



# Trainee Nurse Associate

Questions  
and  
Answers

## What is a Nurse Associate?

This is a new nursing support role that will bridge the gap between the role of a Clinical Support Worker and a graduate Registered Nurse, providing a workforce for future healthcare.

## What qualifications do I need to apply for the Nurse Associate programme?

The minimum entry requirements are:

- Level 2 Functional Skills in English and Maths
- An ability to study at Diploma level with a commitment to complete a Foundation Degree programme
- Intermediate IT skills

## What Band will I get paid as a Trainee Nurse Associate?

The Nurse Associate programme is a 2 year programme. In Year 1 you will be paid as a **Band 2**. On successful completion of the first year of the programme you will be paid as a **Band 3**.

## What Band will I get paid as a Nurse Associate?

Under Agenda for Change, the Nurse Associate role is likely to be a **Band 4**.

## I am employed as a Band 2 within an NHS Trust involved in the pilot but I am not in a healthcare role. Can I apply?

Yes you can apply if you have the required qualifications, but you will not be seconded by your employer into the TNA post. You will need to apply as an external candidate for a 2 year fixed term contract.

## I am a Band 3 Support Worker; can I apply to be a Trainee Nurse Associate? What will I get paid?

Yes you can apply. You will continue to be paid as your current Band 3 for the duration of the programme.

## I am an Assistant Practitioner; can I apply to be a Trainee Nurse Associate?

No. The Nurse Associate programme leads to a Foundation Degree. This is the same academic level as your FDA qualification. Over the next 12 months a top up programme will be developed for Assistant Practitioners to gain a Nurse Associate qualification.

## What is the difference between Assistant Practitioner training and Nurse Associate training?

As an Assistant Practitioner your training was very specific to your speciality. The Nurse Associate programme is generic, including placements in areas outside of your normal area of practice. At the end of the programme your qualification will support your career development and you can apply for a Nurse Associate post in Adult, Children's or Mental Health services.

## Can I apply if I work part time?

As this is a pilot programme, you will need to be able to undertake a minimum of 30 hours per week to allow you to complete the requirements of the programme in the 2 year timescale.

## Who will pay for the cost of my training?

As part of the pilot, Health Education England will pay your University fees for the 2 year programme.

## Can I choose which University I attend?

No, you will be allocated a University. Each University has been partnered with each Healthcare Organisation involved in the pilot. CMFT and Pennine are commissioning a higher number of places and you may be allocated to either HEI, as detailed on the table below.

University of Salford	Manchester Metropolitan University	University of Bolton
Salford NHSFT	CMFT	Bolton NHSFT
Pennine Acute NHST	UHSM	Wrightington, Wigan & Leigh
Pennine Care	The Christie	Pennine (NMGH)
Trafford CCG	Tameside NHST	CMFT
	Stockport NHSFT	
	Stockport CCG	

## How will I be selected?

Following your application, a Senior Nurse and a representative from one of the Universities will score your application against set criteria. If you are shortlisted you will be invited to attend an interview with a panel that will include a Senior Nurse and a lecturer from the University.

You will need to submit a reference from your line manager and an academic reference from a tutor who supported you during recent study.

**Interviews are scheduled to take place from the 7th to the 11th November 2016**

If you are on holiday when interviews are taking place, a small number of interviews will take place the following week.

## How will I be assessed during the NA programme?

Throughout the 2 year programme you will be assessed in both your clinical placements and in the University.

### You will be assessed using the following methods:

- Practice assessments
- Essays
- OSCE (Objective Structured Clinical Exam) ViVA
- Exams
- Presentations

## Will I work shifts during my training?

During clinical placements you will be expected to work the shift pattern in place within that clinical area.

### **When will I be able to take my holidays?**

Holidays will be set and allocated by the University based on the academic calendar. Most holidays will coincide with school holidays. If you already have a holiday that has been authorised by your manager for 2017/18, you will be able to take this holiday at the time your manager has agreed.

### **If I am already employed in a Band 2 or Band 3 Nurse Assistant/Clinical Support Worker role, will my terms and conditions of employment change during my training?**

No. Your terms and conditions of employment will not change.

### **What happens if I need to step off the programme?**

This is a pilot programme and at this point there is only one programme confirmed that starts on 30<sup>th</sup> January 2017. If you need to step off the programme for any reason – if you are a seconded internal candidate you will return to your substantive post. If you are an external candidate on a fixed term contract, your employment with the Trust will end unless a suitable alternative vacancy can be offered by the organisation for the remainder of your fixed term contract.

### **Will there be an opportunity to join another Nurse Associate programme in the future?**

A Nurse Associate apprenticeship programme is under development. At the moment we do not have a date confirmed as to when the apprenticeship programme will start in England.

### **Once I have qualified at the end of the programme will I automatically transfer into a Nurse Associate post?**

No. Prior to finishing the programme Nurse Associate posts will be advertised across Greater Manchester and you can apply for a promotion to a Nurse Associate role.

### **What happens at the end of the programme if I am not appointed into a Nurse Associate post?**

If you are a seconded internal candidate you will return to your substantive post with your original employer. If you are an external candidate on a fixed term contract your employment with the Trust will end.

### **Will the Nurse Associate role be regulated?**

It is proposed that the Nurse Associate role in England will be regulated and this request is being considered at a national level. A decision is expected in the New Year. The Nurse Associate will work to a nationally recognised code of conduct.

### **Can I use a Nurse Associate qualification to access pre-registration nurse training?**

Yes. As a Nurse Associate your Foundation Degree will APEL towards 50% of pre-registration Nurse training. You will have an opportunity to access a graduate pre-registration programme and a Nurse apprenticeship degree programme is under development.

