

# Trainee Nursing Associate Experience of the LLR Programme

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**Trust Board paper D**

## Executive Summary

This staff story focuses upon two of our Trainee Nursing Associates who commenced the LLR Nursing Associate Programme in January 2017, as part of the national pilot. Both of these Trainees were initially employed as Health Care Assistants in UHL within CHUGGS and Alliance before commencing the two year Foundation Degree in Science (Nursing Associates).

The LLR Nursing Associate Programme is part of the East Midlands test site and is unique in that it has been developed in partnership with De Montfort University who act as the awarding body for the Foundation Degree with the academic and practice component being delivered by clinical practitioners.

## Background

The Nursing Associate was introduced across health and social care setting across England in 2017 as a result of the Shape of Caring review in 2015 where a gap in care provision was identified between the role of a Health Care Assistant (HCA) and Registered Nurse. The Department of Health created the Nursing Associate to be a role in its own right, and to act as a route for those who want to progress further in their careers to become a registered nurse. The role will be regulated by the Nursing and Midwifery Council NMC who are currently undertaking a public consultation on the required education and practice standards for future Nursing Associates

The Leicestershire School of Nursing Associates was opened in 2017. We are currently training 102 trainees from different healthcare providers across Leicestershire and In January 2018 we were the first in England to commence the Nursing Associate programme via the apprenticeship framework.

## Our Trainees

It would be fair to say that the introduction of the Nursing Associate has attracted genuine interest from the nursing workforce and national nursing media. Our vanguard trainee Nursing Associates have been in the spotlight over the last 18-months participating in Trust and University activities helping to promote the role to colleagues and service users

Mitchell Howard was a Health Care Assistant working within the Surgical Assessment Unit at the LRI; Mitchell commenced as an HCA four years ago and always knew he wanted to be able to do more for his patients. Having been told about the Nursing Associate Programme by his Ward Sister, he was encouraged by the Deputy Head of Nursing to apply for the programme and was successful. Mitchell has found that the programme has provided many new opportunities and experiences and he is enjoying the transition from being a HCA to becoming a registered practitioner.

Since commencing the Programme, Mitchell has taken part in a Listening into Action (LiA) event supporting the local development of 'Making Every Contact Count' initiative as this will be a key part of the Nursing Associate role in promoting a healthy lifestyle and ensuring that individuals are referred to appropriate support services. Mitchell has found the support from UHL and the Programme Leader to be especially helpful in making the transition into a Nursing Associate. Mitchell finds academic work challenging especially essay writing but with support, has succeeded in developing his academic thinking and writing to a high level.

### Jo Bird

Jo has worked in healthcare all her adult life and now at the age of 46 felt that the role was a wonderful opportunity to progress to a point where she can do more for patients and support her nursing colleagues. Jo's interest in nursing started at the age of thirteen; her Gran was terminally ill and she was able to help her mum care for her at the end of her life.

Jo has been in her current position working in the Alliance Outpatients Department at Loughborough Hospital for 23 years. Over this time, she has worked and enjoyed all the specialities seen within the department and over the last ten years her interest has developed within Gastroenterology and Colorectal surgery. With the help and guidance of Dr Richard Robinson and her nurse manager, Sharon Gethins Jo developed a telephone service for patients with stable inflammatory bowel disease to try and relieve the pressure on clinics and waiting times for patients. Through this work, she knew she had the ability to do more for patients.

Jo has enjoyed the course and it would be fair to say that she has found the academic work challenging as she has never written at an academic level before but despite this, so far, Jo has managed to complete the academic work and achieved good grades. The programme has also given Jo the opportunities to experience alternative placements outside of Loughborough Hospital giving her insight to all aspects of healthcare.

### **What has been the benefit to UHL in participating in the Nursing Associate pilot?**

- New opportunities to develop a role to support our Nursing workforce
- Recognition of the expertise and capability of our Nurse Educators who have developed the programme
- Ability to develop and motivate our HCA workforce for the benefit of patient care

### **What has been the benefit to two individual trainees?**

- Increased confidence in own ability and through education, making the transition from a HCA to a registered Nursing Associate
- Understanding the rationale behind the skills they have that underpin safe and effective care and being able to care for the patient holistically (not just deliver tasks)
- Opportunity at last to expand their careers and be seen as part of the 'nursing team' supporting nurses

### **Feedback from Manager; Emma Kemp Manager for Jo Bird**

I think the programme has been really good for Jo. I have seen that it has given her increased knowledge that she is using here at Loughborough outpatients. I feel that it has given her more understanding around each speciality and also more insight of what a registered nurse is required to do. It has been hard to release her at times because we have not had a backfill but I do feel like this struggle will pay off when she is back permanently. I am excited for Jo's future here within Loughborough outpatients as she will be great running her own clinics.

### **How can we extend the benefits to be realised across UHL?**

- Following NMC consultation we should be able to articulate what the role of a Nursing Associate can do so we must ensure there is an increased understanding of the role throughout the organisation to inform our future workforce plans and that the role truly enhances patient care and supports the nursing team.

### **Input Sought**

The Trust Board is asked to:

- Receive and listen to the staff's story.
- Support and promote the Nursing Associate Programme

**For Reference**

1. The following objectives were considered when preparing this report:

Safe, high quality, patient centred healthcare	Yes
Effective, integrated emergency care	Not applicable
Consistently meeting national access standards	Not applicable
Integrated care in partnership with others	Not applicable
Enhanced delivery in research, innovation & ed'	Not applicable
A caring, professional, engaged workforce	Yes
Clinically sustainable services with excellent facilities	Not applicable
Financially sustainable NHS organisation	Not applicable
Enabled by excellent IM&T	Not applicable

2. This matter relates to the following governance initiatives:

Organisational Risk Register	Not applicable
Board Assurance Framework	Not applicable

3. Related Patient and Public Involvement actions taken, or to be taken:

No Patient and Public Involvement issues identified as part of this staff story

4. Results of any Equality Impact Assessment, relating to this matter:

No equality issues identified as part of this patient story

5. Scheduled date for the next paper on this topic: **July 2017**

6. Executive Summaries should not exceed 2 pages. The paper does comply

7. Papers should not exceed 7 pages. The paper does comply