

# CPD for support staff: a new career opportunity in nursing

Developing people  
for health and  
healthcare

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# England's Health and Social Care Workforce

- 1.3 million NHS workers
- 47% of these workers are over 45
- 1.4 million people work in social care
- The numbers of workers in both health and care are rising



# A safer workforce delivering better care

- We hear that care assistants want their role valued – they want to be educated, recognised and supported.
- Many care assistants want to remain in their role but some want to progress – opportunity to earn and learn would allow this.
- Health and social care providers need to be able to grow their own workforce who represent the community they serve.
- Health services need to integrate better with social care – with more services available closer to home.

We need to ensure that **patient safety** and **public confidence** is at the core of any new developments

**Executive Nurse**

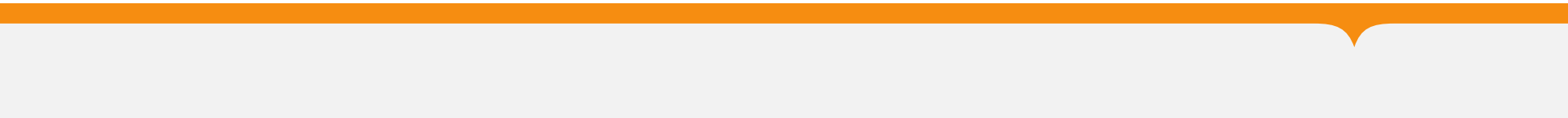
**PhD**

**Building  
the capacity  
to care**

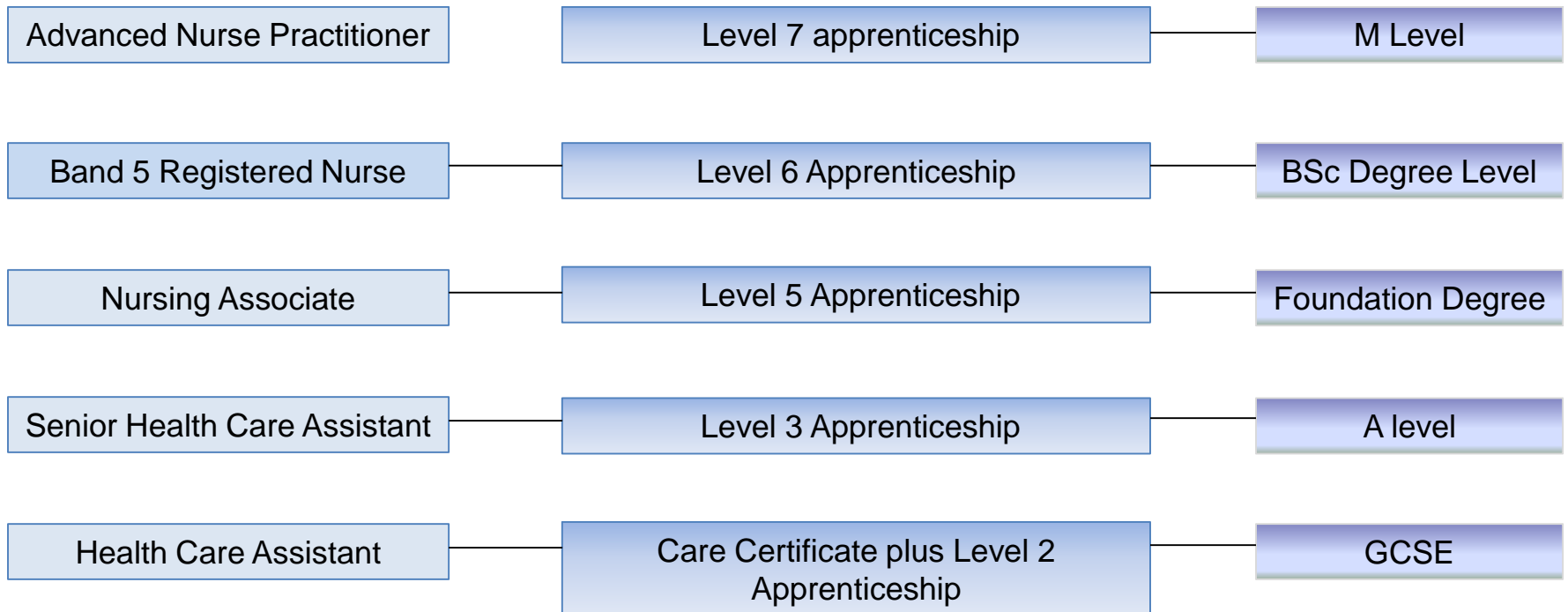


**Care Assistant**

**Care Certificate**



## Concept Pathway





# Geographical spread of the Nursing Associate Test Sites in England

## Successful sites (Represented by ● on the map)

### North

1. Cheshire and Wirral Partnership (46 trainees)
2. Greater Manchester Partnership (230 trainees)
3. West Yorkshire Pilot Partnership (80 trainees)

### Midlands and East

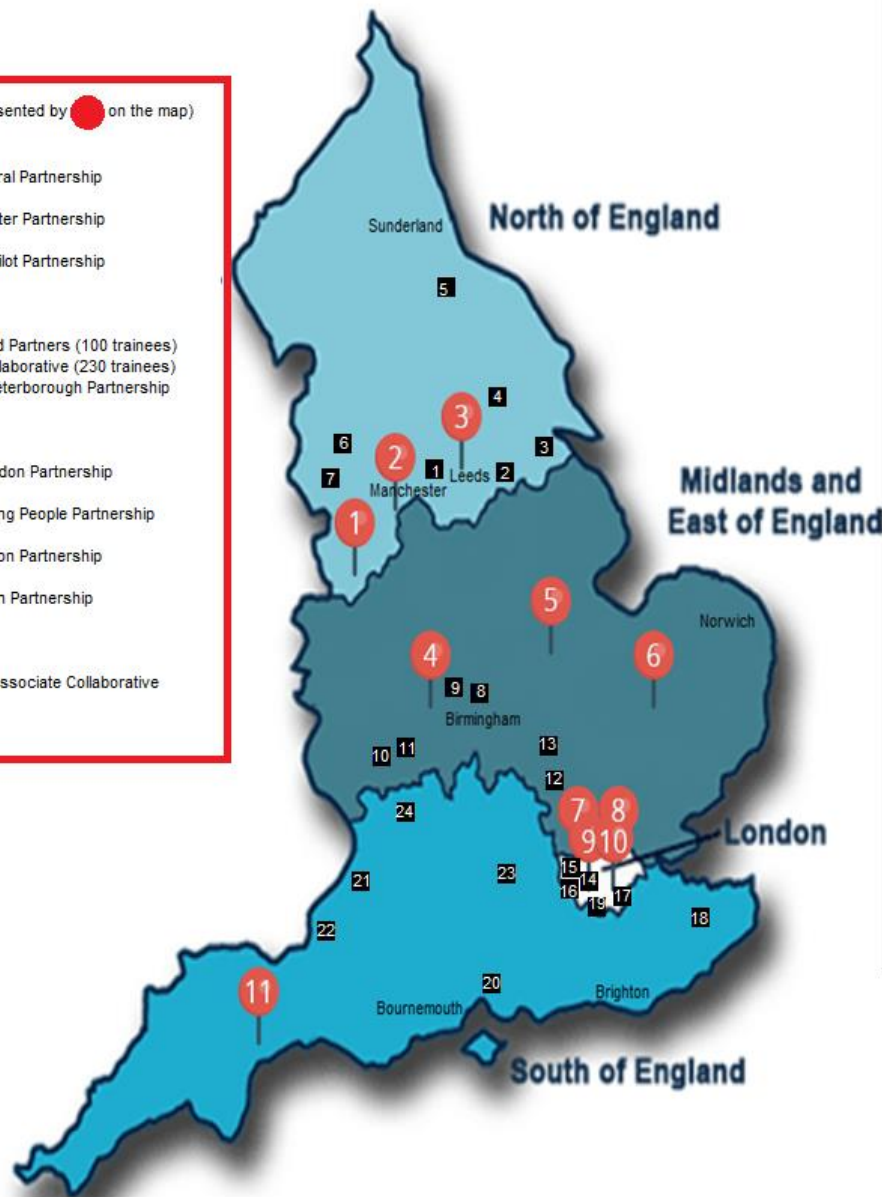
4. Black Country and Partners (100 trainees)
5. East Midlands Collaborative (230 trainees)
6. Cambridge and Peterborough Partnership (36 trainees)

### London and KSS

7. North Central London Partnership (75 trainees)
8. Children and Young People Partnership (25 trainees)
9. South West London Partnership (46 trainees)
10. North East London Partnership (100 trainees)

### South

11. Devon Nursing Associate Collaborative (73 trainees)



## Fast Follower sites (Represented by ■ on the map)

### North

1. Calderdale and Huddersfield Foundation Trust (23 trainees)
2. Barnsley Hospital NHS Foundation Trust (20 trainees)
3. Hull & East Yorkshire Hospitals (37 trainees)
4. York Teaching Hospitals NHS Foundation Trust (including York, Scarborough, Bridlington, Malton, Selby and Easingwold communities) (20 trainees)
5. South Tees Hospitals NHS Foundation Trust(92 trainees)
6. Lancashire Care NHS Foundation Trust (41 trainees)
7. The Walton Centre NHS Foundation Trust (40 trainees)

### Midlands and East

8. Heart of England NHS Foundation Trust(68 trainees)
9. Birmingham Community Healthcare NHS Foundation Trust (15 trainees)
10. Worcestershire Health & Care NHS Trust(58 trainees)
11. South Warwickshire NHS Foundation Trust(25 trainees)
12. Hertfordshire Partnership University NHS Foundation Trust(69 trainees)
13. Bedford Hospital NHS Trust(38 trainees)

### London and KSS

14. The Royal Marsden NHS Foundation Trust(20 trainees)
15. London Borough of Hammersmith and Fulham (20 trainees)
16. Imperial College Healthcare NHS Trust(21 trainees)
17. Oxleas NHS Foundation Trust(60 trainees)
18. East Kent Hospitals University NHS Foundation (20 trainees)
19. CSH Surrey(40 trainees)

### South

20. Southern Health NHS Foundation Trust (49 trainees)
21. North Bristol NHS Trust (58 trainees)
22. Somerset Partnership NHS Foundation Trust(28 trainees)
23. Berkshire Healthcare Foundation Trust (106 trainees)
24. NHS Gloucestershire CCG(32 trainees)

# Thank you

## Sam Donohue

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# Working in partnership to develop the nursing associate role

- Unions as crucial stakeholders & critical friends

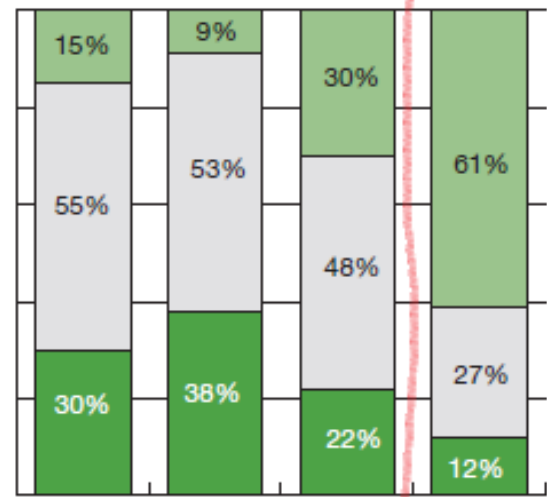




# A welcome development opportunity for support workers?

UNISON's 2016 survey of 2,300 clinical support workers

In your current role how do you rate the training you receive:



- Inadequate
- Adequate
- Good

*"As far as I am aware there are no opportunities to develop beyond my current role which is most disappointing. Just because I don't necessarily want to become a nurse doesn't mean I don't want or [am not] capable of accepting more responsibility."*

# Union priorities



1. Widening participation – workforce better reflects communities
2. Mentoring and support
3. Clear roles & accountabilities
4. Added value, not substitute for nurses
5. Guaranteed posts at the end of the programme
6. Public recognition and value
7. Ongoing CPD for Nursing Associates
8. Statutory professional regulation
9. Flexible pathways and stepping off points: entry → assistant → nursing associate → registered nurse



# Union involvement in the nursing associate programme

- Reps on test site steering groups
- National reps on National Nursing Associate Implementation Group
- Work in national negotiating council to secure consistent pay banding of the role

## Emerging issues

- Literacy and numeracy certification
- Mentoring and supervision
- Workforce planning in a time of rapid change
- Preparing for regulation

**Thank you!**

**Helga Pile**