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Evaluation of the Trainee Nursing Associate or Nursing Associate Role

Date requested: 01.04.2020
Date completed: 02.04.2020
Completed by: Mary Smith

Please find below the search results on the topic you requested.

The references are listed chronologically, starting with the most recent. I have inserted links to full text where possible. If you need assistance accessing any of the articles in full, the staff at Exeter Health Library will be happy to help, please e-mail rde-tr.library@nhs.net or visit our library website https://exeterhealthlibrary.net/.

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Thank you.

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SUMMARY
This search found very little on evaluating the new role of Nursing Associate, possibly because it is such a recent introduction. The best match comes from this document from HEE:


The evaluation identified a range of impacts associated with the training programme and introduction of the role, taking place at different levels. At the individual level:

• Trainees have developed new skills and knowledge, as a result of the training programme.

• Trainees have become more confident and assertive learners and feel greater confidence and self-belief.

• There has been a shift in trainees’ professional identifies, which has seen them become less focused on delivering tasks and more focused on delivering patient centred care.

• Trainees have formed support networks and friendships with their peers, which in some cases have endured after the programme.
• Trainees have struggled with the workload, which has impacted on their personal lives and work-life balance.

• Trainees have encountered negativity about the role from wider colleagues which has impacted on their morale and wellbeing.

**At the service level:**

• Trainees are making a greater contribution to service delivery and to patient care as they develop new skills and competencies. This includes:
  
  i. Improved patient communication
  ii. Assisting nurses with a greater range of care giving responsibilities
  iii. More patient-centred care and acting as a patient advocate
  iv. Identifying and escalating patients with deteriorating health
  v. TNAs showing leadership qualities and supporting other trainees’ development

• Trainees have exchanged skills, knowledge and good practice across settings which is enhancing the quality of services.

• Placement settings have improved how they support trainees to learn and develop.

**At the systems level:**

• The Nursing Associate test site partnerships have strengthened relationships and joint working between providers and have provided a springboard for further action.

• Trainees have worked as ambassadors for the role and have engaged in awareness raising and strategic influencing.

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At the **RCN congress meeting** in 2019, the introduction of the Nursing Associate role was discussed: The impact of the role and the subsequent changing skill mix of the nursing team on patient outcomes are still to be ascertained. The evidence that good patient outcomes are achieved by having more registered nurses involved in care is strong. Research showed that substituting one unregistered nurse for a registered nurse increases mortality by 21%. For every one patient added to a nurse’s workload there is an associated 7% increase in deaths after common surgery. Every 10% increase in degree educated nurses is associated with a 7% reduction in mortality. Latest research suggests that just one additional trained nurse per 10 beds could reduce the chance of death after 30 days by up to 28%. Evaluation will be undertaken to include patient outcomes.

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**SEARCH RESULTS**

1. **Under scrutiny: the role of the nursing associate.**

2. **NA trainees failing to complete qualification**

3. **Developing the nursing associate role in a critical care unit.**

5. How Nursing and Midwifery Council quality-assures nursing associate education.

6. Development and delivery of the trainee nursing associate pilot curriculum

7. How nursing associates will make their presence felt: As the first cohort joins the rest of the nurse workforce in England, we ask what their effect will be.


10. Pilots reveal wide variety of nursing associate training

Full strategy

10 saved results

1. Under scrutiny: the role of the nursing associate.
   Author(s): Frankova, Helena
   Source: Nursing & Residential Care; Feb 2020; vol. 22 (no. 2); p. 89-91
   Publication Date: Feb 2020
   Publication Type(s): Academic Journal
   Available at Nursing and Residential Care - from MAG Online Library
   Abstract: From January 2019, nursing associates have been able to apply for registration with the Nursing and Midwifery Council. Just over a year on, Helena Frankova examines the role and what the Care Quality Commission will evaluate during an inspection
   Database: CINAHL

2. NA trainees failing to complete qualification
   Author(s): Anonymous
   Source: Nursing Times; Nov 2019; vol. 115 (no. 11); p. 12
   Publication Date: Nov 2019
   Publication Type(s): News
   Abstract: An evaluation of the new role shows that one in six trainee nursing associates are quitting before they qualify. Almost a quarter did so because they could not meet the academic standards.
   Database: BNI

3. Developing the nursing associate role in a critical care unit.
   Author(s): Bates, Lucy
The role of nursing associate (NA) was originally created as a generic nursing role to bridge the gap between healthcare assistants and registered nurses. When it was launched, there was no guidance on how it could be incorporated into specialist areas of nursing such as critical care; however, this meant there was freedom to tailor its training to area-specific needs. This article looks at the experience of a small critical care unit in North Devon in taking on an NA trainee. It explores the background of the new role, the challenges faced and the development of skills priorities specific to critical care. This early experience is encouraging, but it is still too early to determine the overall value of NAs, and their future in critical care is an open book. For NAs to thrive in that setting, their role will need to be incorporated into national competency frameworks and standards for safe staffing.

Database: CINAHL


Author(s): Coulson, Annabel

Source: Nursing Times; Sep 2019; vol. 115 (no. 9); p. 45-47

Publication Date: Sep 2019

Publication Type(s): Periodical

Abstract: The nursing associate role is possibly the biggest shake-up of the nursing workforce in recent history. Although not everyone was convinced of the benefits of the role, the first cohorts of nursing associates have now qualified and started working. Considering the speed with which the role was created, education providers who volunteered as early test sites faced many challenges in developing training programmes. This article describes the approach used by University Hospitals of Leicester NHS Trust, which worked in close partnership with De Montfort University to create an education programme rooted in clinical practice. The first cohort had 50 trainees, 76% of which qualified. The Leicester, Leicestershire and Rutland School of Nursing Associates plans to increase recruitment to respond to increasing demand.

Database: CINAHL

5. How Nursing and Midwifery Council quality-assures nursing associate education.

Author(s): Glasper, Alan

Source: British Journal of Healthcare Assistants; Jun 2019; vol. 13 (no. 6); p. 296-299

Publication Date: Jun 2019

Publication Type(s): Academic Journal

Available at British Journal of Healthcare Assistants - from MAG Online Library
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Abstract: The article explores how Nursing and Midwifery Council quality-assures nursing associate education, including the role of the academic assessors to collate and confirm the individual student’s learning and achievement and the cohorts of nursing associates from various universities.

Database: CINAHL

6. Development and delivery of the trainee nursing associate pilot curriculum

Author(s): Roulston C.; Davies M.
Source: British Journal of Nursing; Apr 2019; vol. 28 (no. 7); p. 457-460
Publication Date: Apr 2019
Publication Type(s): Article
Available at British Journal of Nursing - from MAG Online Library

Abstract: This article discusses the recently launched curriculum for nursing associates and the authors’ involvement in the development of a medicine management module. This required recognition of the challenges in an ever-changing healthcare environment with, in this instance, limited guidance from the Nursing and Midwifery Council and associated professional organisations and with multiple stakeholders to satisfy. Curriculum development therefore required consideration of the concerns of service users and providers regarding the integration of this new, poorly understood role, its potential effect on skill mix and lack of knowledge regarding proposed regulation. Copyright © 2019 MA Healthcare Ltd

Database: EMCARE

7. How nursing associates will make their presence felt: As the first cohort joins the rest of the nurse workforce in England, we ask what their effect will be.

Author(s): Jones-Berry, Stephanie
Source: Nursing Standard; Mar 2019; vol. 34 (no. 3); p. 8-10
Publication Date: Mar 2019
Publication Type(s): Trade Publication

Abstract: The article presents the responses by the Council of Deans of Health (CoDH), the Royal College of Nursing (RCN) and the Queen's Nursing Institute (QNI) to questions about the impact of nursing associates on patient care and the working lives of nurses in National Health Service (NHS) England. They identify the biggest challenge for the new nursing associate graduates. They also talk about the biggest challenges for nurses working with the associates.

Database: CINAHL


Author(s): Coghil, Elaine
Source: British Journal of Healthcare Assistants; Jul 2018; vol. 12 (no. 7); p. 356-359
Publication Date: Jul 2018
Publication Type(s): Academic Journal
Available at British Journal of Healthcare Assistants - from MAG Online Library

Author(s): Coghill, Elaine
Source: British Journal of Healthcare Assistants; Jun 2018; vol. 12 (no. 6); p. 280-286
Publication Date: Jun 2018
Publication Type(s): Academic Journal

Abstract: The article discusses a project which evaluated the trainee nursing associate (TNA) roles across the northeast of England with focus on how the they balance being a worker and a learner in clinical practice.

Database: CINAHL

10. Pilots reveal wide variety of nursing associate training

Author(s): Merrifield, Nicola
Source: Nursing Times; Jan 2018; vol. 114 (no. 1); p. 6
Publication Date: Jan 2018
Publication Type(s): News

Abstract: The first nursing associates are being trained in a myriad of different ways and across varying scopes of practice, an investigation by Nursing Times into the controversial new role reveals. As well as training approaches, the investigation looked at how employers intended to use the role and how it is being received by registrants since it was first announced in Dec 2015. We found programs were being delivered through a variety of ways across England. Some trainees focused on fundamental theories behind nursing, while others were also being taught more advanced skills at the same level as student nurses--including use of controlled drugs.

Database: BNI
Databases searched: British Nursing Index, CINAHL, EMCARE, NICE Evidence, RCN

Search terms: “nurs* associate*” LA=Eng / YR=2017-2020

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