

Trainee Nursing Associates in Primary Care Pathway

The pathway below shows the steps to employ Trainee Nursing Associate (TNA) in Primary Care

Hiring TNAs into the PCN will enable the nursing workforce to focus on more specialist nursing skills such as urgent care, minor illness and patients living with complex long-term conditions. This role sits within a nursing career pathway and improves retention of the primary care nursing workforce by providing progression and development opportunities.

**Please note this is an example pathway, these steps may occur in a different order depending on the practice and people involved.*

Step 1 Benefits of the TNA role

Trainee Nursing Associates and [Nursing Associates](#) can help to create a sustainable nursing career pathway in a PCN.

Find out more about the Nursing Associate role [HERE](#)

Step 3 Entry criteria

Potential TNAs must have numeracy and literacy at grade C or above (or functional skills Level 2) before they can start the TNA training programme. These qualifications must be evidenced with certificates.

There will also be additional entry criteria specific to the training provider you select, make sure you speak to them about their entry criteria.

Step 5 Access funding support

Practices who employ a TNA could be eligible for [HEE training funding support](#) of £4,000 per year for to use flexibly to support the TNA, for example, supervision support for the TNA.

The PCN would also be able to access the [Additional Roles Reimbursement Scheme \(ARRS\)](#) to cover the TNA's salary. **NB. The NA role is also reimbursed via the ARRS.**

Step 7 Set up an Apprenticeship Digital Account

To access apprenticeship levy funding you need to set up [Apprenticeship Digital Account \(DAS\)](#). This enables the training provider to be paid the training programme costs from the apprenticeship levy.

Step 2 Find out more

The TNA training programme is a 2-year programme and contains both practical and academic elements. At the end of the programme the NA can register with the Nursing and Midwifery Council (NMC).

For information about the course and placement requirements you can approach your [local HEE nursing associate team](#) or [Training](#)

Step 4 Find an education provider

You will need to identify an education provider. The education provider will be able to jointly interview your potential TNA with you to ensure they meet all the entry requirements.

Your regional [HEE Nursing Associate Lead](#) can signpost you to training providers in your area.

Step 6 Access Apprenticeship Levy

[Apprenticeship Levy](#) funds of the cost of the Nursing Associate training programme.

You can access apprenticeship levy via either a [levy transfer](#) or a [reservation](#). **Your regional [Apprenticeship Relationship Manager](#) can support you to understand your options.**

Step 8 Start!

The learner starts the TNA training programme.

The PCN claims ARRS funding.

On starting the training programme the HEE training funding support is paid to the practice.