

## Your Guide to **SWeET** **S**trategic **W**orkforce **E**ducation and **T**raining

This edition of the 'Keeping You Informed' bulletin focusses on the first group of Nursing Associates to qualify from the pilot project and the difference it is making to our nursing teams.

### Director of Nursing and Patient Care, Lynn Andrews



“In January 2017 I was delighted to introduce and talk about a new role that was intended to support our nursing teams and offer an alternative career path for our healthcare assistants who wanted to become registered professionals. Two years later and the first group of trainee Nursing Associates have graduated and matured into that new role.

“We were very proud to be a part of the pilot programme and can now reap those rewards at a time when nursing recruitment has become part of the national agenda. Being able to develop and nurture our own colleagues, individuals who know what this hospital is all about, is key to providing that consistency of care for our patients and across all ward teams. There’s no greater pride than seeing our own staff growing and becoming successful within our own teams and I congratulate each and every one of our newly qualified Nursing Associates for their achievement. This achievement supports our staff to fulfil an opportunity to learn, develop and realise our commitment to help ‘grow our own’.

“The key to retaining our own staff, and keeping that knowledge and expertise at this hospital, is being able to provide them with the ability to progress, learn and offer something new. Supporting this approach and opportunity, and to see these plans realised, is what will make our workforce stronger, help to reinforce our own caring and compassionate values and contribute to creating even better care needs across all of our wards and departments.

“Following our recent ‘Good’ rating from the CQC, this group of individuals have pioneered the next phase of our nursing development and is just what we need to help us on our journey to becoming an ‘Outstanding’ hospital. It’s been a privilege to see this group develop over the course of their journey and I’m sure that this is only the beginning with many more to come.

## Amy Booker – Clinical Educator for Nursing Associates

“The Nursing Associate role offers a vocational route for those who want to progress and start a career in nursing,, as well as ensuring that the trust has a skilled and competent workforce.

“Our journey with Nursing Associates began in January 2017 when we became one of the first trusts in England to be a pilot site in collaboration with other the local trusts, Health Education England and the University of Derby. Being part of a pilot meant a lot of changes and teething problems and we needed to be flexible to evolve and adapt throughout all the changes.

“The Nursing Associate trainees attend university once a week for theoretical input and their clinical skills are taught in-house over a 2 year programme. On successful completion of the programme they are awarded a Foundation Degree.

“A Nursing Associate is a registered professional who works with registered nurses and health care assistants to deliver hands on care. They bridge the gap between the Registered and HCA being able to deliver a range of skills including administering medications. They are equipped with the knowledge and skills required to support the registered nursing team across all fields of nursing and a wide range of care settings.

“They are assessed in university with assignments, exams and presentations and in practice through competency workbooks and observations. In order to meet the NMC standards the trainees need to attend 675 hours of placement and 3000 hours of theory and practice.

“During the first few months communication was vital, nursing staff had concerns that this new role would affect the standards of patient care and were concerned what it meant for their roles and job security. Engagement with the matrons and their teams gave support to the trainee nursing associates and a better understanding of the role.

“Our first cohort of eight Trainee Nursing Associates have now completed their programme and are now consolidating their learning, putting theory into practice and caring for their patients with care and compassion. As the Clinical Educator for trainee nursing associates in the trust I am proud to have played a small part in supporting our TNAs over the last two years and look forward to seeing them and the profession grow in experience and help us to deliver the best possible care to our patients.”



### The Nursing Associates who have qualified are...

***Emma Yeomans – Eastwood Ward***

***Kayleigh Aulton – Pearson Ward***

***Laura Hewins – Hasland Ward***

***Katie Spencer – Emergency Management Unit***

***Amy Archibald – Ridgeway ward***

***Beth Higgins – Elmton Ward***

***Katie Taylor – Markham Ward***

They will graduate at a ceremony later this year, have been very well received and are a real success story at the hospital. We have gathered some of the views of the colleagues who they have worked with over the past two years, you can read their quotes on the following page.

Contact Amy on extn. 3514 or email [amybooker@nhs.net](mailto:amybooker@nhs.net) for more information.

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**“Once I was taking a patients observations, their NEWS =0, but I felt there was something not right. I spoke to the registered nurse about my concerns and checked the patient’s bloods.**

**It turned out that the patient had an AKI. Before I started this course I would not have done anything as the NEWS =0, which would have cause a delay in care as the blood were not due to be checked until the next day” TNA**

**“Working with a TNA has helped take some of the pressure from my workload in order for me to concentrate on more skilled tasks” Staff Nurse**

**“When looking into a patients discharge home, I felt that although they were medically fit, they required more help at home. I raised this with the team and helped to arrange a physio assessment. The patient went home the following day, although this meant a day’s delay in discharge it ensured the patient went home with the correct equipment and prevented a readmission or failed discharge. Since starting this program I have become more confident and feel empowered to speak out and raise concerns” TNA**

**“There has been a change in the hierarchy of the nursing team. It is no longer about who’s in what coloured uniform but who has been trained and who is competent in delivering the care that patient requires” Sister and TNA Supervisor**

**“Dad has been in hospital for 7 weeks now; he has lost his independence, mobility and any control over his life since he had a stroke. All the staff on the ward has been great. The TNA is an absolute star; she always makes time for us and Dad even when she is busy. It is hard leaving him here when we go home, but it is made easier knowing how well he is being looked after.” Patients Family**

**“Like most other acute trusts we have difficulty in recruiting to our RGN vacancies and have developed a new approach to developing the team around the patient. The Nursing Associate role is key to this development bridging the gap between the HCA and the RGN providing high quality care to patients and enabling the RGN to focus on care which only they can do. The Nursing Associate also provides a great career opportunity for our HCAs to build on their care experience and progress to becoming a Registered Nurse later in their career. The trainees we currently have in post are already demonstrating added value to patients and the ward team and have been great role models for future trainees” Senior Matron**

**“I have been very happy with the care given to me from a TNA, she seems highly competent, and nothing is too much trouble. It makes such a difference when you are alone and scared not knowing what is happening, and then a smiley face sits with you and answers your questions” Patient**

**“Before I would complete a task because I had been asked by the registered nurse to do so, now I think about how the said task will affect the patient holistically and how the care given can support or change the patients wellbeing physically, socially and emotional ” TNA**