



# Enhanced health in care homes

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Developing people  
for health and  
healthcare

[www.hee.nhs.uk](http://www.hee.nhs.uk)

**Care today extends beyond treatment** – it encompasses prevention, public health education, management of long term conditions and supporting service users and their carers

**Expanding and changing roles** across the care and nursing profession against backdrop of service redesign and transformation

Many healthcare professions are moving towards a **greater skill mix** as organisations develop models of care in response to local need

Employers are **transforming how they develop their nursing workforce** to meet the increasing and changing needs of the population.

### Non-Registered Care Workforce

- ✓ There are approx 1.3 million frontline staff working as Care Assistants.
- ✓ They deliver a large proportion of direct care in hospitals, care homes and the homes of individuals.
- ✓ They support the delivery of care across all disciplines and services: diverse skills and competences

Currently no standardised education and training framework to ensure competency of workers to deliver quality fundamental care nor defined career structure for progression

# Shape of Caring: Vision for Nursing and Care



Health Education England

The Nursing and care workforce needs a paradigm shift:

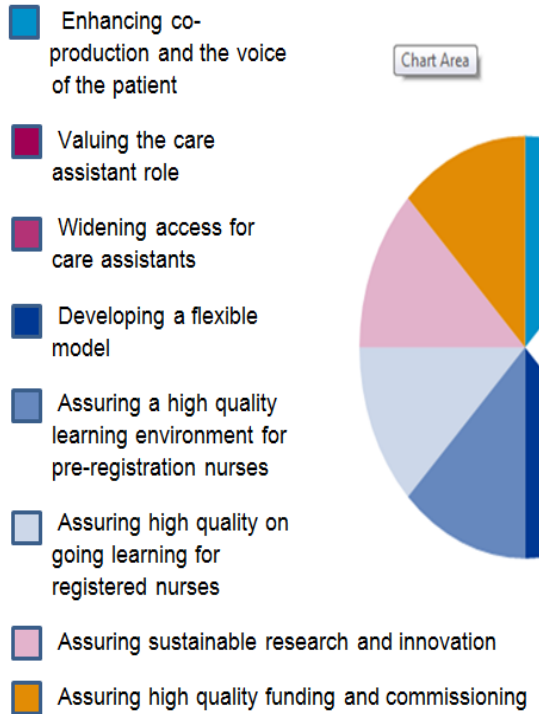
## What's the matter? → What matters to you?

More of our Registered Nurses need to work at the edge of their competence, but to do this, they must first be *liberated to lead*.

More of our Care Assistants want opportunities to progress in their careers and access to training

By developing and standardising the existing care assistant role, we can enable RNs to advance clinical practice and enable Care Assistants to advance into higher level care roles and nursing

This will improve the quality of care delivered to patients, communities and local health populations



# New support role for Nursing



## Health Education England

The new role is a key part of the transformation to build the workforce for the future.

- **Create a defined title** and competence framework workforce.
- **Build the capacity and capability of the health and social care workforce** through a role with a flexible and portable skill set
- **Provide a bridge between the care assistant and the RN workforce**
- **Deliver fundamental care** releasing RNs to focus on higher care interventions, treatment, assessment
- **Widen access and entry** into the nursing profession
- **Support career progression & enabling skill mix**

The Nursing Associate **will not:**

- x **be a substitute role for Registered Nurses**
- x **independently review patient treatment plans, measure or evaluate progress to make decisions on patient care**
- x **lead or design the care planning process**

**The Nursing Associate will:**

- ✓ **deliver tasks delegated and assigned to them by Registered Nurses**
- ✓ **be aware of their boundaries of competence and expertise**
- ✓ **be able to work within MDTs and across sectors**

# Outcomes from HEE engagement events



*Health Education England*

The purpose of the engagement events over Autumn was to explore options for ways in which the funding could be managed, whether :

1. via HEE, OR
2. by HEE/HEFCE via HEIS to placement providers OR
3. via a lead organisation to support a learning environment

The ultimate decision will be one for government and need to be discussed with departmental officials or Ministers.

## **Outcomes from engagement events suggest the need to:**

- exercise caution on the pace of change on chosen model
- recognise the particular needs of small and vulnerable programmes and consideration of other options for these
- ensure consistent set of quality standards – to prevent a two tier system and clear provide guidance to ensure any changes do not inhibit growth and new entrants or providers are treated equitably
- ensure transparency of tariff policy decisions and for identifying eligibility of new groups
- have stronger and clearer relationships between STPs, HEE, providers and local HEIs
- greater oversight of the impact on placement capacity of new roles such as Nursing Associates, Advanced Practitioners and Physician Associates

### Curriculum framework to ensure national standards: Published 17<sup>th</sup> November 2016

Curriculum Framework	National Model Job Description	Practice Assessment Document	Communities of Practice	Monitoring and evaluation
<ul style="list-style-type: none"><li>• Stakeholder engagement showed support for a national curriculum to give the role definition and boundaries of practice</li><li>• HEE developed document in partnership with Skills for Health and Skills for Care, incorporating feedback from stakeholders</li><li>• Test sites will pilot the draft document</li></ul>	<ul style="list-style-type: none"><li>• NA Implementation Group has developed a draft national job description</li><li>• Result of the work of a Task and Finish Group led by NHS Employers with membership of Unison, RCN and Skills for Health</li><li>• Will inform the work of test sites in developing their job descriptions</li></ul>	<ul style="list-style-type: none"><li>• HEE is encouraging test sites to consider the process or tools by which they will assess NAs against curriculum domains</li><li>• HEE aim to establish working group to develop national practice assessment document</li><li>• Work is important to enable APEL and portability of role</li></ul>	<ul style="list-style-type: none"><li>• All test site partnerships will be Communities of Practice</li><li>• Will share and learn in a process of collective learning</li><li>• Will develop test site capabilities; exchange knowledge; problem solve; access to expertise; help with challenges;</li></ul>	<ul style="list-style-type: none"><li>• Test site partnerships will participate in regular submission of student and test site data as per Grant Funding Agreement requirement</li><li>• Will also participate in longer term independent evaluation of the HEE pilot exercise</li></ul>

# Implementation : Eleven Test Sites



## Health Education England

Region	Lead Partner	Trainees	Education Partner	Employer Partner	Placement Partner
North (3)	Leeds Teaching Hospitals NHS Trust	80	3	5	4
	Cheshire and Wirral Partnership NHS FT	46	1	7	5
	Central Manchester University Hospitals NHS Trust	230	3	11	0
Midlands and East (3)	Walsall Healthcare NHS Trust	100	1	9	2
	Cambridgeshire and Peterborough NHS Foundation Trust	36	1	6	3
	Nottingham University Hospitals NHS Trust	230	6	18	6
London and KSS (4)	Great Ormond Street Hospital for Children Foundation Trust	25	1	4	2
	Bart's Health NHS Trust	100	3	4	0
	St George's University Hospitals NHS Foundation Trust	46	2	5	4
	Whittington Health NHS Trust	75	1	5	11
South (1)	Royal Devon and Exeter NHS Foundation Trust	73	3	5	5



# Implementation : Fast Followers



*Health Education England*

Region	Lead Partner	Trainees	Education Partner	Employer Partner	Placement Partner
North (7)	Calderdale and Huddersfield FT	23	1	11	5
	Barnsley Hospital NHS Foundation Trust	20	1	3	4
	Hull & East Yorkshire Hospitals	37	1	5	4
	York Teaching Hospitals NHS Foundation Trust	20	1	TBC	TBC
	South Tees Hospitals NHS Foundation Trust	92	3	8	25
	Lancashire Care NHS Foundation Trust	41	1	2	1
	The Walton Centre NHS Foundation Trust	40	3	10	1



# Implementation : Fast Followers



*Health Education England*

Region	Lead Partner	Trainees	Education Partner	Employer Partner	Placement Partner
Midlands and East (6)	Heart of England NHS Foundation Trust	68	2	8	4
	Birmingham Community Healthcare NHS FT	15	2	2	2
	Worcestershire Health & Care NHS Trust	58	1	3	5
	South Warwickshire NHS Foundation Trust	25	1	6	11
	Hertfordshire Partnership University NHS FT	69	2	4	1
	Bedford Hospital NHS Trust	38	1	4	2

# Implementation : Fast Followers



*Health Education England*

Region	Lead Partner	Trainees	Education Partner	Employer Partner	Placement Partner
London and KSS (5)	The Royal Marsden NHS Foundation Trust	20	1	3	3
	London Borough of Hammersmith and Fulham	20	1	2	1
	Imperial College Healthcare NHS Trust	21	1	2	3
	Oxleas NHS Foundation Trust	60	1	6	5
	East Kent Hospitals University NHS FT	20	1	3	0
	CSH Surrey	40	3	5	0

# Implementation : Fast Followers



*Health Education England*

Region	Lead Partner	Trainees	Education Partner	Employer Partner	Placement Partner
South (5)	Southern Health NHS Foundation Trust	49	1	7	5
	North Bristol NHS Trust	58	1	4	2
	Somerset Partnership NHS Foundation Trust	28	3	2	3
	Berkshire Healthcare Foundation Trust	106	4	12	2
	NHS Gloucestershire CCG	32	1	3	4

## Next Steps



*Health Education England*

- 30 November 2016

Secretary of State announces:

- Nursing degree apprenticeship standard
- Nursing Associate standard in development
- Asked NMC to agree to regulate Nursing Associates

Evaluation of the two year test sites to commence early 2017