

NURSING ASSOCIATES IN ADULT SOCIAL CARE: A BUMPY ROAD FOR IMPLEMENTATION?

Ian Kessler, Jill Manthorpe, Jess Harris, Jo
Moriarty, and Nicole Steils

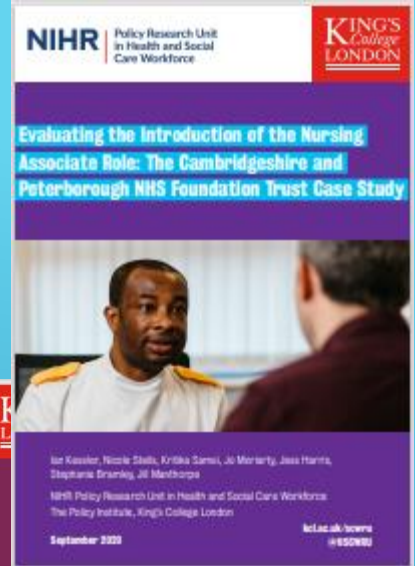
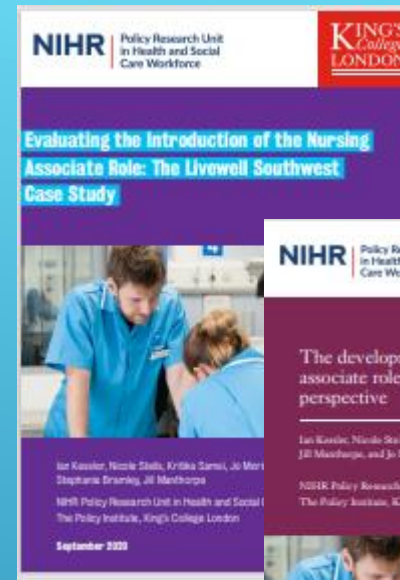
This research is funded by the National Institute for Health
Research (NIHR) Policy Research Programme, through the Policy
Research Unit in Health and Social Care Workforce, PRU-1217-21202.
The views expressed are those of the authors and not necessarily those
of the NIHR or the Department of Health and Social Care.

▶ 1. Contexts

▶ 2. Methods

▶ 3. Findings

REPORTS ON OUR WEBSITE



- ▶ In 2015 the government created a new **nursing associate** role aimed to help bridge the gap between health and care assistants and registered nurses.
- ▶ It's a stand-alone registered role applicable to health and social care.
- ▶ Creation of NAs aims to free up registered nurses to focus on more complex clinical care and
- ▶ Aims to help with some of the workforce recruitment and retention problems in health and social care (and 50K NHS Nurses).

WE ARE EVALUATING THE INTRODUCTION OF THE **NURSING ASSOCIATE** ROLE TO WHAT EXTENT HAS IT ACHIEVED THE POLICY AIMS OF PROVIDING A NEW ROUTE INTO NURSING AND OF REDUCING THE SKILLS GAP BETWEEN HEALTH AND CARE ASSISTANTS AND REGISTERED NURSES?

OUR PPIE GROUP ASSISTS WITH METHODS AND REPORTS.

Take Up in NHS (mainly Acute)

Reasons

Approaches

Challenges



Actors

Setting

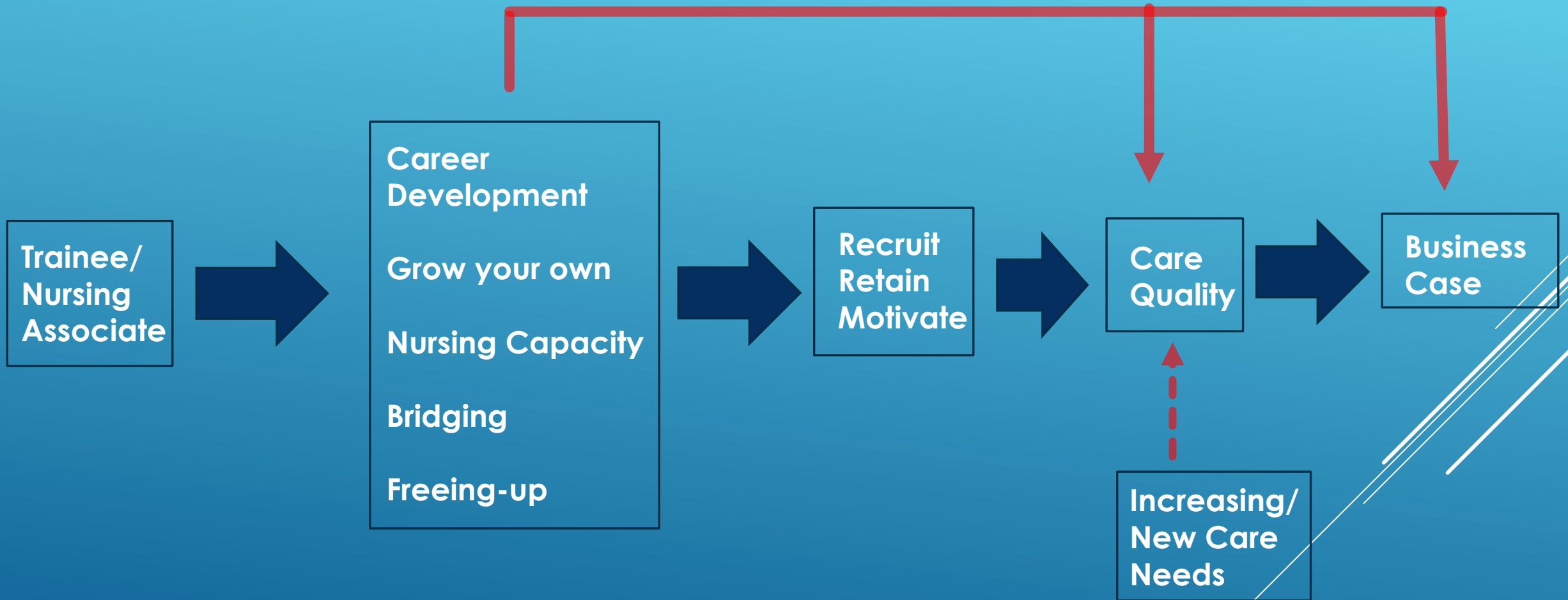
Region

Service

Organisation

1. CONTEXTS FOR ADULT SOCIAL CARE (ASC)

B. Reasons for Introducing the T/NA Role in Social Care



	HEE Regional	HEE System	Support*	Provider	T/NA	Total
East of England	1	1	2			4
Midlands	2		1	1	1	5
North East/ Yorkshire	1			1		2
North West	1	1				2
London	1	3	4	1		9
South West	2	2	1	1	3	9
South East	1		2			3
Total	9	7	10	4	4	34

* Skills for Care
Care manager assoc.
HEI
Local authorities

2. METHODS – RECENT INTERVIEWS



a. Numbers & Patterns



b. Approaches



c. Rationales



d. Challenges

2. FINDINGS

- Interest
- Trainee NAs & NAs Numbers
- Regional/ICS Variation



A. NUMBERS & PATTERNS

Region	Pilot Site	TNA Recruits
North West	Greater Manchester	23
North East & Yorkshire	Humber Coast and Vale	7
	North East & North Cumbria	50
East of England	Norfolk & Waveney	8
Midlands	Herefordshire & Worcestershire	0
	East Midlands Lincolnshire Care Association	21
	Northamptonshire	10
	West Midlands Care Association	5
	Staffordshire STP	8
		132/ 300

Mean: 15 per ICS x 42 ICS= 630 TNAs (2020-21)

Median: 8 x 42= 336

Table: Additional Data on TNA Starts

Region	Site	TNA Recruits
North West (3 ICS)	Greater Manchester	23
North East & Yorkshire (4 ICS)	Humber Coast and Vale	7
	North East & North Cumbria	50
	West Yorkshire (2021)	11
	South Yorkshire (2021)	2
East of England (6 ICS)	Norfolk & Waveney	8
Midlands (11 ICS)	Herefordshire & Worcestershire	0
	East Midlands/Lincolnshire Care Association	21
	Northamptonshire	10
	West Midlands Care Association	5
	Staffordshire STP	8
London (5 ICS)	South-East: 2021	4
	South-West: 2021	6
	North-East: 2020-21	6
South West (7 ICS)	2021	14
South East (6 ICS)	2020: 17	17
	2021: 19	19
		211

Table: Provider Engagement with the TNA Role in Greater Manchester

Sept 2020: First cohort of 13 (with 1 deferred until April 2021)

- **Turning Point** (2 TNA/1 on break)- drug and alcohol rehab- short and long stay
- **EAM Care Group** (3/ 1 on break) -young adults with learning disabilities and complex needs
- **Equilibrium Healthcare** - (3 TNAs/1 left) – residential mental health
- **Exemplar Healthcare**- (2 TNA/1 on break) different sites / mental health specialise in brain injury/residential young adults up to elderly
- **Future Directions** (1)- LD residential/supporting people with independent living
- **Belong Care Villages** (1)- residential dementia/Independent living.

Sept 2021: 9

- **EAM Care Group** (2)
- **Exemplar Healthcare**(2)
- **The Fed Heathlands Village** (1)- residential /nursing/non nursing/ discharge to assess contract with NHS
- **Chataway Nursing Home** (1)- mental health residential
- **Bloomcare** (2) dementia residential/different sites.

2nd Cohort of staff begin Cygnet's Nursing Associate Apprenticeship



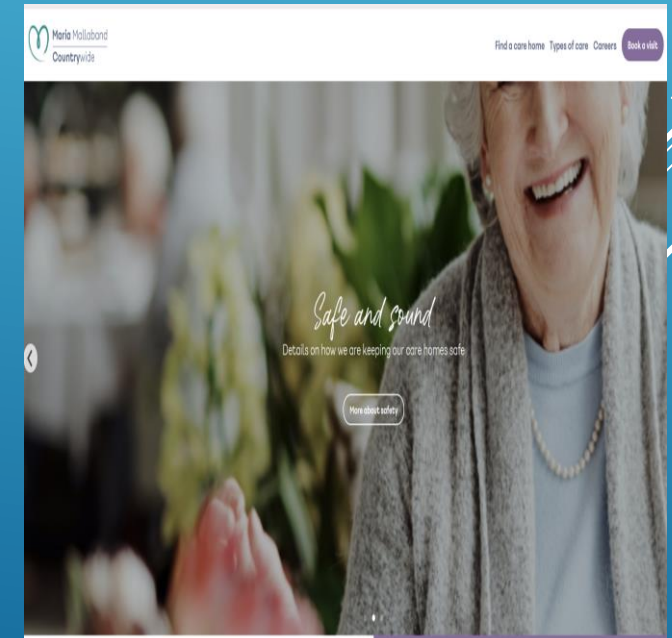
April 2018: 21

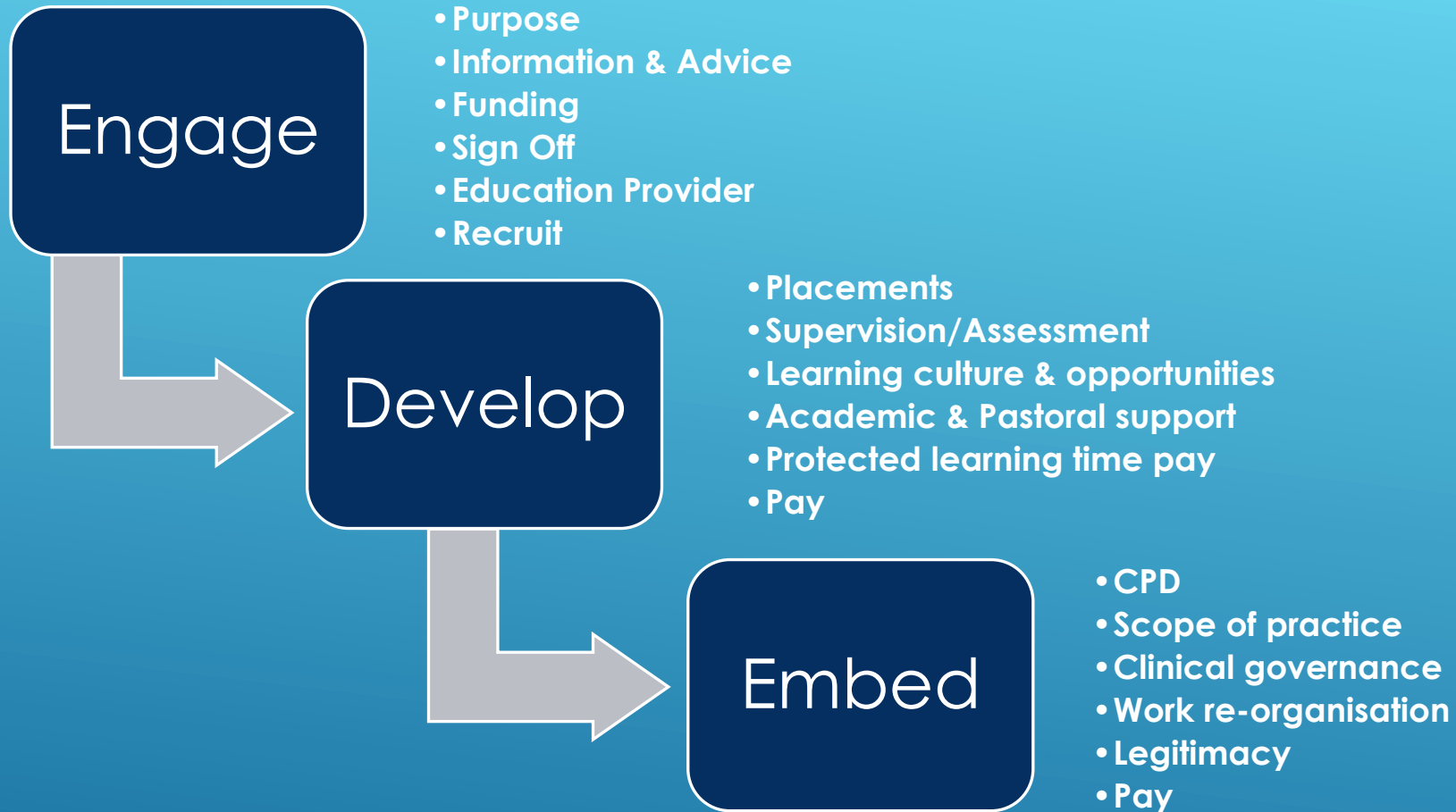
November 2018: 23:

- 7 Qualifying
- 25 on programme
- 6 to start
- In 16 of 35 homes

- 80 homes
- 2019-11
- 2020- 12
- 2021- 21

Leaders of the pack





C. APPROACH

HEE

Nurse Leads
Transformation Leads
Apprentice Leads

Skills for Care

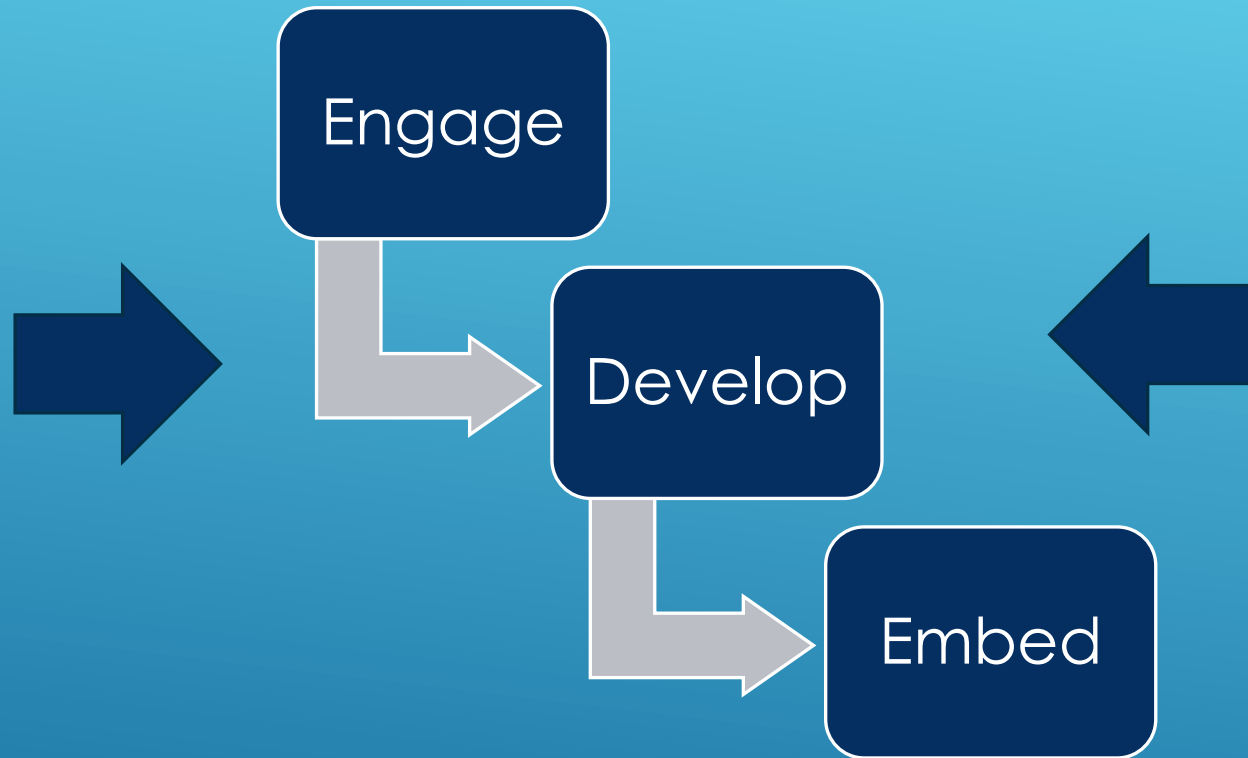
CCG

Local Authority

HEI

CQC

Think Tanks



Care Association

NMC

ICS

Health Care Providers

Social Care Providers

Partnerships

**Primary Care/
Training Hubs**

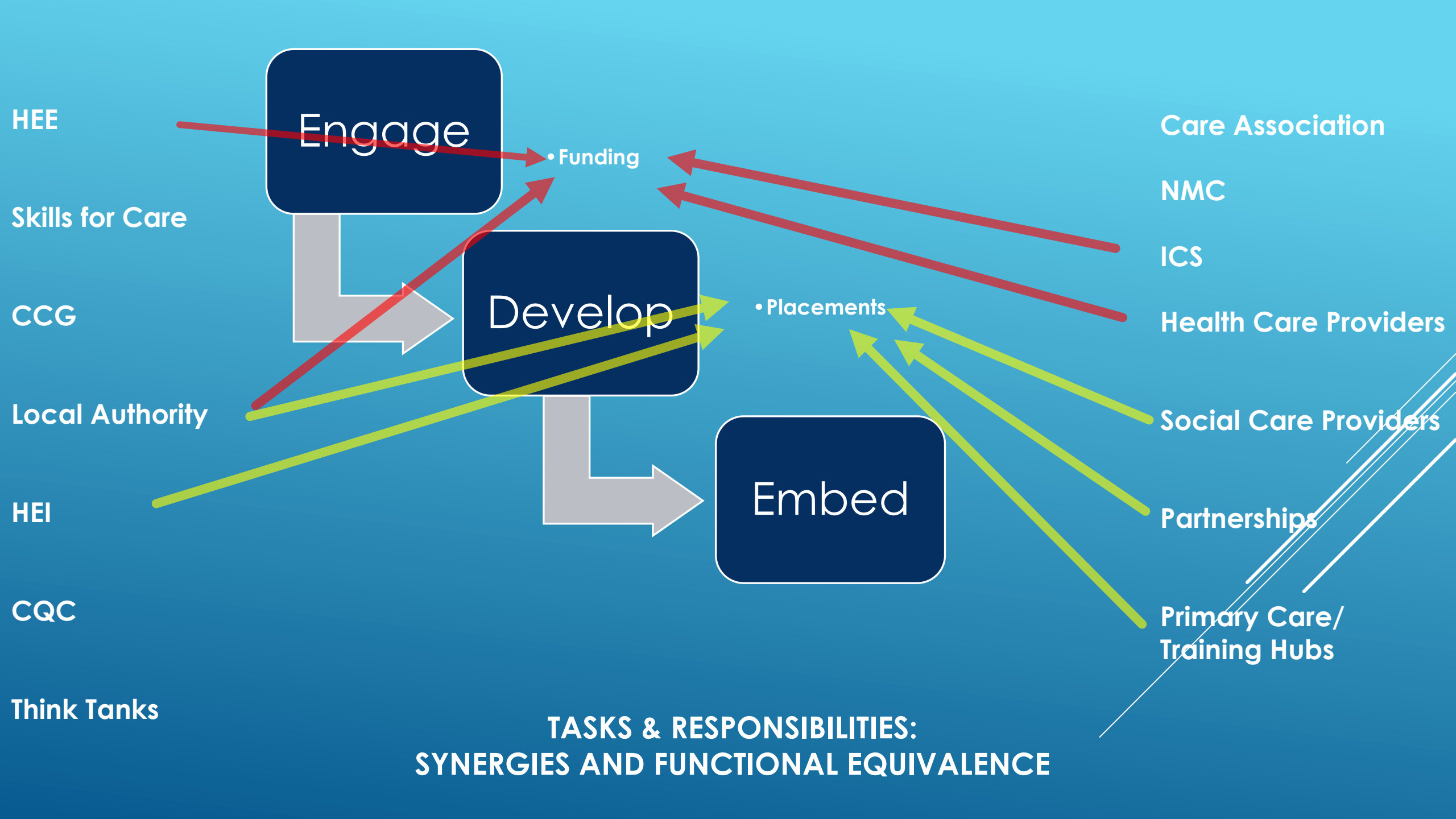
- ▶ Who is driving?
- ▶ Who is organising?
- ▶ Who is managing?
- ▶ Who is involved?
- ▶ Who is accountable?



Strategic Models

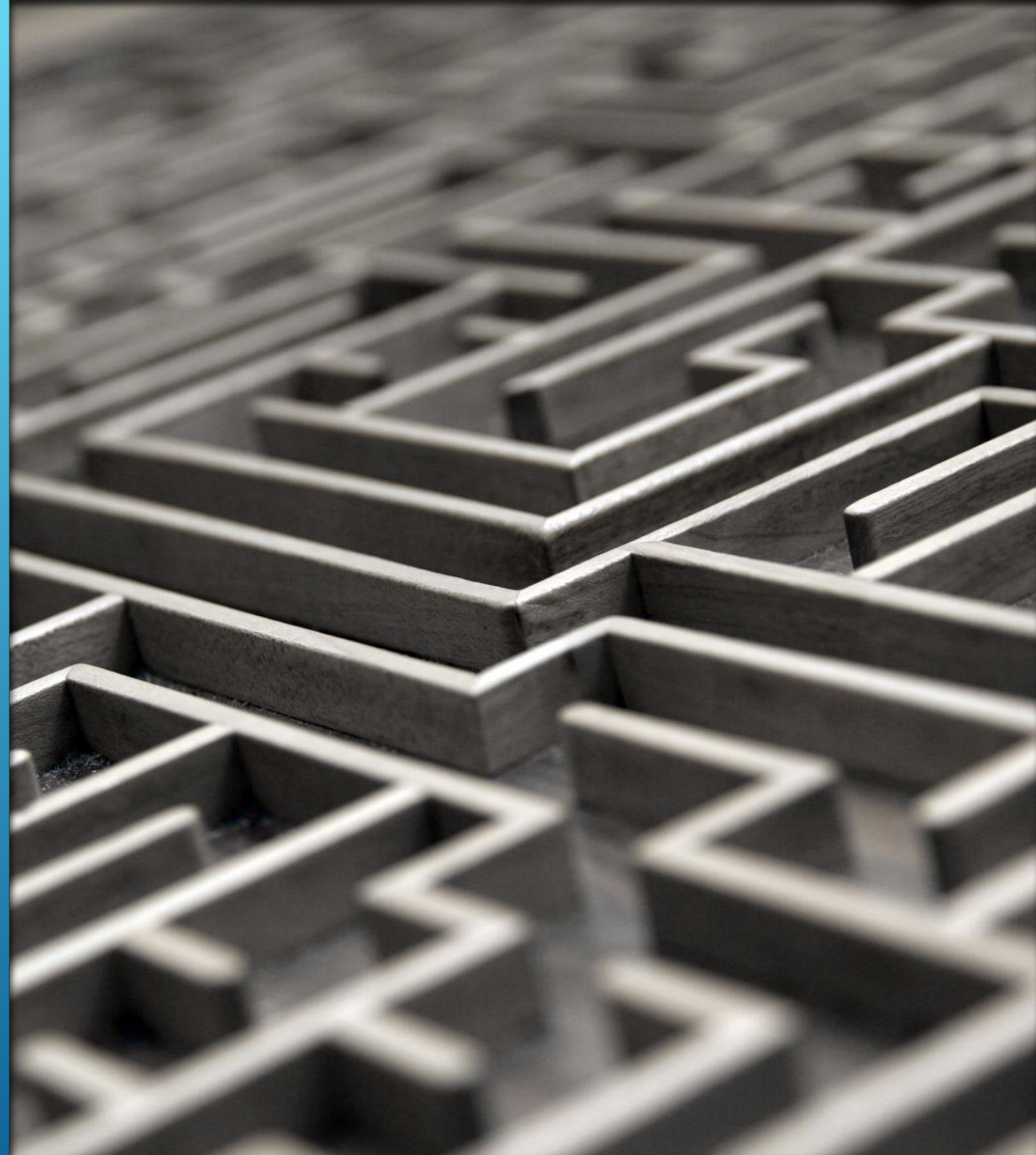
Tasks and
Responsibilities

C. APPROACH



**TASKS & RESPONSIBILITIES:
SYNERGIES AND FUNCTIONAL EQUIVALENCE**

D. CHALLENGES



Complexity

The Pandemic

Sector context

Infrastructure

GENERAL CHALLENGES

Engage

- Purpose → Step or bridge? 'We have the role'
- Information & Advice → Accessing Timing
- Funding → Backfill/Cover Drawing down Levy transfer ARRS?
- Sign Off → Champions Corporate complexity
- Education Provider → Scale Sensitivity/prog. bias
- Recruit → Internal/External Functional skills Study skills



Develop

• Placements



Capacity/Finding (external)
Reciprocity
Hosting
Auditing/Approval

• Supervision/Assessment



Availability
Willingness
Preparation
Arms-length/collaborative

} Devon
Care City
VODG

• Learning culture & opportunities



Compared to NHS

• Academic & Pastoral support



HEI academic sensitivity
Capacity

• Protected learning time



Cost
Capacity

• Pay



Apprentice pay?



Embed

• CPD



In role
RNDA
Funding
Exit: Lost investment

• Scope of practice



Understanding
Sustainable supervision

• Clinical governance



Protocols
CQC?

• Work re-organisation



Skills Mix
Activities
CCG to ICB

• Legitimacy



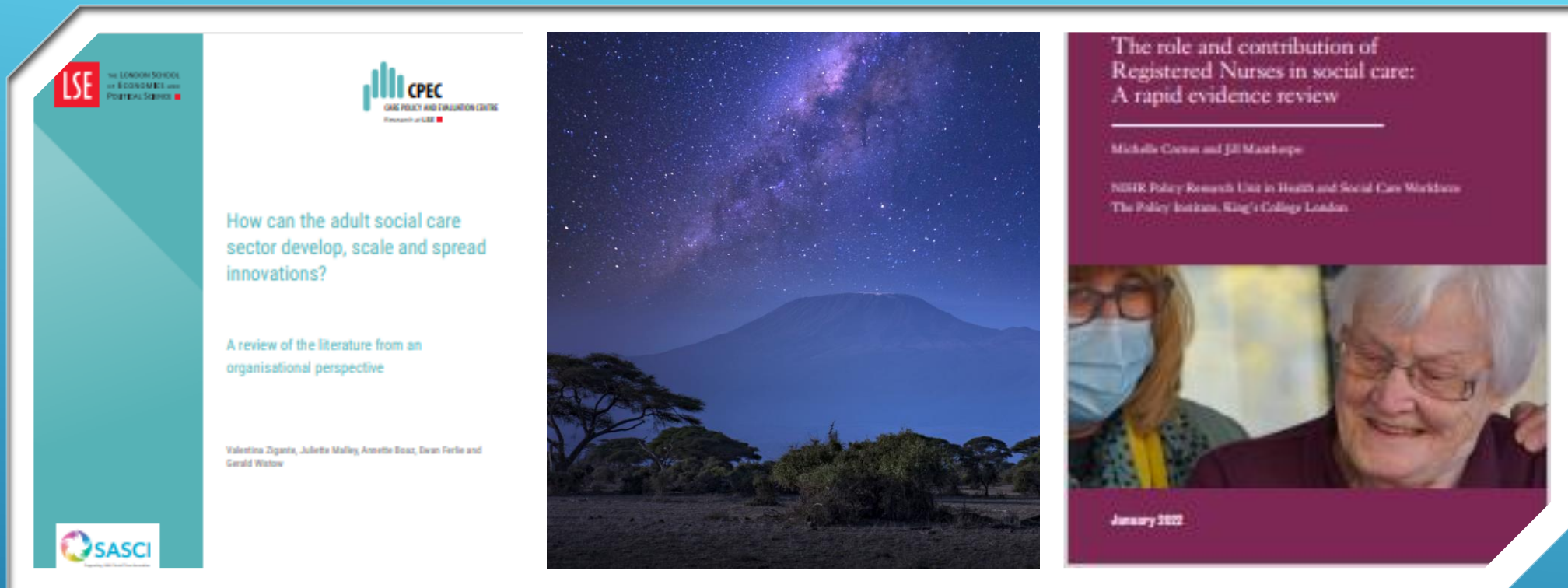
Resistance

• Pay



Exit
Cost





3. FUTURE

Next Steps
for the PRU
evaluation
of this policy?



PURPOSE



FOCUS



SATURATION



NAs IN POST



CASES



SURVEYS



EMPLOYEES



EMPLOYERS