

# L5 APPRENTICESHIP

## NURSING ASSOCIATE



### Overview

The Nursing Associate is a highly trained support role to deliver effective, safe and responsive nursing care in and across a wide range of health and care settings. Nursing Associates work independently and with others, under the leadership and direction of a Registered Nurse within defined parameters, to deliver care in line with an agreed plan. Nursing Associates will have a breadth of knowledge and a flexible, portable skill set to serve local health populations, in a range of settings covering pre-life to end of life.

### Entry requirements

To begin your training as a Nursing Associate, you will need GCSEs grade 9 to 4 (A to C) in Maths and English or Functional Skills Level 2 in Maths and English and a Level 3 qualification preferably in a health-related subject. You will also need support from your employer to attend the course as well as the Care Certificate. You will also need to demonstrate your ability to study to level 5 Foundation Degree level and commit to completing the Nursing Associate Apprenticeship programme.

### Who is the course for?

This course is for practitioners with a level 3 qualification who wish to progress in their career to reach a band 4 role and become a registered practitioner who will implement and monitor planned care.

### Programme content

You will undertake academic learning two days a week and work-based learning the rest of the week. For the remaining time you will be employed in your normal workplace with an agreed amount of protected learning time to support your development. Alongside your current employment you will gain experience in other settings such as an acute, community or mental health hospital, care home or hospice but can also gain experience other in health and care settings and situations. This will mean travelling to placements and working in accordance with local policy. It is very important to plan and manage the competing demands of your job role, study and placements. You will develop an understanding of all elements of the nursing process and of caring for individuals with conditions such as dementia, mental ill health and learning disabilities/difficulties.

### Knowledge

- Understand the Code: Professional standards of practice and behaviour for nurses, midwives and nursing associates (NMC, 2018), and how to fulfil all registration requirements.
- Understand the demands of professional practice and demonstrate how to recognise signs of vulnerability in themselves or their colleagues and the action required to minimise risks to health.
- Understand the professional responsibility to adopt a healthy lifestyle to maintain the level of personal fitness and well-being required to meet people's needs for mental and physical care.

### KEY INFORMATION

**Typical Duration:**  
21 months + 3 months EPA

**Taught Days:**  
A combination of two day and weekly blocks of College attendance and workplace assessment.

**Delivery Location:**  
Truro

**Funding value:**  
£15,000

(£750 employer contribution if required)

- Understand the principles of research and how research findings are used to inform evidence-based practice.
- Understand the meaning of resilience and emotional intelligence, and their influence on an individual's ability to provide care.
- Understand and apply relevant legal, regulatory and governance requirements, policies, and ethical frameworks, including any mandatory reporting duties, to all areas of practice.
- Understand the importance of courage and transparency and apply the Duty of Candour.
- Understand how discriminatory behaviour is exhibited.
- Understand the aims and principles of health promotion, protection and improvement and the prevention of ill health when engaging with people.
- Understand the principles of epidemiology, demography, and genomics and how these may influence health and well-being outcomes.
- Understand the factors that may lead to inequalities in health outcomes.
- Understand the importance of early years and childhood experiences and the possible impact on life choices, mental, physical and behavioural health and well-being.
- Understand the contribution of social influences, health literacy, individual circumstances, behaviours and lifestyle choices to mental, physical and behavioural health outcomes.
- Understand the importance of health screening.
- Understand human development from conception to death, to enable delivery of person-centred safe and effective care.
- Understand body systems and homeostasis, human anatomy and physiology, biology, genomics, pharmacology, social and behavioural sciences as applied to delivery of care.
- Understand commonly encountered mental, physical, behavioural and cognitive health conditions as applied to delivery of care.
- Understand and apply the principles and processes for making reasonable adjustments.
- Know how and when to escalate to the appropriate professional for expert help and advice.
- Know how people's needs for safety, dignity, privacy, comfort and sleep can be met.
- Understand co-morbidities and the demands of meeting people's holistic needs when prioritising care.
- Know how to meet people's needs related to nutrition, hydration and bladder and bowel health.
- Know how to meet people's needs related to mobility, hygiene, oral care, wound care and skin integrity.
- Know how to support people with commonly encountered symptoms including anxiety, confusion, discomfort and pain.
- Know how to deliver sensitive and compassionate end of life care to support people to plan for their end of life.
- Understand where and how to seek guidance and support from others to ensure that the best interests of those receiving care are upheld.
- Understand the principles of safe and effective administration and optimisation of medicines in accordance with local and national policies.
- Understand the effects of medicines, allergies, drug sensitivity, side effects, contraindications and adverse reactions.
- Understand the different ways by which medicines can be prescribed.
- Understand the principles of health and safety legislation and regulations and maintain safe work and care environments.
- Understand how inadequate staffing levels impact on the ability to provide safe care and escalate concerns appropriately.
- Understand what constitutes a near miss, a serious adverse event, a critical incident and a major incident.
- Understand when to seek appropriate advice to manage a risk and avoid compromising quality of care and health outcomes.
- Know and understand strategies to develop resilience in self and know how to seek support to help deal with uncertain situations.
- Understand own role and the roles of all other staff at different levels of experience and seniority in the event of a major incident.
- Understand the roles of the different providers of health and care.



- Understand the challenges of providing safe nursing care for people with complex co-morbidities and complex care needs.
- Understand the complexities of providing mental, cognitive, behavioural and physical care needs across a wide range of integrated care settings.
- Understand the principles and processes involved in supporting people and families with a range of care needs to maintain optimal independence and avoid unnecessary interventions and disruptions to their lives.
- Understand own role and contribution when involved in the care of a person who is undergoing discharge or a transition of care between professionals, settings or services.
- Know the roles, responsibilities and scope of practice of different members of the nursing and interdisciplinary team, and own role within it.
- Understand and apply the principles of human factors and environmental factors when working in teams.
- Understand the influence of policy and political drivers that impact health and care provision.

## Skills

- Act in accordance with the Code: Professional standards of practice and behaviour for nurses, midwives and nursing associates (NMC, 2018), and fulfil all registration requirements.
- Keep complete, clear, accurate and timely records.
- Recognise and report any factors that may adversely impact safe and effective care provision.
- Take responsibility for continuous self-reflection, seeking and responding to support and feedback to develop professional knowledge and skills.
- Safely demonstrate evidence-based practice in all skills and procedures required for entry to the register: Standards of proficiency for nursing associates Annex A & B (NMC 2018).
- Act as an ambassador for their profession and promote public confidence in health and care services.
- Communicate effectively using a range of skills and strategies with colleagues and people at all stages of life and with a range of mental, physical, cognitive and behavioural health challenges.
- Recognise signs of vulnerability in self or colleagues and the action required to minimise risks to health.
- Develop, manage and maintain appropriate relationships with people, their families, carers and colleagues.
- Provide, promote, and where appropriate advocate for, non-discriminatory, person-centred and sensitive care at all times, reflecting on people's values and beliefs, diverse backgrounds, cultural characteristics, language requirements, needs and preferences, taking account of any need for adjustments.
- Report any situations, behaviours or errors that could result in poor care outcomes.
- Challenge or report discriminatory behaviour.
- Apply the aims and principles of health promotion, protection and improvement and the prevention of ill health when engaging with people.
- Promote preventive health behaviours and provide information to support people to make informed choices to improve their mental, physical, behavioural health and wellbeing.
- Identify people who are eligible for health screening.
- Promote health and prevent ill health by understanding the evidence base for immunisation, vaccination and herd immunity.
- Protect health through understanding and applying the principles of infection prevention and control, including communicable disease surveillance and antimicrobial stewardship and resistance.
- Apply knowledge, communication and relationship management skills required to provide people, families and carers with accurate information that meets their needs before, during and after a range of interventions.
- Recognise when capacity has changed recognise and how a person's capacity affects their ability to make decisions about their own care and to give or withhold consent.
- Recognise people at risk of abuse, self-harm and/or suicidal ideation and the situations that may put them and others at risk.
- Monitor the effectiveness of care in partnership with people, families and carers, documenting progress and reporting outcomes.
- Take personal responsibility to ensure that relevant information is shared according to local policy and appropriate immediate action is taken to provide adequate safeguarding and that concerns are escalated.

- Work in partnership with people, to encourage shared decision making, in order to support individuals, their families and carers to manage their own care when appropriate.
- Perform a range of nursing procedures and manage devices, to meet people's need for safe, effective and person-centred care.
- Meet people's needs for safety, dignity, privacy, comfort and sleep.
- Meet people's needs related to nutrition, hydration and bladder and bowel health.
- Meet people's needs related to mobility, hygiene, oral care, wound care and skin integrity.
- Support people with commonly encountered symptoms including anxiety, confusion, discomfort and pain.
- Give information and support to people who are dying, their families and the bereaved and provide care to the deceased.
- Recognise when a person's condition has improved or deteriorated by undertaking health monitoring, interpreting, promptly responding, sharing findings and escalating as needed.
- Act in line with any end of life decisions and orders, organ and tissue donation protocols, infection protocols, advanced planning decisions, living wills and lasting powers of attorney for health.
- Work collaboratively and in partnership with professionals from different agencies in interdisciplinary teams.
- Maintain safe work and care environments.
- Act in line with local and national organisational frameworks, legislation and regulations to report risks, and implement actions as instructed, following up and escalating as required.
- Accurately undertake risk assessments, using contemporary assessment tools.
- Respond to and escalate potential hazards that may affect the safety of people.
- Participate in data collection to support audit activity and contribute to the implementation of quality improvement strategies.
- Prioritise and manage own workload and recognise where elements of care can safely be delegated to other colleagues, carers and family members.
- Recognise when people need help to facilitate equitable access to care, support and escalate concerns appropriately.
- Support and motivate other members of the care team and interact confidently with them.
- Monitor and review the quality of care delivered, providing challenge and constructive feedback when an aspect of care has been delegated to others.
- Support supervise and act as a role model to nursing associate students, health care support workers and those new to care roles, review the quality of the care they provide, promoting reflection and providing constructive feedback.
- Contribute to team reflection activities to promote improvements in practice and services.
- Access, input, and apply information and data using a range of methods including digital technologies and share appropriately within interdisciplinary teams.

## Behaviours

- Treat people with dignity, respecting individual's diversity, beliefs, culture, needs, values, privacy and preferences.
- Show respect and empathy for those you work with, have the courage to challenge areas of concern and work to evidence based best practice.
- Be adaptable, reliable and consistent, show discretion, resilience and self-awareness.

## Gateway

- Employer is satisfied the apprentice is consistently working at, or above, the level of the occupational standard
- Practice Assessment Document (PAD)
- Evidence of prior attainment of English and Maths GCSEs grade 9 to 4 (A to C)

Apprentices must complete the following approved qualification mandated in the standard:

- Foundation Degree approved by the Nursing and Midwifery Council



# End point assessment

## EPA methods

Assessment Method 1: Professional Discussion A With the following grades:

- Pass
- Fail

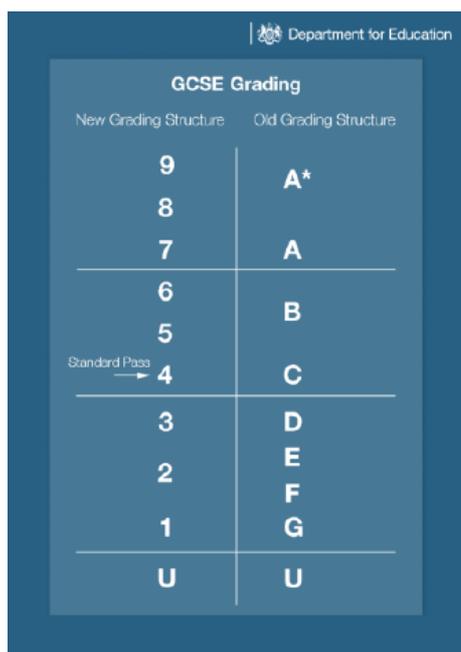
Assessment Method 2: Professional Discussion B With the following grades:

- Pass
- Fail

## Contact information

For further information, please call our Business Relations Team on 01872 242711 or email [apprenticeships@truro-penwith.ac.uk](mailto:apprenticeships@truro-penwith.ac.uk)

\* A guide to GCSE grading and Functional Skills



Department for Education

GCSE Grading	
New Grading Structure	Old Grading Structure
9	A*
8	
7	A
6	
5	B
4	C
3	D
2	E
1	F
	G
U	U

Standard Pass → 4

Functional Skills are equivalent to GCSE's, the table below shows the comparison

Entry Level 1	GCSE below G or Level 1
Level 1	GCSE D-G or level 1-3
Level 2	GCSE A* - C or level 4-9