

Trainee Nursing Associates


Wendy Majewska
NHS SWL TNA Lead

What are Nursing Associates

- Nursing Associates (NAs) are the newest members of the nursing team
- NAs sit alongside existing HCSW and under direction of Registered Nurses
- NAs able to deliver hands-on, person-centred care for people of all ages in variety of settings in health and social care
- Regulated by Nursing and Midwifery Council (NMC) and have status protected title



Benefits of an NA

- Vital part of the nursing team, supporting Registered Nurses, freeing them to focus on more complex clinical work
 - Provides career progression opportunities for HCSWs
 - Increases supply of nurses providing additional route into nursing and supporting recruitment in Nursing Homes
 - Clinical placement experience is across the life span and the four nursing disciplines; providing the NA with a generic role and enabling experience into different fields of nursing
- 

Entry Requirements TNA

- Full time contract of employment
- GCSE, or Level 2 Functional Skills, in English and Maths
- Undergo a values-based interview conducted jointly by employer and education provider to ensure shared entry criteria are met
- Apprenticeship or UCAS/self funding route
 - majority apprenticeships

Training Requirements

- Academic and work based learning, employed as apprentice
- 2 year course requirements
 - include approx. 500 hours of alternative placements
 - attendance at university, usually 1 day per week
- Minimum 2,300 programme hours and must include equal balance of theory and practice learning

Funding

- Full costs of training course can be covered by Apprenticeship Levy Transfer
- Local Training Hubs can advise re: Levy Transfer
- Employers entitled to financial package from Health Education England to support nursing workforce development
 - £8,000 over 2 years
- Example NHS salary implications
 - AfC Band 3 HCSW salary £21,730 pa (Band 3 22/23)
 - AfC Band 4 salary, once qualified £23,949 pa (Band 4 22/23)

Nursing Associates

Strategic and operational support to recruit Apprentice Nursing Associates across SWL

- 3 SWL cohorts in 2023
 - March/September Kingston University
 - September 2023 Roehampton University
- Small number of Apprentice Nursing Associates employed in SWL attend other HEIs, e.g. London South Bank University, City University, University of West London.



Nursing Associates

Support for NAs across SWL

- Wendy Majewska SWL ICB
- Lewis Daines SWL Training Hub
- Nicola Lacic Croydon GP Collaborative
- Nurse Leads in Place based Training Hubs across SWL



Nursing Associates

Nursing

- National target 5000 as part of the 50,000 nursing expansion programme

Trainee Nursing Associates

- London target 805
- SWL target 111



Considerations

What do you need to support
TNA recruitment?



Contact details

. Wendy Majewska

SWL ICB TNA Out Of Hospital Lead

[email: w.majewska@nhs.net](mailto:w.majewska@nhs.net)

mobile: 07867508822

