newly-qualified and registered nursing associate.

[Case study: Emily's story](#) Nursing and Midwifery Council, January 2019

Emily Burton shares her experience of becoming a newly-qualified and registered nursing associate.

[Case Study: Kirsty Hickinbottom](#) University Hospitals of Leicester NHS Trust

Trainee Nursing Associate, Kirsty gives an honest and open account of what it is like to take part in a brand new role within the NHS.

[Employer case studies](#) Health Education England

This page includes links to several nursing associate case studies.

HEE Star

More resources and tools are available if you search for “**nursing associate**” in the HEE Star: <https://www.hee.nhs.uk/our-work/hee-star>

Statistics

[Registration Data Reports NMC](#), Last updated September 2019

The register tells us how many nurses and midwives in the United Kingdom (UK) and nursing associates in England are currently able to practise. Data is published every six months.

Journal Articles

Supply, including workforce profile, expansion targets and challenges

[In praise of nursing associates](#) British journal of nursing, January 2020

The article focuses on the advent of the nursing associate role is set in a post-Francis report landscape. It mentions the nursing associate is a new role, born out of a number of key reviews and major policy changes; and also mentions the nursing associate role has been compared with that of the enrolled nurse.

[Workforce being 'hollowed out' by NHS nurse shortages](#) Nursing Times, December 2019

Research by the Health Foundation found that, while more doctors and support staff have joined the NHS in 2018-19, not enough nurses have. In the first quarter of 2018-19, nurse vacancies reached nearly 44,000. This number could spiral to 100,000 in a decade. It found the workforce had seen its biggest annual growth since 2010 but warned it was masking an ongoing shift in skill mix because support staff, such as healthcare assistants and nursing associates, were being brought in to compensate for the registered nurse shortage. The report revealed that between Mar 2018 and 2019 there has been a small increase of 4,500 full-time equivalent (Kit) nurses - a rise of just 1.5%.

[A plan for nursing](#) British Journal of Nursing, October 2019

*Abstract only**

The article offers information on development of the Full People Plan which emphasise the contribution of routes into the professions, including apprenticeships, as well as the newer roles such as nursing associates. It mentions about Interim National Health Service (NHS) People Plan which set out a framework for tackling workforce challenges; and also mentions information on census which revealed that universities often find it difficult to recruit academic staff.

[Introducing nursing associates](#) British Journal of Cardiac Nursing, September 2019

*Abstract only**

In response to the Francis Report (2013), which identified disparities between registered and unregistered nurses, the role of the nursing associate was piloted by Health Education England 3 years ago. This year saw the introduction of the nursing associate as a new role
HEE KM Team, May 2020

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within the nursing team. Nursing associates work to assist, support and complement the work of registered nurses in the delivery of compassionate, holistic hands-on care, and they are fully supervised by a registered practitioner. Health Education England has made the commitment to lead the national associate programme, aiming for 7500 nursing associate apprentices to begin training in 2019. The nursing associate will be able to work across adult, children's, mental health and learning disability nursing, and will be paid at agenda for change band 3. For nursing associates wanting to further progress into registered practice, the apprenticeship can provide credits towards higher education programmes, making them eligible to undertake a 2-year nursing degree.

[More than bridging the gap](#) British Journal of Nursing, August 2019

*Abstract only**

The article offers information on the gap between healthcare assistants and registered nurses. It mentions the Nursing and Midwifery Council (NMC) register has over 1000 registered nursing associates (NAs) as of June 2019; and also mentions the Health Education England curriculum framework has included the four fields of nursing, mental health, learning disabilities, adult nursing and children's nursing.

[Focus on new role and you miss the problem](#) Nursing Standard, May 2019

*Abstract only**

The author elaborates on the decision by the government of England to support the nursing associate role as part of its strategy to address the growing shortage of nurses in the National Health Service (NHS). Topics mentioned include the disadvantages of training nursing associates (NA), and the important role of registered nurses in the establishment of a pipeline of NA.

[Nursing associates: how to make the most of the new role](#) Nursing Management (UK), May 2019

*Abstract only**

The article examines the developing role of Nursing Associates (NA) and its likely effects on the nurse workforce. Topics discussed include insight from chief nursing officer for England Ruth May on how NA can complement nurses and relieve staffing pressure. Also mentioned is the warning from Royal College of Nursing director Patricia Marquis that NA should never be asked to act outside their remit and the National Health Service guidance on how organisations can develop and deploy NA.

[HEE hits nursing associates target](#) Nursing Times, March 2019

Health Education England hits the target to get 7,000 nursing associates into training in two years.

[HEE hits target of 5,000 nursing associates](#) Nursing in Practice: The Journal for Today's Primary Care Nurse, March 2019

Health Education England (HEE) have hit their target of recruiting 5,000 people to nursing associate courses in 2018, it has been announced. At an event in Westminster on Wednesday evening, celebrating the first qualified nursing associates to enter the Nursing and Midwifery Council (NMC) register, health minister Stephen Hammond announced that the target of 5,000 had been exceeded, with this cohort due to graduate in 2020.

HEE KM Team, May 2020

[Nursing associates must be supported to go on and train as nurses, urges RCN leader](#) Nursing Times, February 2018

It would be a “terrible disaster” if nursing associates were not given the opportunity to complete further training to become nurses, warned RCN chief executive and general secretary Janet Davies. She said such initiatives could disappear following a change of government, noting that the nursing associate training programmes were still only in the pilot phase. It was “incumbent” on the profession to ensure nursing associates trained as nurses to help tackle “dire” staff shortages, because this was the route into the profession that had been given most investment, she said.

[Creating new roles in healthcare: lessons from the literature](#) Nursing Times, May 2018

The NHS is faced with the urgent task of reshaping and enhancing its nursing workforce. Part of this reshape will be happening soon with the introduction of nursing associates - the first cohorts are currently undergoing training. However, introducing new roles in an established healthcare workforce is not an easy task. It needs to be well thought-out and planned, and conducted with the primary aim of meeting patient need. This article sums up the findings of a literature review on the introduction of new roles in healthcare, using lessons learned from the past to provide guidance to leaders and workforce planners.

['There are so many things the profession should be proud of'](#) Nursing Times, March 2018

Bayliss-Pratt talks about why nurses should be proud of themselves. Nurses still top the list of the most recent Ipsos MORI poll of public confidence, despite the challenges they face. Health Education England has been playing its part in supporting the nursing profession to meet these challenges. At a strategic level, our national nurse education program, Raising the Bar, sets out our ambition to achieve nursing excellence and ensure that the profession is seen as a great career, with a clear pathway to progress at every stage and a wide choice of roles and opportunities. The introduction of the nursing associate role last year, bridging the gap between the healthcare assistant and registered nurse, is a crucial part of this career path. In 2017, 2,000 trainee nursing associates were recruited across the country with 5,000 new recruits joining them in 2018.

Education and attrition

[No need to worry about the end point assessment for nursing associates](#) British Journal of Healthcare Assistants, March 2020

*Abstract only**

This article discusses the end point assessment (EPA) for the nursing associate apprenticeship. The format of the EPA will depend on when the nursing associate commenced their training. Both formats will be presented, together with the two different occupational standards that apply to each. The article will finish by introducing the nursing associate to the role of end point assessor.

[Tailoring an information skills programme for Trainee Nursing Associates](#) Health information and libraries journal, March 2020

This feature describes the tailored information skills programme which was delivered for the second cohort of Trainee Nursing Associates (TNAs) at Barnsley Hospital NHS Foundation Trust and presents the results of the evaluation which was undertaken. Literature searching and critical appraisal were offered to the first cohort. Feedback was collated, and sessions were refined and tailored to better meet the information needs of the second cohort of TNAs. A comparison of confidence ratings before and after the programme ascertained whether the information skills programme had a positive benefit in confidence levels of attendees.

[A new year, a new start, and time to reflect](#) Practice Nurse, January 2020

*Abstract only**

The article presents his views on NMC Code, "Professional standards of practice and behaviour for nurses, midwives and nursing associates". Topics discussed include information on responsibilities for nurses like Prioritise People, Practise Effectively, Preserve Safety and Promote Professionalism; government grant for every nurse's training needs; and importance of training and education of nurses.

[NA trainees failing to complete qualification](#) Nursing Times, November 2019

*Abstract only**

An evaluation of the new role shows that one in six trainee nursing associates are quitting before they qualify. Almost a quarter did so because they could not meet the academic standards.

[Development of consensus-based international antimicrobial stewardship competencies for undergraduate nurse education](#) The Journal of hospital infection, November 2019

*Abstract only**

BACKGROUND: There is growing recognition by national and international policymakers of the contribution nurses make towards antimicrobial stewardship. Although undergraduate education provides an ideal opportunity to prepare nurses for antimicrobial stewardship roles and activities, only two-thirds of undergraduate nursing programmes incorporate any antimicrobial stewardship teaching and only 12% cover all the recommended antimicrobial stewardship principles. Nurses also report that they do not have a good knowledge of antibiotics, and many have not heard of the term antimicrobial stewardship. **AIM:** To provide international consensus on the antimicrobial stewardship competency descriptors appropriate for undergraduate nurse education. **METHODS:** A modified Delphi approach comprising two online surveys delivered to an international panel of 15 individuals reflecting expertise in prescribing and medicines management in the education and practice of nurses; and antimicrobial stewardship. Data collection took place between February and March 2019. **FINDINGS:** A total of 15 participants agreed to become members of the expert panel, of whom 13 (86%) completed round 1 questionnaire, and 13 (100%) completed round 2. Consensus was achieved, with consistently high levels of agreement across panel members, on six overarching competency domains and 63 descriptors, essential for antimicrobial stewardship practice. **CONCLUSION:** The competency descriptors should be used to direct undergraduate nurse education and the antimicrobial stewardship practices of qualified nurses (including those working in new roles such as Nursing Associates) due to the high levels of agreement reached on competency descriptors.

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[Poor maths causing trainee nursing associates to drop out, report finds](#) Nursing Times, October 2019

One in six trainee nursing associates are quitting their courses before they qualify, according to an independent evaluation of the role, which found that its introduction had been welcomed as a positive move overall. Of those who dropped out, almost a quarter did so because they could not meet the academic standards, with poor grasp of maths a “key factor” in this.

[Development of an innovative education programme for nursing associates](#) Nursing Times, September 2019

The nursing associate role is possibly the biggest shake-up of the nursing workforce in recent history. Although not everyone was convinced of the benefits of the role, the first cohorts of nursing associates have now qualified and started working. Considering the speed with which the role was created, education providers who volunteered as early test sites faced many challenges in developing training programmes. This article describes the approach used by University Hospitals of Leicester NHS Trust, which worked in close partnership with De Montfort University to create an education programme rooted in clinical practice. The first cohort had 50 trainees, 76% of which qualified. The Leicester, Leicestershire and Rutland School of Nursing Associates plans to increase recruitment to respond to increasing demand.

[How Nursing and Midwifery Council quality-assures nursing associate education](#) British Journal of Healthcare Assistants, June 2019

*Abstract only**

The article explores how Nursing and Midwifery Council quality-assures nursing associate education. including the role of the academic assessors to collate and confirm the individual student’s learning and achievement and the cohorts of nursing associates from various universities.

[Development and delivery of the trainee nursing associate pilot curriculum](#) British journal of nursing, April 2019

*Abstract only**

This article discusses the recently launched curriculum for nursing associates and the authors' involvement in the development of a medicine management module. This required recognition of the challenges in an ever-changing healthcare environment with, in this instance, limited guidance from the Nursing and Midwifery Council and associated professional organisations and with multiple stakeholders to satisfy. Curriculum development therefore required consideration of the concerns of service users and providers regarding the integration of this new, poorly understood role, its potential effect on skill mix and lack of knowledge regarding proposed regulation.

[Nursing associates: a new role to meet new challenges](#) Nursing Standard, September 2018

*Abstract only**

The article outlines the nursing associate foundation programme being offered at the Bolton University in England.

[Why nursing associates need field-specific training](#) Nursing Children and Young People, February 2018

*Abstract only**

The role of the nursing associate was developed from recommendations in Health Education England's (HEE) 2015 review Raising the Bar: Shape of Caring, which recognises the vital work done by healthcare support workers in bedside care delivery despite their limited training.

Regulation and revalidation

[The habit of reflection](#) British Journal of Healthcare Assistants, August 2019

*Abstract only**

In this article, the author talks about the need of supplying to the Nursing and Midwifery Council (NMC) five written reflective accounts by registered nurses (RNs) or nursing associates (NAs) during revalidation exercise and work of Chinese politician Confucius related to political morality.

[NMC considers advanced nurse regulation as part of review](#) Nursing Times, July 2019

*Abstract only**

A new commitment has been made by the Nursing and Midwifery Council to look at introducing a system of regulation for advanced nurse practitioners. The NMC is reconsidering the role it plays in regulation beyond initial registration of nurses, midwives and nursing associates, following an initial review that indicated a clear desire for the NMC to regulate advanced practice nursing.

[Reflection and you](#) British Journal of Healthcare Assistants, April 2019

*Abstract only**

This article explores the important activity of reflection and reflective practice. Support workers and nursing associates, as well as all healthcare professionals, have a responsibility to reflect upon their own practice, identifying not only areas of good practice but also where improvements can be made. The article starts by defining what reflection and reflective practice are. The requirement to reflect is clearly laid down within the recently amended Nursing and Midwifery Council (NMC) code for nursing associates (NMC, 2018) and is implied within the Code of Conduct for Healthcare Support Workers and Adult Social Care Workers in England (Skills for Care and Skills for Health, 2013). Relevant sections of these two codes will be highlighted. The article will then move on to highlight two reflective models, the Gibbs (1988) Reflective Cycle, and Driscoll's (2007) Model of Structured Reflection, both of which are commonly used today. Clinical supervision will be discussed and the importance of recording reflections will be emphasised.

[NMC register opens to nursing associates for first time today](#) Nursing Times, January 2019

The first qualified nursing associates will join England's health and care workforce today in a "landmark moment" for the sector. Those who have completed their training can now register with the Nursing and Midwifery Council. Andrea Sutcliffe, the new NMC chief executive and registrar, said: "Today is a landmark moment, and I'm delighted to welcome the first nursing associates on to our register. "The high standards that we set will ensure
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that this new profession plays a vital role in supporting registered nurses, promoting health and wellbeing and improving safety and the quality of care in England in the years to come,” she added.

[Revalidation evaluated](#) British Journal of Nursing, January 2019

An editorial is presented which addresses the Editor in Chief's views about the British Nursing and Midwifery Council's (NMC's) revalidation process for nurses and nursing associates, and it mentions how each nurse must demonstrate the continued ability to practise in a safe and effective manner. Renewal rates for nurses and midwives are examined, along with the NMC's "Code" which outlines the standards for revalidation and readmission to the agency's register of nurses and midwives.

[The Nursing and Midwifery Council standards for the education of nursing associates](#) British Journal of Healthcare Assistants, December 2018

*Abstract only**

In October 2018, the Nursing and Midwifery Council (NMC) published the final standards of proficiency for the nursing associate (NA) curriculum (NMC, 2018a). The standards of proficiency represent the standards and skills and competencies that all NAs will have to achieve before they can be allowed by law to deliver safe and effective care and, importantly, be annotated on the new NA register. The first graduates of the scheme are expected to join the workforce in January 2019. When they enter service in 2019, the NAs—similar to their yesteryear ‘state enrolled nurse (SEN)’ counterparts (formerly known as auxiliary nurses)—fill the void between registered nurses and healthcare assistants (HCAs).

[NMC Code updated to cover delegation and associates](#) Gastrointestinal Nursing, November 2018

*Abstract only**

Penny Harrison, Senior Lecturer in Adult Nursing at De Montfort University, Leicester, discusses how the new code of conduct covers nursing associates

[The final NMC standards for the education of nursing associates](#) British journal of nursing, November 2018

*Abstract only**

Emeritus Professor Alan Glasper, from the University of Southampton, discusses the recently published set of educational standards for the training of nursing associates in England.

[How sharing concerns about healthcare delivery can enhance patient safety](#) British Journal of Healthcare Assistants, November 2018

*Abstract only**

An important recent collaboration between the Nursing and Midwifery Council (NMC) and 7 other health and social care regulators has produced an ‘emerging concerns protocol’, to help share concerns about healthcare more effectively. The responses to the consultation on the registration of nursing associates (NAs) have now been examined to shed light on the aspects and regulatory functions of the legislation that will apply to the nursing associate profession, similar to that applied to nurses and midwives (Glasper, 2018).

HEE KM Team, May 2020

[Regulating a new role](#) British Journal of Nursing, October 2018

*Abstract only**

The article discusses the role of the body Nursing and Midwifery Council (NMC) in regulating nursing and midwifery in Great Britain in relation to July 2018 legislation changing the role of the NMC and the regulation of nursing associates and registered nurses.

[NMC reveals final plans to regulate first nursing associates in 2019](#) Nursing Times, September 2018

Final proposals for the regulation of nursing associates, including the skills and knowledge students will need in order to qualify, have been outlined by the Nursing and Midwifery Council. The nursing associate role has been introduced in England by the government to bridge the gap between registered nurses and healthcare assistants. The move has been welcomed by some, especially nursing directors with high vacancy rates, but some academics and unions have warned that the controversial new role could be seen as a cheaper substitute for registered nurses.

[Registration of nursing associates gains government backing](#) British Journal of Healthcare Assistants, July 2018

*Abstract only**

In April 2018, the Department of Health and Social Care (DHSC, 2018) published the responses to a consultation on amendments to the Nursing and Midwifery Order 2001 and subordinate legislation to regulate nursing associates (NAs) in England by the Nursing and Midwifery Council (NMC). The nursing associate role is at the moment an England-only initiative in response to workforce challenges facing the registered nurse community. The quest to regulate this new member of the nursing family has been launched to reduce any potential risk to the public. The department had widely consulted on the proposals between October 2017 and December 2017—not on whether the NA role should actually be regulated, but how in practice it should be regulated.

[NMC becomes regulator in law for nursing associates](#) Nursing in Practice: The Journal for Today's Primary Care Nurse, July 2018

The Nursing and Midwifery Council (NMC) has become the official regulator for nursing associates, they announced today. The announcement follows a request by former health secretary Jeremy Hunt in January 2017 that the NMC should regulate the new profession. The NMC council will meet in September to agree on the standards that nursing associates must meet to join the register, their Code, and decide on the registration fee for the profession. The first wave of nursing associates will join the register in early 2019.

[The Government response to the consultation on nursing associates](#) British journal of nursing, June 2018

*Abstract only**

Emeritus Professor Alan Glasper, from the University of Southampton, discusses a recently published report from the Government on the response to proposals concerning the regulation of nursing associates in England.

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[Nursing associates update 2: communication and relationship management skills 2019](#)
British Journal of Healthcare Assistants, June 2018

*Abstract only**

As the Nursing and Midwifery Council (NMC) prepares for regulation of the new nursing associate (NA) role, it is methodically consulting the profession and the public about its various parameters. In the March 2018 issue of BJHCA (NMC, 2018b), the focus was on the 11 procedures to be undertaken, including what is a key part of the NA role: the competencies required for evidence-based medicines management. Recognising that without good communication with patients and their supporting family, friends and carers, excellent care is impossible to achieve, the NMC has devoted considerable focus on the achievement of communication and relationship-management skills (NMC, 2018a).

[Peers pass legislation on NMC regulation of nursing associates](#) Nursing Times, June 2018

*Abstract only**

A key milestone was passed yesterday in parliament that brings closer the regulation of the new nursing associate role by the Nursing and Midwifery Council. In January 2017, the NMC agreed to a government request to regulate nursing associates – the new bridging role being created between healthcare assistants and registered nurses. However, legislative changes were required before the nursing regulator could take on the additional task. The plan subsequently gained “broad support” in a government consultation, paving the way for the required legal process to begin.

[Advisory guidance on medicines administration by nursing associates](#) Nursing Times, April 2018

Health Education England (HEE) has published advisory guidance clarifying what will be expected of nursing associates in terms of medicines administration. This complements both the existing Nursing Associate Curriculum Framework and the forthcoming proficiency standards of the Nursing and Midwifery Council.

[Nursing associates update 1: procedures to be undertaken](#) British Journal of Healthcare Assistants; March 2018

*Abstract only**

With more than half of the nursing associates (NA) pilot completed—the first 1000 began studying in January 2017 and are due to graduate in January 2019—the Nursing and Midwifery Council is finally getting down to brass tacks. Even though it has yet to be legally entrusted with NA regulation—something the NMC expects to happen this July (see Timeline), barring accidents such as the collapse of a fragile UK government—the regulator is going out to consultation on the detailed content of this new role. Although formal consultation is due to open in April, it has issued a draft outline of its thoughts, in two annexes, the first on communication skills (in BJHCA next month), the second on procedures to be undertaken by the NA. The procedures an NA must be on top of to secure regulation makes for an impressive list, focusing on 11 areas: Procedures to enable effective monitoring of a person's condition; Meeting needs for care and support with rest, sleep, comfort and the maintenance of dignity; Meeting needs for care and support with hygiene and the maintenance of skin integrity; Meeting needs for care and support with nutrition and hydration; Meeting needs and support with bladder and bowel care; Meeting needs for care and support with mobility and safety; Meeting needs for respiratory care and support; Meeting needs for care and support with commonly encountered symptoms; Meeting needs

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for care and support with the prevention and management of infection; Meeting needs for care and support at the end of life Competencies required for evidence-based medicines management.

[Self-regulation and the nursing associate](#) British Journal of Healthcare Assistants, February 2018

*Abstract only**

The Nursing and Midwifery Council (NMC) is seeking views on the fee that nursing associates in England should pay when they are regulated by the NMC. The consultation period ends Monday 26 February 2018.

[NMC publishes proposed nursing associate skills](#) Nursing Standard, February 2018

*Abstract only**

The article mentions the Nursing and Midwifery Council's (NMC) publication of a list of proposed skills for nursing associates in England as of February 28, 2018.

[Draft list of over 90 skills nursing associates should be trained in released by NMC](#) Nursing Times, February 2018

*Abstract only**

The Nursing and Midwifery Council has unveiled a list of over 90 procedures and communication skills that nursing associates should be trained in, as part of draft proposals published yesterday.

[What should the fee be for nursing associates?](#) British Journal of Healthcare Assistants, January 2018

*Abstract only**

A year ago this month, 1000 people in England embarked on a two year course to become a nursing associate (NA). This is to be a role 'regulated' by the Nursing and Midwifery Council (NMC). A key question is, how much should NAs pay for regulation? Should it be the same £120 fee that registered nurses pay annually—or should it be less? The NMC is consulting on this until 26 February 2018—www.nmc.org.uk/standards/nursing-associates/nursing-associates-fees-consultation/—and we do encourage readers to take part. First, we give extracts from the NMC's background information to the consultation and we follow that with the views of BJHCA board members.

[The regulation of the nursing associate profession: an overview](#) British Journal of Healthcare Assistants, January 2018

*Abstract only**

On 16 October 2017, the Government launched a period of public consultation pertaining to an amendment to the Nursing and Midwifery Order 2001 and the introduction of legislation to ensure appropriate regulation of future nursing associates by the Nursing and Midwifery Council (NMC) (Department of Health (DH), 2017a; 2017b). This public consultation closed on 26 December 2017 and was pivotal to the Government's commitment to safeguarding the future of the NHS workforce. The final assessments of the impact of the regulation of nursing associates will be published with the Government's formal response to this consultation in early 2018. Additionally, on 4 December 2017, the NMC initiated its own public consultation on proposals for nursing associate fees and this consultation will run until

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Monday 26 February 2018. After this, the NMC's Council will consider the evidence carefully before making a final decision on the fees later in 2018 (NMC, 2017).

[Well begun is half done](#) British Journal of Healthcare Assistants, January 2018

*Abstract only**

The article discusses the move by the British Nursing and Midwifery Council (NMC) to study the amount of fees nursing associates (NA) should pay for regulation, as of January 2018.

[READERS' PANEL. Should nursing associates pay the same NMC fee as nurses?](#)

Nursing Standard, January 2018

*Abstract only**

The article shares several views on the debate on whether nursing associates in Great Britain should pay the same registration fee being paid by nurses to the Nursing and Midwifery Council (NMC).

Scope and purpose of the role

[What does the future hold for the nursing associate role?](#) Nursing Times, March 2020

*Abstract only**

The nursing associate role was proposed as a way of alleviating the nursing shortage in the UK. However, reasons for its development and the role itself were poorly defined and, despite the first nursing associates being on the nursing register for a year, this has yet to be addressed. As a result, employers, nursing associates and other members of the multidisciplinary team are often confused about what the role entails. Nursing associate responsibilities vary between employers and nursing associates are being recruited to replace registered nurse posts, therefore, masking serious staffing issues that put patient safety at risk. We suggest that nursing associates should be encouraged to develop in a role that is more clearly defined and individuals doing the role should not suffer as a result of poor policy making.

[The nursing associate, one year on](#) British Journal of Healthcare Assistants, February 2020

*Abstract only**

The article reports that Nursing and Midwifery Council (NMC), Health Education England (HEE) and the Department of Health and Social Care (DHSC) are celebrating one year of nursing associates making a difference in care for people across England. It also mentions that the nurses offering new career development opportunities to thousands of aspiring professionals.

[Under scrutiny: the role of the nursing associate](#) Nursing & Residential Care, February 2020

*Abstract only**

From January 2019, nursing associates have been able to apply for registration with the Nursing and Midwifery Council. Just over a year on, Helena Frankova examines the role and what the Care Quality Commission will evaluate during an inspection.

HEE KM Team, May 2020

[Changing faces within the perioperative workforce: New, advanced and extended roles](#)

Journal of Perioperative Practice, February 2020

*Abstract only**

The operating department like many other areas within healthcare is diversifying its workforce. Several new, advanced and extended roles have been integrated within the team. This article briefly outlines historical and current developments which have influenced the operating department workforce. It focuses on the following: Surgical Care Practitioner, Physician Associate, Anaesthesia Associates formerly known as Physician Assistant in Anaesthesia, Surgical First Assistant, Assistant Theatre Practitioner and Nursing Associates, highlighting the professional regulators, education and training, qualification and Continuing Professional Development requirements.

[Role of nursing associates in addressing the needs of people with dementia in hospital](#)

Nursing older people, January 2020

It is estimated that people with dementia comprise about one quarter of all inpatients in acute hospital wards, although this could be an underestimate. Healthcare assistants often lack the training and skills, and nurses often lack the time, to provide optimal care for these patients. As a result, the needs of hospital inpatients with dementia are often unmet, they may have suboptimal outcomes compared with inpatients who do not have dementia, and they may experience significantly reduced well-being and quality of life. Nursing associates have a hands-on role in patient care, and their training should equip them with the skills required to overcome communication barriers and identify patients' needs. This article explores the potential role of nursing associates in addressing the needs of inpatients with dementia.

[Can nursing associates solve our staffing crisis?](#) Learning Disability Practice, September 2019

With the stark decline in the number of registered nurses in the past decade, no sector understands the effect of inadequate staffing more than services for people with learning disabilities. The RCN has launched a campaign to encourage the public to speak out about nursing shortages. One of the suggested answers to the recruitment crisis in England has been the advent of nursing associates – a role that the UK's other countries have not adopted, to date. As our analysis shows, the role is filling a gap that registered nurses cannot. Many see it as a return to the days of the state enrolled nurse and there is concern that it is getting nursing on the cheap.

[Are nursing associates the new kids on the block of the learning disability sector?](#) Learning Disability Practice, May 2019

*Abstract only**

Health Education England's £2 million learning disability recruitment drive will include 150 places for the recently created role of nursing associate. The announcement that Health Education England (HEE) is to invest £2 million in the learning disability workforce was heralded as a major boost for the sector.

[How nursing associates add value to older people's care](#) Nursing Older People, April 2019

*Abstract only**

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The role has opened up a new career pathway for Claire Stott and Laura Simmons. Claire Stott has long harboured an ambition to become a nurse, but family responsibilities have held her back from completing a nursing degree. Now, however, her dreams of entering the nursing profession are about to come true.

[The role of the assistant practitioner in the clinical setting: a focus group study. Part 2.](#)
British Journal of Healthcare Assistants; March 2019

*Abstract only**

The article focuses on the results of a study of six focus groups in two hospital trusts about the role of the assistant practitioner in the clinical setting, with topics mentioned such as registered nurses, nursing associates, and the National Health Service.

[Support workers and nursing associates as coaches](#) British Journal of Healthcare Assistants, January 2019

*Abstract only**

This article examines the important role that support workers and nursing associates play in being a coach for other less experienced team members. There is a difference between being a coach and being a mentor and this will be explored. The requirement to be a coach is laid down in both the Code of Conduct for Healthcare Support Workers and Adult Social Care Workers in England (Skills for Care and Skills for Health, 2013) and for nursing associates in the recently amended Nursing and Midwifery Council (NMC) (2018) code. Relevant sections of these two codes will be highlighted. The article will then move on to discuss the importance of planning in advance, so that the best support and development can be attained. Reflection at the end by both the coach and learner is key.

[Nursing associates will administer controlled and 'safety critical' medications](#) Nursing in Practice: The Journal for Today's Primary Care Nurse, March 2018

*Abstract only**

Health Education England (HEE) has released guidance for nursing associates and their employers, stating that employers should name the 'safety critical' medicines that associates will be expected to administer, as well as all controlled drugs.

[Employer must name 'safety critical' drugs given by nursing associates](#) Nursing Times, February 2018

*Abstract only**

Trainee nursing associates must be given adequate supervision when learning about medicines management but employers should name any "safety critical" drugs those in the new role will be expected to administer once qualified, new guidance from Health Education England states.

[Nursing associates will initially be unable to give drugs under patient group directions](#)
Nursing Times, February 2018

*Abstract only**

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Nursing associates will not legally be able to give drugs under agreements, known as patient group directions (PGDs), that allow staff to administer medicines to patients without a prescription, senior nurses have stressed as they released guidance for the new role.

[Pilots reveal wide variety of nursing associate training](#) Nursing Times, January 2018

*Abstract only**

The first nursing associates are being trained in a myriad of different ways and across varying scopes of practice, an investigation by Nursing Times into the controversial new role reveals. As well as training approaches, the investigation looked at how employers intended to use the role and how it is being received by registrants since it was first announced in Dec 2015. We found programs were being delivered through a variety of ways across England. Some trainees focused on fundamental theories behind nursing, while others were also being taught more advanced skills at the same level as student nurses--including use of controlled drugs.

Implementation including barriers, enablers and good practice

[CYP nursing associate pilot](#) Archives of Disease in Childhood, November 2019

*Abstract only**

Background The government announced the introduction of a new role in England, Summer 2016, a role to bridge the gap between Health Care Support Worker (HCSW) and a Registered Nurse (RN), the Nursing Associate (NA) Role. We built partnerships with 6 other NHS trusts and one academic provider to shape the Children and Young Person (CYP) NA role. We wrote a bid to Health Education England stating we could support 25 trainees across the partnership, GOSH was the Lead Employer working with other Trusts in their capacity as either employers or placement providers and with our Academic Provider of choice. All Quality Assured (QA) by Health Education England The only CYP Pilot, a 2 year programme, which commenced January 2017. Pilot: Challenges Achievements New role/Programme/Generic role instead of QA sign off December 2018 just Branch specific and not just CYP. Scope of Practice defined/Job description Defining the Scope of Practice NMC regulated/NMC Standards Requirement to gain NMC regulation due to Excellent Partnership working medicine management. Qualified/Registered NA uniforms Short times scales and deadlines More and more information available Uniforms Continuingtoall learn together Information not available when required All Learning together Foundation Degree/Numeracy and Literacy No one with previous knowledge to refer to All Trainees passed Jan 2019 and registered with NMC, including five GOSH Nursing Associates. Our qualified Nursing Associates wish to buddy future trainees Next steps: Continued education to embed the role within the trust, further education, and further recruitment and to ensure the role is understood across the trust. Be able to articulate the difference between a (RN) and a (NA), an RN leads and plans the care for patients, the NAs would always have a nurse to refer to and they deliver the planned care. A review of preceptorship and revalidation is also required.

[Supporting student nurses/trainee nurse associates during insight visits to a paediatric rheumatology service: The development of a student workbook](#) Rheumatology (United Kingdom), October 2019

Background: As clinical nurse specialists (CNS), we must be able to support student nurses (SN) and trainee nursing associates (TNA) to help them to develop their professional

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competencies. We achieve this by offering insight visits to SN/TNA during their placement on our day care unit. SN/TNAs are invited to attend the rheumatology service MDT meeting and then observe the nurse-led clinic. We must ensure there is support and oversight of practice supervision to ensure safe and effective learning. We reviewed the insight visits and asked the SN/TNA to complete a questionnaire. Method(s): The feedback was analysed and a common theme emerged that they would have liked some pre-visit literature to read prior to attending so they could research rheumatological conditions. When explored; this was due to limited knowledge of conditions. A workbook was developed to focus the SN/TNA on the most common conditions; juvenile idiopathic arthritis (JIA) and uveitis. The workbook was adapted from an education workbook for a new clinical nurse specialist to paediatric rheumatology. It offered a structured and methodical approach to the introduction of JIA and uveitis. It guided them to consider the medical definition of the condition, explore the epidemiology and aetiology of the disease, how a diagnosis is made by the use of investigations, disease classification and the subsequent various treatments available. It concludes by prompting the SN/TNA to consider the various roles within a multidisciplinary team (MDT). The workbook also directs to appropriate websites for information gathering. The workbook is then discussed with the SN/TNA at the end of the visit to ensure they developed better knowledge of rheumatological conditions and the role of the CNS within the service. Result(s): The service continues to ask for feedback from all SN/TNA on insight visits and the feedback on the pre-visit workbook is very positive; "The workbook was definitely helpful because I was able to research about the conditions before coming to the insight visit"-Student Nurse A. The workbook begins the foundation of knowledge which the SN/TNA's then build upon during the insight visit Conclusion(s): The paediatric rheumatology service has successfully developed an effective workbook which facilitates SN/TNA's learning during insight visits to the service. The feedback forms are evidence that the CNS are appropriately supporting SN/TNA's. The development of this tool has aided the structure of insights visits and essentially improved the quality and learning outcomes for the SN/ TNA's.

[We are here to help you](#) British Journal of Nursing, July 2019

*Abstract only**

The author conveys her concerns about the nursing associate role launched by Health Education England. Topics mentioned include pre-registration standards produced by the Nursing and Midwifery Council, the lack of awareness around and the hostility towards the nursing associate role, and the significance of nursing associates to registered nurses.

[Dispelling myths about nursing associates](#) Nursing Times, March 2019

*Abstract only**

NHS Employers recommended that organisations introducing a nursing associate training programme should put a "strong support network" in place for the students. It added: "Support trainee nursing associates by promoting their role and its benefits widely among the workforce, including communications about myths relating to the role."

[Safe, sustainable and productive staffing. An improvement resource for the deployment of nursing associates in secondary care](#) British Journal of Healthcare Assistants, February 2019

*Abstract only**

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The National Quality Board (NQB) publication, Supporting NHS providers to deliver the right staff, with the right skills, in the right place at the right time: safe, sustainable and productive staffing (NQB, 2019), outlines the expectations and framework within which decisions on safe and sustainable staffing should be made to support the delivery of safe, effective, caring, responsive and well-led care on a sustainable basis. This improvement resource focuses specifically on the deployment of nursing associates (NAs) in secondary care, which includes: acute adult and children inpatients (including emergency departments) and outpatients; mental health inpatients and outpatients; learning disability inpatient and outpatients, and community care for all these specialty areas. It aligns with Commitment 9 of Leading change, adding value—‘We will have the right staff in the right places and at the right time’ (NHS England, 2016)—and should be read with the ‘Use of Resources’ framework (Care Quality Commission and NHS Improvement, 2017). It is designed to be used by all those involved in clinical establishment setting, approval and deployment, from the ward/care area manager to the board of directors. Although the National Institute for Health and Care Excellence (NICE) staffing guidelines predate the nursing associate role, they are a useful benchmark and have helped inform its development (NICE, 2014).

[Nurse leaders warn that a growth in career routes will add to staff burden](#) Nursing Standard, September 2018

*Abstract only**

The article explores the factors that could affect the implementation of a system for nursing student supervision and assessment in Great Britain. Topics mentioned include the emergence of new routes into nursing including nursing associates and nursing degree apprenticeships, the important role to be played by education providers and practice placement providers, and the roles that replace nurse mentorship including practice assessor and academic assessor.

Impact

[A study investigating the perceptions of staff, patients and relatives in relation to healthcare assistants performing wound care in a hospice setting](#) Wounds UK, March 2020

This small research study follows on from a narrative review published in the previous issue of Wounds UK, which found that increasing numbers of healthcare assistants (HCAs), assistant practitioners (APs) and nursing associates are delivering aspects of wound care which historically have been within the remit of the registered nurse (Cornish and Holloway, 2019). This study aimed to ascertain the perceptions of patients, families and staff regarding the delivery of wound care by non-registered nursing staff in a hospice setting. A survey, using mixed methods (interviews, questionnaires, and observations), was undertaken to establish whether this way of working was found to be constructive. Participants were selected from two separate in-patient units (IPUs). Our findings demonstrated that the delivery of wound care by HCAs and APs was accepted by patients and their relatives as well as trained staff in a positive way. The findings also provided evidence that competently trained non-registered staff can deliver wound care effectively and safely.

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[Why nursing associates are splitting opinion](#) Nursing in Practice: The Journal for Today's Primary Care Nurse, September 2019

*Abstract only**

The nursing associate is designed to help bridge the gap between health and care assistants and registered nurses.

[How nursing associates will make their presence felt: As the first cohort joins the rest of the nurse workforce in England, we ask what their effect will be](#) Nursing Standard, March 2019

*Abstract only**

The article presents the responses by the Council of Deans of Health (CoDH), the Royal College of Nursing (RCN) and the Queen's Nursing Institute (QNI) to questions about the impact of nursing associates on patient care and the working lives of nurses in National Health Service (NHS) England. They identify the biggest challenge for the new nursing associate graduates. They also talk about the biggest challenges for nurses working with the associates.

[An evaluation of how trainee nursing associates \(TNAs\) balance being a 'worker' and a 'learner' in clinical practice: an early experience study. Part 1/2](#) British Journal of Healthcare Assistants, June 2018

*Abstract only**

In December 2015, the Government announced plans to introduce a 'nursing associate' role to bridge the gap between healthcare support workers and registered nurses (Gummer, 2015). The role, according to the Department of Health and Social Care (DHSC), will be to deliver hands-on care that will allow registered nurses to spend increasing time on clinical duties and take more of a lead in decisions about patient care (Merrifield, 2015). In July 2016, Health Education England said that this role was to be introduced in a two-phase process, with 1000 trainee nursing associates (TNAs) recruited in December 2016 to start in January 2017 and a second pilot phase with a further 1000 TNAs recruited to start in April 2017. In January 2017, the Nursing and Midwifery Council (NMC) subsequently agreed to the DHSC's request to become the regulator for nursing associates and has been consulting on various aspects of its responsibilities since. The aim of the author's project was to undertake an early-experience evaluation of TNA roles across the northeast of England, focusing on how the TNAs balance being a 'worker' and a 'learner' in clinical practice, in order to inform future cohorts. The results found give rise to a number of areas for discussion, including: role clarity; placement models; mentorship and protected learning time. These are helping to inform the third phase of TNA recruitment in 2018 in the northeast of England and will be fed back into the national evaluation.

['No evidence so far' of safety risk from associates](#) Nursing Times, January 2018

*Abstract only**

Newly qualified nursing associates should be limited in the routes they can administer medication, including controlled drugs, but there is no evidence their introduction will pose a risk to patient safety, according to the academic charged with scrutinizing the controversial new role. However, on the key issue of substitution, Professor David Sines told Nursing Times that some trusts with major nurse vacancy problems were planning on using associates to fill currently empty posts. As previously reported by Nursing Times, some of

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the main points of conjecture surrounding the new role have involved drugs administration and whether those in the new post would end up being used as well as, or instead of, the existing registered nurse workforce.

[An exciting addition to the healthcare workforce](#) Nursing Standard, January 2018

*Abstract only**

The article discusses the emerging value of nursing associates to the healthcare workforce in Great Britain as of January 2018. Topics covered include the growing interest and training in the category, and nursing associates' delivery of care support to patients with physical and mental health conditions. The author notes the continuing evaluation of the role of nursing associates in healthcare.

Leadership

[Nursing associate leadership programme overview](#) British Journal of Healthcare Assistants, October 2019

*Abstract only**

The article reports that the Health Education England (HEE) has partnered with the Florence Nightingale Foundation (FNF) to offer this leadership development opportunity for registered nursing associates (NAs). It mentions the leadership programme funded by Health Education England that provide benefits in leadership style, understanding of the impact of self on others and improved confidence in speaking.

Additional

[End of year one: blog of a trainee nurse associate](#) British Journal of Healthcare Assistants, October 2019

*Abstract only**

The article presents author's experience of study at health and social care, working full-time in job in retail and help educate other healthcare professionals and to try and inspire the next wave of nursing associates. It mentions author's choice of getting in the nursing associate course and came across vacancies for trainee nurse associates (TNAs) in a division of the hospital.

[Apprentice nursing associates at LNWUH](#) British Journal of Healthcare Assistants, June 2019

Meet the apprentices! In December 2018, London North West University Healthcare NHS Trust (LNWUH) and London South Bank University (LSBU) commenced the first cohort of 10 successful applicants as apprentice nursing associates (ANAs). London North West University Healthcare NHS Trust (LNWUH) teamed up last October with London South Bank University (LSBU), which delivers the educational aspect of the apprenticeship. LSBU has already had experience with ANAs, having rolled out their teaching programme when the first nursing associates started their learning journey in January 2017.

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[The London nursing associate celebrations](#) British Journal of Healthcare Assistants, May 2019
British Journal of Healthcare Assistants, June 2019

*Abstract only**

The article discusses the celebratory event organised by Health Education England for nursing associates, held in London, England on April 3, 2019.

[Taking ownership of your profession](#) Practice Nursing, May 2019

*Abstract only**

The author urges nursing associates to be proud of their profession in the light of the changes to general practice nursing brought about by the introduction of Primary Care Networks.

[Protecting the mental health of NHS nursing and care staff](#) British Journal of Healthcare Assistants, May 2019

*Abstract only**

The article discusses the British government's commitment to revamp the support mechanisms for National Health Service staff, such as healthcare assistants and nursing associates, with mental health problems resulting from psychological pressures within their work environment.

[Keeping the L plate](#) British Journal of Healthcare Assistants, February 2019

*Abstract only**

An introduction is presented in which the editor discusses articles in the issue on topics including healthcare institution; deployment of nursing associates in secondary care; and nursing associates journey.

[Trainee nursing associates: a landmark innovation?](#) Wounds UK, November 2018

*Abstract only**

The article focuses on the findings of a report which shows increased number of nurses employed in Great Britain, yet there remains demand for extra nursing staff to meet existing workloads. The need for Tissue Viability Services to effectively and safely manage a range of healthcare settings is mentioned. The design of the Trainee Nursing Associate (TNA) to support Registered Nurses deliver hands-on care for patients is cited.

[Trainee nursing associates may not have supernumerary status](#) Nursing Times, September 2018

*Abstract only**

The first cohort of nursing associates – introduced to bridge the gap between healthcare assistants and registered nurses – will qualify in January 2019. Apprenticeships will be the main route into the profession. Unlike trainee nurses and midwives, nursing associate students will not be entitled to supernumerary status in their place of work during their apprenticeship. Employers can choose to include apprentice nursing associates in their

minimum staffing quota, but they must show how they will protect a certain amount of time for the student to learn.

[Flexible working is good for staff and patient care](#) British Journal of Nursing, June 2018

*Abstract only**

The article discusses the author's claim that flexible working hours and schedules are beneficial for nurses in Great Britain, and it mentions patient care, work-life balance, and nurses' career responsibilities. Nursing associates roles and apprenticeship programs are examined, along with the Great Britain National Health Service's preceptorship program. Training for nurses is assessed, along with the British Nursing and Midwifery Council's revalidation process.

[How not to argue against nursing associates](#) Journal of clinical nursing, January 2018

Some issues in nursing are almost guaranteed to generate more heat than light. The passion level in these discussions often needs the mythical amp setting of "11" from Spinal Tap. How should the curriculum be reformed? 11. Great nurses are made not born, 11. Things were better or worse in the "old days," 11 and more. Added to this list is the whole vexed question of the "second level nurse," nursing assistant or associate.

[The vital role of nursing associates](#) British journal of community nursing, July 2019

The dangers of a diminishing community nursing workforce have been highlighted in many reports (NHS Pay Review Body, 2018; Health Foundation, 2019). Since 2009, there have been significant falls in the numbers of nurses working within community health services, with increased pressure to provide more complex care closer to home. There is now a major drive to implement a new role to support the nursing workforce—that of nursing associates. The number of new nursing associates is projected to increase by 50% in 2019, with 7500 new nursing associates starting on a programme over the year (NHS England, 2019).

Curriculum Framework

[Nursing Associate Curriculum Framework](#) Health Education England, February 2017

This curriculum framework document sets out what knowledge, understanding, skills, attitudes and behaviours a trainee nursing associate will have developed on successfully completing a nursing associate¹ qualification at academic Level 5.

*Help accessing articles or papers

Where a report/ journal article or resource is freely available the link has been provided. It has also been highlighted if only the abstract is available. If you need help accessing an article, please contact the Knowledge Management team for support KnowledgeManagement@hee.nhs.uk.