



TNA BRIEF OVERVIEW

- The TNA role was introduced in response to the Shape of Caring Review (HEE 2015)
- To help build capacity in the nursing workforce and delivery of high quality care.
- Support career development of HCSW.
- Enable nurses to focus on more complex clinical work
- Increase supply of nurses by providing a progression route into graduate level nursing.



TNA BRIEF OVERVIEW

Programme

- Apprenticeship or Direct Entry route.
- Two year programme of higher education.
- On successful completion of the the programme the NA can apply to register with the NMC.
- 2,300 programme hours divided equally between academic and work based learning.
- Local Universities, UOB, UOS, MMU (direct entry)

Exposures

- Generic programme covers the 4 fields of nursing, adult, child, MH and LD.
- Exposure to care delivery at home, close to home and acute settings.
- Covers the life span from pre conception to end of life care.



TNA BRIEF OVERVIEW

Entry Requirements

- Minimum of GCSE 9-4 (A-C) in Maths and English or functional skills levels 2. I can refer to clinical skills provider.
- Work at least 30 hours per week.
- Ability to study at level 5.
- Understands NHS values.
- Commitment to completing the programme.

Continued

- You must have lived in the UK for the last 3 years
- You must have recourse to public funding without restrictions
- You must have a clear DBS within 6 months of commencing programme
- You must not have an existing registration with the NMC
- You must not be studying another apprenticeship
- If you have studied at a Level 5 or above you must declare this to the university



TNA BRIEF OVERVIEW

Employer Funding

- Apply for apprenticeship levy to fund the cost of the programme £15,000 (supported by HEE)
- HEE training funding support. This is £4,000 per year per TNA. Can be used flexibly by employers to support the TNA. (£7,900 per year LD field at least 50% of practice time).
- The TNA and NA roles are part of the ARRS funding and a PCN can claim reimbursement for their salaries.

Other Considerations.

- Employer responsible for TNA salary and HR. Recommended band 3 for TNA and band 4 for NA.
- Surgery needs to have clinical learning environment audit – supported by PEF.
- TNA will need a practice supervisor and practice assessor in practice. PA needs to be registered nurse or registered nurse associate. Training can be delivered by PEF.
- TNA will need support arranging placements to meet learning outcome. Acute placement arranged by TNA Programme Administrator at GMTH.



TNA BRIEF OVERVIEW

NA Role

- Work within the NMC standards of proficiency for nursing associates.
- Work with in NMC Code –Professional standards of practice and behaviour for nurses, midwives and nursing associates.
- Work within employers policies and procedures and governance.
- Work under supervision of a registered nurse.
- Can expand their knowledge and skills with the right training and governance.
- [nursing-associates-proficiency-standards.pdf \(nmc.org.uk\)](https://www.nmc.org.uk/standards/for-nursing-associates/)
- [The Code: Professional standards of practice and behaviour for nurses, midwives and nursing associates - The Nursing and Midwifery Council \(nmc.org.uk\)](https://www.nmc.org.uk/standards/the-code/)

NA Role – NMC 2018 Standards of proficiency for Nursing associates.

- Being an accountable professional – providing safe and compassionate person-centred care, acting professionally and taking responsibility.
- Promoting health and preventing ill health – supporting people to manage their health, so they can have a good quality of life at every age.
- Providing and monitoring care – monitoring a person's health needs, and working with them and their family or carers to deliver care.
- Working in teams – working well with a wide variety of colleagues in different roles, ensuring they communicate effectively.
- Improving safety and quality of care – helping to monitor and improve the quality of care someone receives, identifying any risks to their safety and taking action to manage these
- Contributing to integrated care - playing a key role in helping individuals and providing their care.



TNA BRIEF OVERVIEW

Nursing associate

6 platforms

Be an accountable professional

Promoting health and preventing ill health

Provide and **monitor** care

Working in teams

Improving safety and quality of care

Contributing to integrated care

Registered nurse

7 platforms

Be an accountable professional

Promoting health and preventing ill health

Provide and **evaluate** care

Leading and managing nursing care
and working in teams

Improving safety and quality of care

Coordinating care

Assessing needs and planning care





TNA BRIEF OVERVIEW

Clinical Skills (see Standards of proficiency for Nursing associates NMC 2018 for full details)

- Measure height and weight, calculate BMI – recognise healthy ranges and clinically significant low/high readings.
- Record and interpret Temperature, pulse, respirations, BP, pulse oximetry – recognise signs of improvement, deterioration or concern.
- Undertake venepuncture.
- ECG recordings.
- Measure and interpret blood glucose levels.
- Collect and observe, sputum, urine, stool, vomit specimen's – interpret and report findings

Clinical skills

- Provide basic physical and mental first aid.
- Monitor wounds and undertake wound care, prevent and manage skin breakdown.
- Preventing and managing Infection
- Be professionally accountable in the safe administration of medicines
- Carry out IM/SC injections
- Immunisation and Vaccination under PSD (following training and competencies)
- Cytology (following training and competencies.
- [nursing-associates-proficiency-standards.pdf \(nmc.org.uk\)](https://www.nmc.org.uk/standards/standards-of-proficiency-for-nursing-associates-2018/)



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