A Nursing Associate is a new role being introduced by the government to sit alongside existing nursing care support workers and registered nurses to deliver hands-on care for patients. Nationally, 1,000 Trainee Nursing Associates began their 2 year training in January 2017, spread across 11 test sites. The member of staff you are working alongside has been through a rigorous recruitment process in order to become part of this new initiative.

The independent Shape of Caring Review (HEE 2015) recommended the introduction of a new support role. Health Education England, sees the new role as a positive workforce development within the nursing profession, building capacity and capability. The Nursing Associate role will deliver a high proportion of fundamental care within a national scope of practice, with all Nursing Associates being educated against a standardised national curriculum. The new role will support the shift towards new and local models of care. It aims to strengthen the support available to the registered workforce and provide an access route to nursing and a career ladder for the support worker.

The Nursing Associate will be able to deliver care in a range of settings in primary, secondary, community and social care, to work across a range of population groups and conditions to a defined level of competence.

Yes, the government has made the decision that the Nursing Associate Role will be regulated and the Nursing and Midwifery Council has agreed to regulate this role. Legislative change is currently beginning in order to enable regulation to occur, there is currently no time scale on when regulation will come into force for qualified Nursing Associates. A trainee nursing associate is not currently regulated, they will work under the supervision of a registered member of staff.

**What is a Trainee Nursing Associate?**

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**Why is this new role being introduced?**

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**Will the Nursing Associate be a regulated profession?**

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**Where Can I find out more?** Ask the Trainee Nursing Associate. Contact your organisations Nursing Associate Lead or University, Health Education England website: https://www.hee.nhs.uk/our-work/developing-our-workforce/nursing/nursing-associate-new-support-role-nursing

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What education will the Trainee Nursing Associate receive?
The trainee has begun a two-year Foundation Degree at academic Levels 4&5. This degree has been designed to ensure that it meets the content and standard of the national curriculum.
This will be a work based learning model, allowing the trainee to gain knowledge, skills and behaviours required for the role, the trainee will attend university one day a week.
The Trainees will undertake clinical placements in at least three different areas; one of these placement areas will be their current place of work:
- In hospital
- Close to Home
- At Home.
For further information of these categories refer to the HEE national curriculum framework (HEE 2016).
The Trainee Nursing Associate will require ongoing assessment whilst working clinically, through their practice learning assessment document, PLAD.

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<tr>
<th>What level of supervision does the Trainee Nursing Associate require?</th>
<th>Can the Trainee Nursing Associate continue to undertake extended roles?</th>
<th>Will the Trainee Nursing Associate be able to administer medication?</th>
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<td>The trainee will have an identified named supervisor who will work a minimum of 25% of the time with them. However a key principle of the training, is it’s everybody’s responsibility to create a positive learning environment for a trainee.</td>
<td>Many Trainee Nursing Associates were experienced Healthcare Support Workers before undertaking this role, who have already under taken additional training and competency assessment to perform extended roles eg, venepuncture, cannulation and insulin administration etc. If the policies of the organisation in which they are working have changed to allow Trainee Nursing Associates, who have the required education and competency to perform these roles then the trainee can continue to perform those skills. If the policies have not been changed the Trainee Nursing Associate needs to seek guidance from the Nursing Associate lead within their organisation and the university.</td>
<td>The administration of medication was identified as one of the key priorities for inclusion during national consultation for the design of the role. The administration of medication is included in the national education programme. During their training the Trainee Nursing Associate will receive education and assessment that will enable them to safely and effectively administer medication on completion of the programme. Assessment will be both through the practice learning assessment document and in the university. Current policy is being amended within your organisation to all for the trainee nursing associates to undertake the administration of medication.</td>
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