

# Enhanced Roles in Care Information Session

Tuesday  
1st April  
2025



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# Intros and housekeeping

- Introductions
- Session is being recorded and will be shared
- If you have any questions please wait till the end or add to the chat
- Any questions after the session can be emailed to [theteam@carecity.org](mailto:theteam@carecity.org) and we'll have a Q&A google form and we'll share a link after the session



# What we'll cover

In this information session we'll cover:

- An introduction to the **vision and roles** being created
- Why this is an exciting **opportunity for providers**
- **Funding and support** for selected providers
- The **criteria** and how to provide an **expression of interest**
- The **timeline**, including **interview dates**



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# Our Vision for Enhanced Roles in care

Increases health expertise for care providers

Increases capacity to deliver health interventions

## Care Providers

Apprentice  
Nursing  
Associates

Registered  
Nursing  
Associates

A new enhanced  
care workforce

Staff Training  
Supporting QI  
Better NHS connect  
Promoting wellness & prevention

Apprentice  
Assistant  
Practitioners

Assistant  
Practitioners

## NHS and Local Authorities

Nursing

Community &  
District Nursing

Delegate health  
interventions  
Clinical Supervision  
Training/Development  
Info/resources

Allied Health  
Professionals

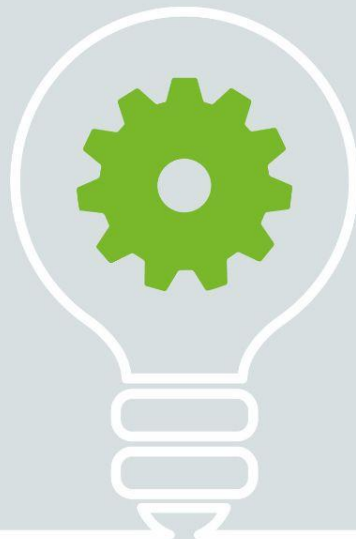
Occupational  
Health, Speech  
and Language

Bridges the gap between care providers,  
NHS and Local Authorities



# The nine roles being created (so far)

- **(1) Registered Nursing Associate** in Redbridge (12 months)
- **Nursing Associate apprenticeship (2 years) in;**
  - **(2) Barking & Dagenham**
  - **(3) Newham**
  - **(4) Tower Hamlets**
  - **(5) Waltham Forest**
- **Assistant Practitioner Apprentice - Speech and Language Therapy** (2 years) in;
  - **(6) Havering**
  - **(7) Redbridge**
- **(8) Assistant Practitioner Apprentice - Occupational Therapy for Learning Disabilities** (2 years) in Hackney
- **(9) Qualified Assistant Practitioner** in Newham (12 months) - from Sept



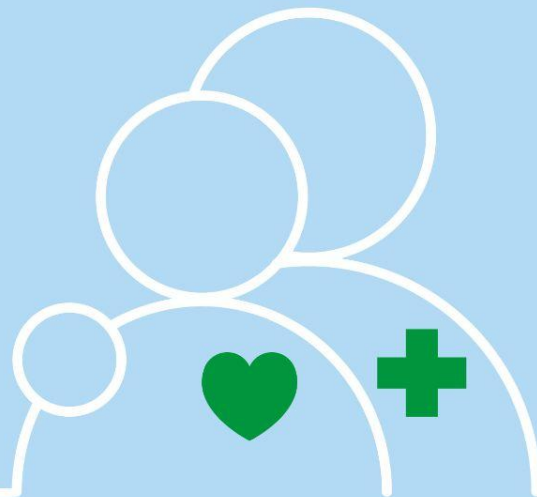
# An exciting opportunity

This is an **exciting opportunity** for Care Providers who work in **North East London**

- Brings new **skills and expertise**
- Ability to deliver **health outcomes**
- Potential to generate **new income**
- Opportunity to **diversify business**
- A focus on **future sustainability**



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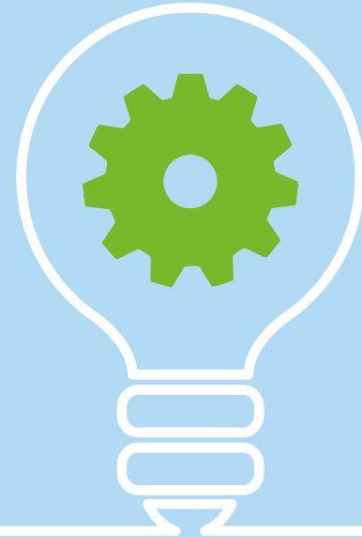
# Funding for providers

## Funding for Registered Nursing Associate role:

- One year funding of £40,687
- Estimated Salary of £34,048 + On Costs (equity with NHS Band 4)

## Funding for Apprenticeships:

- **Contribution towards apprentice costs of £11,381**
- **£5,691 per year**
- **With additional £1,250 (tbc)**



# The criteria for selection

We will use expressions of interest and interviews to determine if providers meet the following essential criteria:

- Currently **providing home care services in the borough** where the role is being created
- **Good or Outstanding CQC rating** for those services
- Able to **provide all aspects of employment** of the postholder including employment contract, PAYE, annual leave, sickness monitoring/management and general staff management and supervision
- Can **meet criteria for apprenticeship programme** (where applicable)
- Have the ability and capacity to **participate in a project evaluation and codesign**



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# How to express interest

## For all roles

- We will share a link to an **Expression of Interest Form** (Google Form) following the Information Session
- We will also share the **slides from the session**

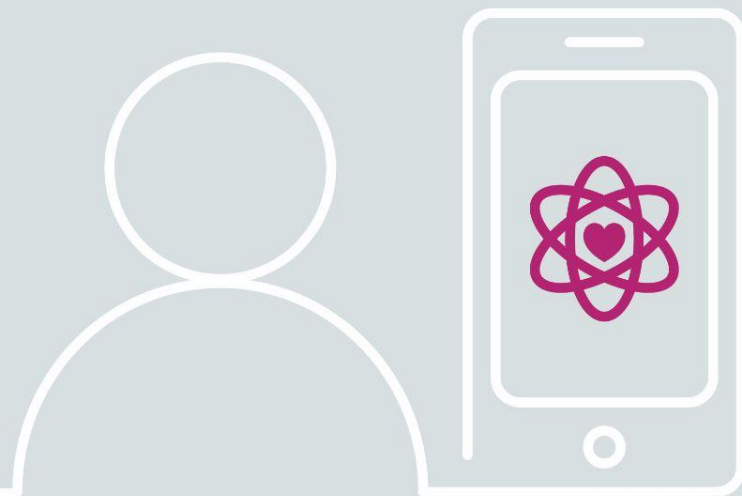
If you are expressing interest in more than one role you will need to complete a separate EOI for each one

## For apprenticeships

- You will need to **upload the required information** specified on EOI
- You **need to specify who the staff member** is that you are putting forward



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# Timeline for Nursing Associate Apprenticeship

Deadline for  
EOI to be  
submitted  
Wednesday  
16 April 2025

Selected  
providers  
notified  
2 May 2025

University  
Conditional  
offer of place  
on programme  
1 June 2025

Agreement  
between  
Provider and  
Care City signed  
Mid August  
2025

EOI Interviews  
30 April and  
1 May 2025

University  
Interview  
23 May 2025  
(TBC)

Apprenticeship  
onboarding  
activities  
completed  
Mid August  
2025

Apprenticeship  
starts  
22 September  
2025



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# Student Nursing Associate Apprenticeship (SNA)

How the programme works and what is required of the successful Care Provider



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# Student Nursing Associate Apprentice

## Boroughs:

- Barking and Dagenham
- Newham
- Tower Hamlets
- Waltham Forest

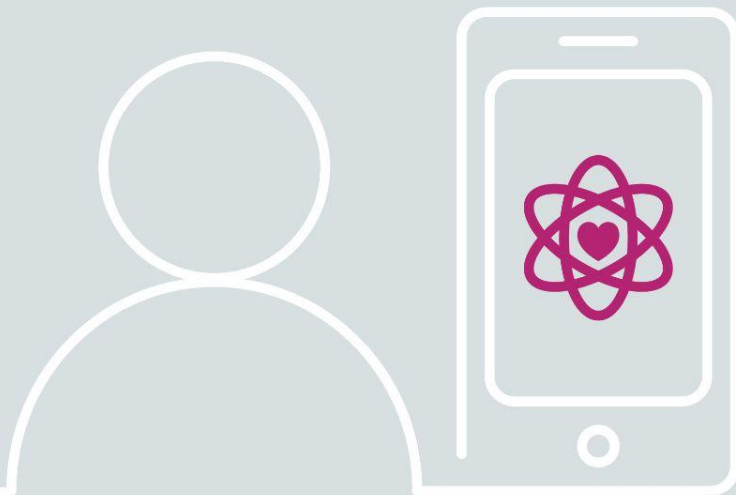
## Timeline

- 2 year apprenticeship
- September 2025 to August 2027

**Need to submit a separate EOI for each borough with nominated staff member**



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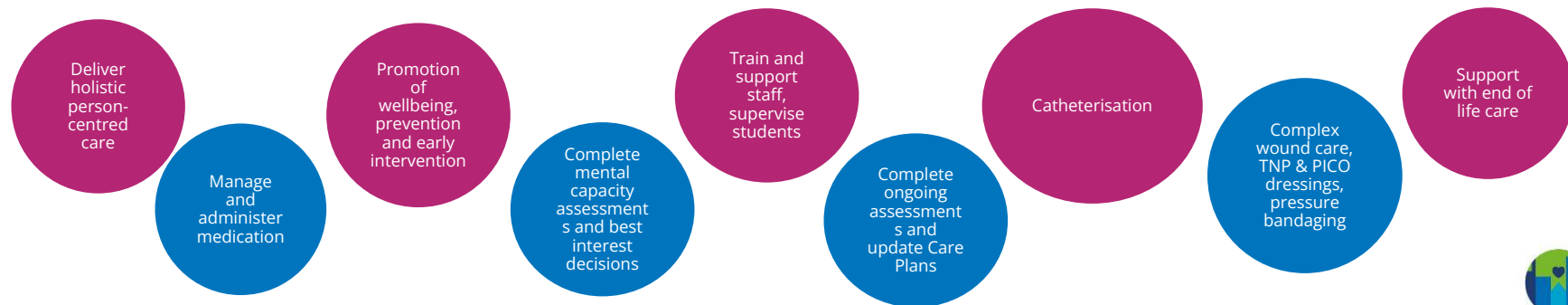


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# The Nursing Associate role

[More Info](#)

- Nursing Associates provide **care for people in health and social care settings**, covering the 4 fields of nursing: Adult, Child, Mental Health and Learning Disability
- The role was developed to **bridge the gap between care workers and Registered Nurses** – a Nursing Associate contributes to the core work of nursing which enables Registered Nurses to focus on more complex care needs, leadership and management
- Educated to **foundation degree** level
- **Registered with the Nursing and Midwifery Council (NMC)**
- Nursing Associates are stand alone roles and fully accountable for their practice and work to a **different standard of proficiency to Registered Nurses**, bound by the NMC 'code (2018) They can undertake a range of interventions depending on local governance arrangements and post qualification training if needed



# Nursing Associates and Registered Nurses

## Nursing associate

- 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

- 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**

Nursing and Midwifery Council



# Growing Nursing Associates

## Apprentice Nursing Associate (ANA/TNA) programme: 2 years

- Foundation degree (University of East London)
- **40% of WTE role in learning while paid** (classes, placements, protected learning time)
- **1150 hours Practice Learning and 1150 Academic Learning**
- Programme meets NMC standards

## Registered NA: first 6 months

- Registration with NMC
- Preceptorship and consolidation in role
- Specialist training relating to setting if needed
- NA overseen by RN

## Registered NA: ongoing

- CPD/prep for revalidation with NMC (every 3 yrs) – will need to meet specific requirements
- Part of nursing workforce
- NA overseen by RN



# Apprentice Learning Hours

Approximate breakdown of hours	During paid hours		Homework	
	Year 1	Year 2	Year 1	Year 2
<b>University day</b> (1 day a week = 7.5hrs x 46 wks)	368	345		
<b>Self Directed</b> Study (remaining academic hours)			230	230
<b>Skills Training days</b> (12 days yr1, 10 days yr2)	90	75		
<b>External Placements</b> (4x4wk blocks each year)	240	240		
<b>Protected Learning time</b> (various)	78	115		
<b>Total learning hours during paid working hours</b>	776	775		
<b>Total working hours incl a/I</b> (52wks x 7.5hrs)	1950	1950		
<b>Learning hours as a % of WTE working hours</b>	40%	40%		
<b>PLUS counting learning during 'normal' hours</b>	240	240		

Can your staff member fit homework into their personal life?

40% of paid working hours allocated to learning

Essential to complete the required hours





# Key info on the apprenticeship programme

## External Placements

These are usually 2 x 4-week blocks for each year, negotiated with our North East London partners to give the SNA Apprentice a good understanding of different nursing settings. The placement host will assign a Practice Assessor and Practice Supervisor to plan, supervise and sign off the SNA's learning.

## Placements

- Can be anywhere in North East London, but we'll aim to keep them relatively close to your workplace
- Run various shifts – the apprentice would be expected to follow a shift pattern that reflects that setting, including evenings, weekends, long days
- Can involve provision of personal care, working with infectious patients (with appropriate PPE) and with MH and LD patients
- Will be arranged for your preferred dates if possible (subject to placement host agreement)
- Cannot be combined with shifts – the SNA should not be asked to undertake shifts in your workplace during block placements

## Practice Learning through shadowing

Our target care provider employers are not expected to deliver nursing services currently. This limits opportunities for the SNA Apprentice to develop their nursing/clinical skills in the workplace. We have therefore built additional clinical shadowing days into the programme. This will also support relationship building with NHS colleagues and services



## Practice Learning in your workplace

When the SNA Apprentice undertakes tasks that could be done by a care worker, they will sometimes be doing so with greater understanding and application of their wider learning as an SNA. They apply their new learning to this role and so long as they evidence this, we can count the hours. They record this the PAD (often as reflection of learning applied to particular activities). For example:

- Taking a blood pressure and demonstrating clinical knowledge of what a blood pressure is, what diastolic /systolic readings are, recognising abnormal reading and learning what may be causing abnormality in blood pressure and action needed
- TNA in social care setting - monitoring pressure area's and undertaking pressure area assessments and referrals, working with more complex pressure area issues under supervision of Registered Nurse

## Practice Assessment Document (PAD)

All evidence of practice learning hours and sign off of required learning objectives and proficiencies are recorded and signed off in the PAD. The SNA cannot complete the programme without a fully completed PAD.

## Staff member is Student Nursing Associate Apprentice for 100% of their time

- New role, new job description, noted in contract of employment (which lasts at least until October 2027). Contract is full time (eg 37.5 hours per week, minimum 30 hours per week)
- They deliver all activities as a SNA Apprentice all the time
- Status as 'trainee' in terms of their role so need to be supervised/supported



## Regulated healthcare professionals need to support practice learning

Practice learning needs to be supervised and signed off by regulated healthcare professionals. We recognise that the care providers we want to work with are unlikely to have these staff on the team (although let us know if you do!), so arrangements will be made to accommodate this. The 2 roles we will need to cover for the SNA Apprentice programme are summarised below for info.

### Practice Supervisor

- To support the TNA in the practice learning environment. The university provides guidance on the learning that is required by the TNA during their time in the General Practice. This will include their development of clinical competencies and also providing tailored learning opportunities that enable the TNA to achieve specific learning outcomes that are necessary for the programme. The Practice Supervisor works with the TNA on an ongoing basis with regular (minimum weekly) intervention. A practice supervisor must be a regulated health professional, and the role may be delivered by different people during the programme. Preference is that the main Practice Supervisor role is undertaken by a Registered Nurse.
- For more information see:  
<https://www.nmc.org.uk/supporting-information-on-standards-for-student-supervision-and-assessment/practice-supervision/what-do-practice-supervisors-do/>

### Role of the Practice Assessor

- To agree with the Practice Supervisor and the TNA a plan for learning during each phase of placement (eg an agreed period of learning in the General Practice) and to assess and confirm the TNA's achievement of the agreed learning objectives and competencies. Practice Assessors must be a Registered Nurse, Registered Nursing Associate or Midwife.
- For more information see:  
<https://www.nmc.org.uk/supporting-information-on-standards-for-student-supervision-and-assessment/practice-assessment/what-do-practice-assessors-do/>

## Both Roles should attend SSSA training



# Programme Structure for Year 1

[illegible]

	Weeks
	Induction (5 full days)
	University Study Day F2F (Monday tbc)
	University Holiday (when Apprentice should book their A/L
B	University Progression / Exam Board (Apprentice does not attend)
	Clinical and Study Skills Day F2F (Apprentice does not need to attend all)
	External Block Placements (4 days a week) - to be agreed
H	Protected Learning Time (average half day per week)
R	Reflecting on practice
S	Shadow days
	Learning during normal hours

**This Programme Structure is provisional and needs to be agreed.**

**Year 2 will be similar.**

# University of East London (UEL) Modules

- Professional Values
- Communication
- Bioscience for Nursing
- Promoting Health and Preventing Ill Health
- Developing as a Nursing Associate
- Nursing Practice in the Workplace
- Evidenced Based Research
- Pharmacology for Nursing Associates

- Patient Safety and Quality Improvement
- Teamwork for Inter-Professional Learning
- Professional Competence in Clinical Practice
- Becoming a Competent Nursing Associate



# Who's suitable for the apprenticeship?

## You need to identify the apprentice when you complete your EOI

Will be an existing staff – but you need to make sure they are the right person. They need to:

### Meet Academic and Programme Requirements

- Academic study at level 4 in year one and level 5 in year two – will your staff member be able to cope?
- Have health and care work experience – ideally a level 3 qualification
- Have Maths + English GCSEs (grade C/4 and above) or equivalent (certificates must be shared)

### Be able to manage work – study – life balance

- Apprenticeships combine study with work. This doesn't suit everyone. Staff need organisation/time management skills, the ability to allocate time and 'headspace' during work and homework, be aware of what the programme involves, be highly motivated and ready to take responsibility for their learning

### Meet Apprenticeship Funding Eligibility Criteria - apprentices must:

- Be aged 16 years or older
- Not be enrolled in another funded apprenticeship or further or higher education programme
- Be employed in a full time job (minimum of 30 hours per week) in a role that is relevant to the apprenticeship with a contract of employment that lasts at least the length of the apprenticeship
- Not already have qualifications at the same level/subject as the apprenticeship
- Either be a UK citizen or have the right to reside and work in the UK until programme end date.
- Have lived in the UK for at least the previous three years before apprenticeship start date
- Spend at least 50% of their working time in England

We can advise on these criteria or you can go to [Education and Skills Funding Agency \(ESFA\) funding rules.](#)

# But most importantly.....

Do you see this person as having the potential to be a great Nursing Associate?

Will they be fit to practice once they qualify?

- Reflecting the **right values**
- Working within the **NMC code of practice**
- Willing to embrace **accountability** and take **responsibility**
- Demonstrating high degrees of **professionalism** and **integrity**

You know your staff member - are they the right person to invest in?



# Nursing Career pathway Utilising Apprenticeships



## KEY:

- = Job roles
- = Regulated role requiring specific qualification
- = Apprenticeships
- = Provides qualifications required for role
- = Recommended





## Cost

### Apprentice full time NHS equitable salary

- 70% or Band 4
- Minimum £12.21 p/h (National Living Wage)
- No salary drop

### 40% of full time post allocated to learning

- Average 15 hours per week
- Usually 20% for apprenticeships

### Management

- Time to support training
- Engaging with wider project
- Loss of care worker time – apprentice can't do same shifts as before
- Logistics of arranging shifts around course structure

## Funding

### £11,381

- £5,691 per year
- Covering additional 20% requirement

### 100% tuition costs

- £15,000 course fees covered via levy transfer

### Additional £1,250 tbc

- Funding via CPV to support apprenticeships

### Employer NI savings

- Employers may not need to pay Class 1 National insurance if apprentice is under 25 years old.
- Organised via PAYE system
- [More info](#)

## Support

### Selecting apprentice

- Suitability/eligibility
- Onboarding with university
- Firming role (JD and contract templates)

### Nurse Practice Educator

- Key to assist learning and arrange placements

### Tailored Programme

- Practice Supervisor/ Assessor outsourced
- Skills and shadow sessions

### Levy Funding Transfer Engagement with health partners

- For increased joint working, support and apprentice exposure

# Employer Commitment Required

1. Support a **suitable** person to join the SNA Apprenticeship programme
2. Provide contract of employment (full time, 30hrs min p/wk) + contract lasting 2 yrs + 2 months (to allow for NMC registration once qualified). Agree to flex on contract length if individual has a break in learning or needs a bit more time to complete the programme. Provide Apprentice Nursing Associate Job description.
3. Allow the SNA Apprentice to undertake key learning activities during paid working hours as set out in slides, amounting to 40% of their full-time hours (average of 15 hours per week).
4. Provide the SNA Apprentice with learning opportunities while in the workplace, reflecting relevant learning outcomes and competences that they need to complete the programme and allow partners to provide Practice educator, supervisor and assessor roles in the workplace as required.
5. Allow the SNA to attend external placements which are usually in blocks of 4 weeks, 2 blocks per year, amounting to at least 460 hours over the 2 years. Whilst on external placement the ANA/TNA will not be required to work shifts, even if paid additional hours.
6. Provide reciprocal placements for other SNA Apprentices within the North East London partnership if required (supported by partners). This offer is necessary to secure the external placements your apprentice requires.
7. Ensure the SNA Apprentice is up to date on Occupational Health Issues including all recommended vaccinations for patient facing staff + Stat.Mand training + has up to date satisfactory DBS. See separate chart on recommended vaccinations.
8. Attend university 'tri-partite review meetings' every 12 weeks or so + engage in wider project activities (as specified earlier)
9. Recognise SNA Apprentices' status as a trainee and ensure that they never undertake clinical activities without an appropriate registered healthcare professional available.

# Any questions



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# Contact us

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