

Enhanced Roles in Care Information Session

Thursday
3rd 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 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

Apprentice
Assistant
Practitioners

Assistant
Practitioners

Staff Training
Supporting QI
Better NHS connect
Promoting wellness & prevention

NHS and Local Authorities

Nursing

Community &
District Nursing

Allied Health
Professionals

Occupational
Health, Speech
and Language

Delegate health
interventions
Clinical Supervision
Training/Development
Info/resources

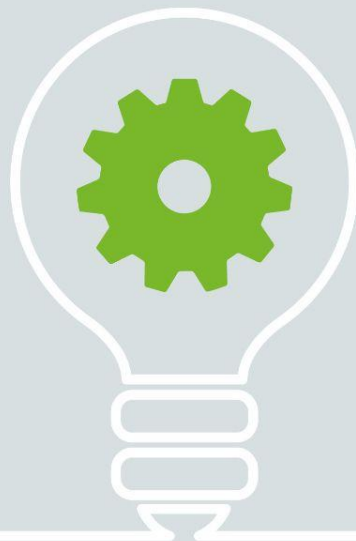
Bridges the gap between care providers,
NHS and Local Authorities



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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



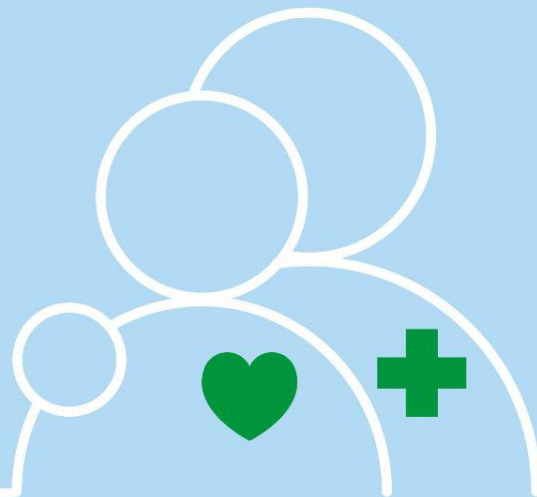
An exciting opportunity

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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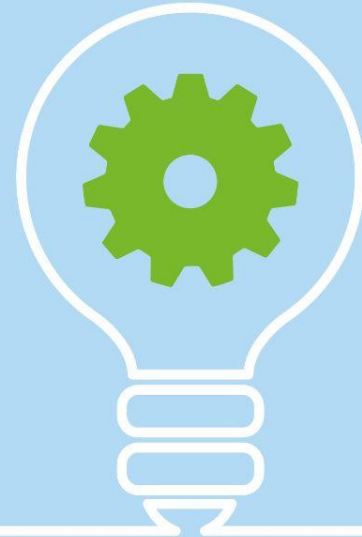
Funding for providers

Funding for Registered Nursing Associate role:

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

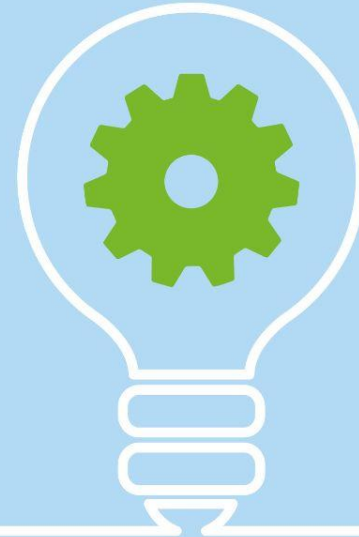
Funding for Apprenticeships:

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



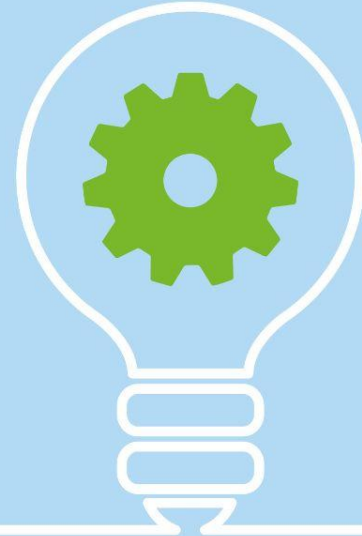
Support for selected providers

- **Recruitment support**
 - Job description
 - Employment contract
 - Interviews and induction
- **Implementing the roles**
 - Delegation and governance with NHS
 - Clinical supervision
- **Future sustainability**
 - Evaluation of value and health outcomes
 - Engaging commissioners and exploring other funding opportunities



What we need from providers

- Salaries that are **equitable with NHS**
- Full employer role
- **Codesign** of roles and support systems
- Providing information for the **evaluation**
- A **dedicated person** to work with at Care City



The criteria for selection

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

- Currently **providing 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**

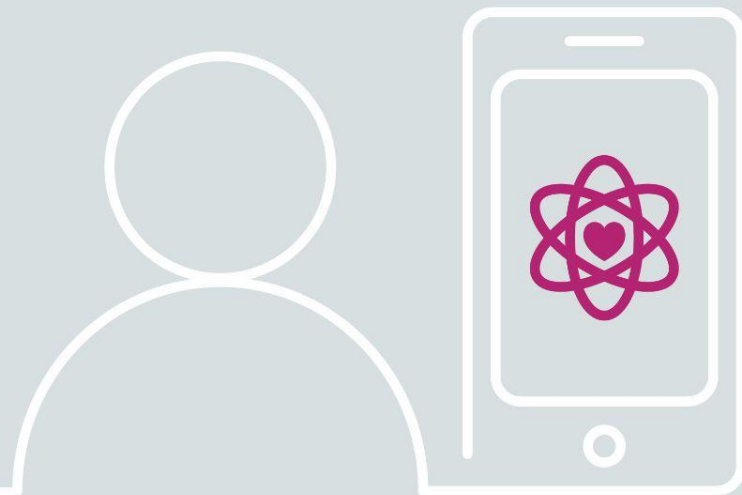
If you are expressing interest in more than one role you will need to complete a separate EOI for each one

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 Registered Nursing Associate

**Deadline for
EOI to be
submitted**
Friday 18 April

**Selected
provider notified**
Thursday 1 May

**Start
recruitment**
May 2025

**Induction and
onboarding**
September /
October 2025

**Provider
Interviews**
Tuesday 29 April

**Agreement
between
Provider and
Care City
agreed**
Friday 8 May

**Nursing
Associate in
post**
September
2025

**Begin
delegation of
health tasks**
TBD

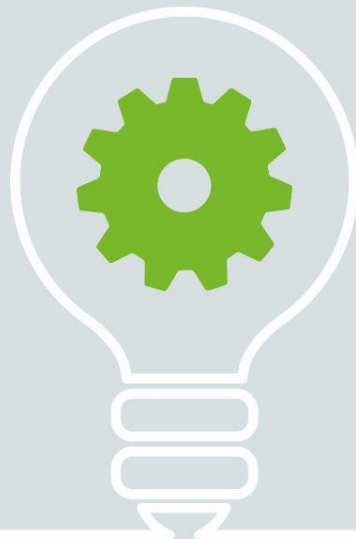


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Registered Nursing Associate

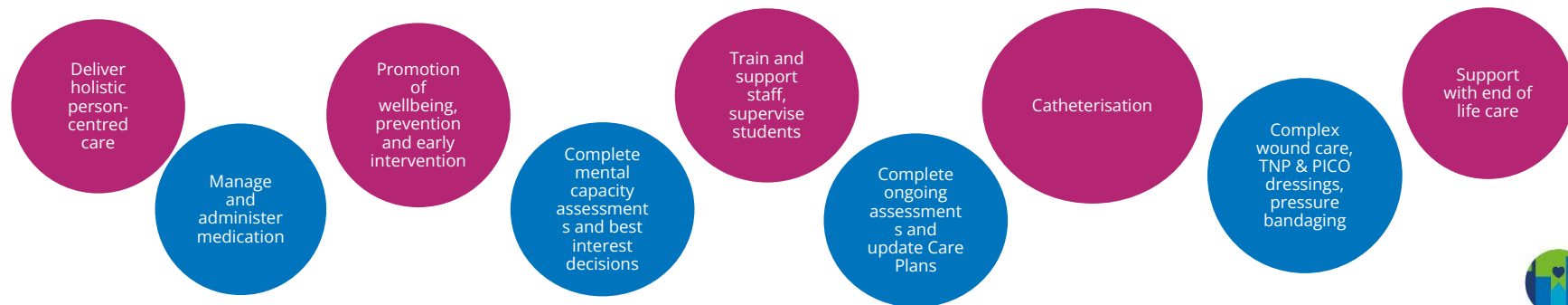
- **60-75% of role** will be **delivering nursing interventions** delegated by the local District/Community Nursing team
- Nursing interventions may be to existing care provider clients or patients in a **specific geographical area** (to be agreed)
- The role **brings additional expertise to the care provider**; e.g. training and development for the wider team to develop enhanced skills
- This role is **not for the purposes of covering general care shifts or act as emergency cover** in the case of staff sickness, etc.
- The role will be **aligned with the Community Nursing team**, joining feedback sessions, using NHS patient management system (RiO) and processes set out in a governance framework
- The role will need to meet relevant **nursing competencies** and **receive clinical supervision** from a registered nurse



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

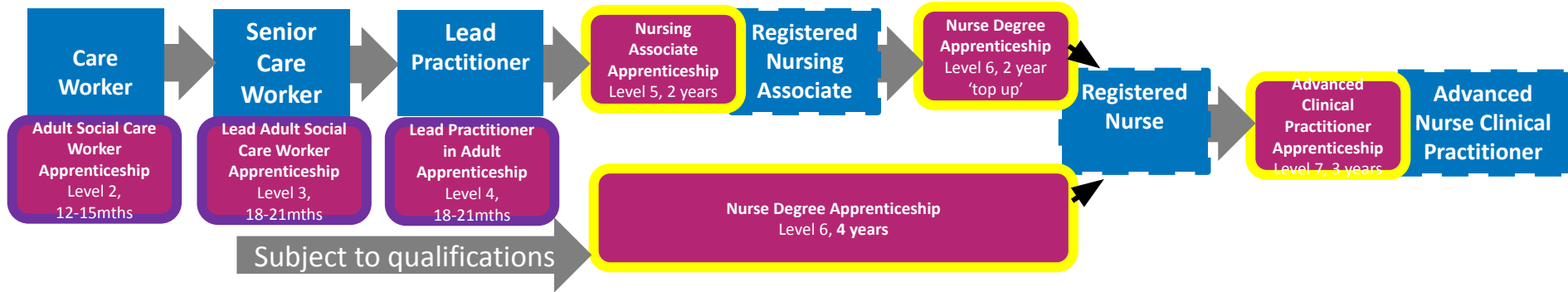
Registered nurse

- 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



Nursing Career pathway Utilising Apprenticeships



KEY:

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



Any questions



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