

Generic Questions

No	Question	Answer
1	Can staff who are on a work visa come on this programme?	Yes, so long as the Visa shows that they have the right to work in the UK until the end of the programme (end of August 2027)
2	Do they have to be British citizens?	No, so long as they have a Visa showing that they have the right to work in the UK until the end of August 2027.
3	I didn't attend the earlier sessions for the roles, can I still put in an expression of interest for them?	You can put in an expression of interest for as many roles as you want, you just need to complete a separate expression of interest form for each role.

Nursing associate apprenticeships Questions

No	Question	Answer
1	Are the Nursing Associates a modern day version of the Enrolled Nurse?	A nursing associate is not an enrolled nurse but they do work alongside the Registered Nurse in a similar way.
2	In addition to the University of East London, which other universities are offering this programme?	Lots of universities offer the Student Nursing Associate Apprenticeship, but we are going to link with the University of East London for this project.
3	After qualifying, do Nursing Associate continue to work with us as NAs?	<p>The vision for this project is that when the staff member has completed their apprenticeship there will be a permanent Registered Nursing role within their organisation that they can be recruited into / apply for. So that following the investment in that staff member's development the provider can retain the skills and expertise within their organisation.</p> <p>The reason we are supporting a provider to recruit a Registered Nursing role in Redbridge (and aiming for other Registered Nurses employed by Care Providers across NEL) is to evidence the benefit of creating these enhanced roles in care.</p> <p>This evidence is to support discussions with colleagues in the NHS and Local Authorities across NEL to help us find ways to sustain and grow these roles.</p>

Nursing associate apprenticeships Questions (con't)

No	Question	Answer
4	What's the minimum qualification for one to be on this programme?	GCSE Maths and English (grade A-C or 4 and higher) or the equivalent (e.g. Functional Skills) . We will need to see copies of these qualifications as part of the expression of interest. If you are not sure if the staff member's qualifications are sufficient, you can send them to us in advance of the EOI deadline and we'll take a look, but we'd need at least 2 days before the deadline..
5	In terms of the salary, the minimum London living wage has gone up to £13.85. Are we required to pay them the minimum wage?	<p>We require the staff member to be paid the national living wage as a minimum, which is £12.21 for 21yrs and over. https://www.gov.uk/national-minimum-wage-rates</p> <p>This is different from the London Living wage (which is £13.85 https://www.london.gov.uk/programmes-strategies/business-and-economy/support-your-business/london-living-wage).</p> <p>We do not want staff to have a reduction in salary though, so if they are paid more than £12.21 we'd like you to maintain their current wage level.</p>

Assistant Practitioner Apprentices

No	Question	Answer
1	When they are working with other clients not ours, how would this be funded?	During the apprenticeship training programme they would only be working with other clients as part of their learning activities during the time that you would be allocating to learning. For example if they were on placement with a speech and language therapy team, they'd be engaging with the team's clients.
2	Is the qualification transferable? Do they need to commit to a certain amount of time and work with other clients other than ours once they are qualified?	<p>Once they are qualified Assistant Practitioners, our vision is that the system will recognise the benefits of this role and the additional capacity it brings to community based services, and on that basis will look to fund the service.</p> <p>If this is achieved, this will mean that care providers with a qualified Assistant Practitioner would receive an income to cover the cost of the post, which would deliver activities delegated by health colleagues (in line with the way of working we are seeking to achieve).</p>

Assistant Practitioner Apprentices

No	Question	Answer
3	We currently do not work with the elderly is this ok?	Yes, if your EOI was successful we'd need to explore how the role would work - partly with your existing client base and also with other clients including elderly patients.
4	Does the university have support for students who are neurodiverse or need learning/ accessibility support?	Yes, they have a lecturer who leads on this issue and will ensure learners get access to the resources and support they need, including one2one sessions if required. If the staff member you are planning to nominate has specific needs please let us know confidentially if your organisation is invited to interview as part of the EOI process.

Registered Nursing Associate

No	Question	Answer
1	In terms of cost to the care provider, what's the ballpark figure that one could expect will be an outlay from the care provider working with you on this programme?	The financial support we are providing is intended to cover the cost of the salary and a contribution to 'on costs'. In addition, the organisation would need to allocate some management time as line manager for the post + engaging in the co-design of the role and governance framework. We would also want you to contribute to the evaluation, so that we can demonstrate the value of the role. In addition, you would be spending time on the recruitment and ongoing process for the role