



NURSING ASSOCIATES SPECIAL INTEREST GROUP

12 September 2022 – MS Teams

Attendees:	Heidi Fewings Sharon White Gemma Clark James Passey James Mclean Erika Kirieliene Dawn Firth Denise Purdon Helen Jacobs Samantha Spence Anne Tomkinson - Compass Jane Hadfield	SAPHNA Chair SAPHNA CEO SAPHNA Digital Developer SAPHNA student HEE – Deputy Chief Nurse – Nursing associates’ part of portfolio (last 3 years) - Programme Director Nursing Associates – Hull University Team Leader ER - - Compass Apprenticeship Lead – HEE
Apologies:		

Item	Discussion	Lead	Deadline
Formal presentation	James Mclean presented to the group a short presentation on the introduction of the Nursing Associate role, the development to date and the continued investment in the training and workforce planning of the role.		
Opening discussion following presentation	<p>Discussed the integration of the nursing associate role into public health teams nationally - the following themes emerged</p> <p>Competency development</p> <p>Discussed competence development for Registered Nursing Associate's (RNA) to develop in the Public health teams</p> <ul style="list-style-type: none"> ➤ Critical care have developed competencies for RNA's in their specialist area ➤ Further discussed around developing current workforce to develop into RNA status ➤ Points raised around training and ensuring public health is embedded in the core modules - DF from University of Hull discussed the programme in Hull with a dedicated Public health module. This is also similar in other areas of the country <p>Workforce development</p> <ul style="list-style-type: none"> ➤ RNA is not a substitution role - it is about wider competence workforce development ➤ Widening participation to ensure we have opportunities to develop in our healthcare workforce ➤ Barriers discussed around developing current staff in public health teams at band 4 -difficulties around pay incentives for current band 4s (nursery nurse). Equal pay for equal work raised - ensuring roles are fairly acknowledged in the system ➤ Discussed trajectory of working with RNA to progress in public health teams to RN status and RSN status and how this impacts on workforce as we look towards the current staffing models and future trajectory ➤ Issues raised - defined roles and also band acknowledgments in regard to the job role in public health. 		
Placements	<ul style="list-style-type: none"> • Students - ensuring we are opening up and giving pre reg students (nursing and nursing associates) opportunities to have placements in public health. Need to attract people into the workforce • Preceptorship in public health required for RNA joining the public health workforce 		

	<ul style="list-style-type: none"> Some areas are facilitating placements for trainee NAs but limited examples across the attendees on current TNA public health teams or RNA working in public health teams <p>Some areas are mapping current service provision Anne Podsiadly, Healthy Child Programme Clinical Service Manager, Sussex Community NHS Foundation Trust - currently has an opportunity to develop RNA in practice - the organisation mapped the jobs in the current workforce to identify where in their workforce they can utilise the skills of the RNA role</p>		
Funding and levy	<p>Funding not to change over next 3 years. Evidence is that the government and wider systems value and benefit the RNA</p> <p>Moving forward to progress with discussions with ICS/ICB's around workforce developments</p>		
Apprenticeships	<p>Jane Hadfield - introduced to the group - advised she is available to support any apprenticeship support questions. Discussed the levy and support available through the levy.</p> <p>Additional development of apprenticeships for all staff to gain the right training to develop in our healthcare systems. Sign up to the apprenticeship update email https://haso.skillsforhealth.org.uk/</p>		
Actions are areas for progression	<ul style="list-style-type: none"> ➤ Create task and finish group for the competencies for RNAs in public health alongside preceptorship packages ➤ James to send across the newly developed RNA critical care (CC3N) competencies. ➤ Arrange next meeting to continue discussion around workforce planning - to link in with wider national public health leads to open up system led collaborations for the RNA development in Public Health 	<p>SAPHNA</p> <p>James</p> <p>SAPHNA</p>	