



Programme Specification

A statement of the knowledge, understanding and skills that underpin a taught programme of study leading to an award from
The University of Sheffield

1	Programme Title	Nursing Associate (Apprentice)
2	Programme Code	NURU152
3	JACS Code	B790
4	Level of Study	Undergraduate
5a	Final Qualification	Foundation Degree
5b	QAA FHEQ Level	5
6a	Intermediate Qualification(s)	None
6b	QAA FHEQ Level	Not applicable
7	Teaching Institution (if not Sheffield)	Not applicable
8	Faculty	Medicine, Dentistry and Health
9	Department	Nursing and Midwifery
10	Other Departments providing credit bearing modules for the programme	Not applicable
11	Mode(s) of Attendance	Full-time
12	Duration of the Programme	2 years
13	Accrediting Professional or Statutory Body	NMC
14	Date of production/revision	June 2019

15. Background to the programme and subject area

The creation of the Nursing Associate (NA) role has been developed in response to the Shape of Caring Review (2015) (www.hee.nhs.uk/our-work/shape-caring-review) held by Health Education England (HEE). This review identified a gap in skills and knowledge between healthcare assistants and registered nurses, so the role of the NA was developed to support registered nurses (RNs) in the delivery of effective, safe and responsive care.

Current views and policy documents for the NHS all confirm the central role nursing associates will play in the reform and future structure of care services. The nursing associate is a stand-alone role that will also provide a progression route into graduate level nursing. Nursing associates will work with people of all ages and in a variety of settings in health and social care, contributing to the core work of nursing which will allow registered nurses to focus on more complex clinical care.

The programme is designed in collaboration with clinical partners within the South Yorkshire region to facilitate an apprenticeship approach to learning. Apprentices employed by health and social care organisations for 37.5 hours per week, will be enrolled onto this 2-year foundation degree programme. Apprentices will work in their base placement and be released for study days, with the School of Nursing & Midwifery, which account for 20% of their programme hours. They will also be released to pre-arranged external placements for 20% of the programme. In order to meet the NMC standard of 2300 hours protected learning, apprentices will also have protected learning hours whilst on base placement.

The programme comprises 20% theory and 80% practice as defined by the nursing associate apprenticeship standard (www.gov.uk/guidance/search-for-apprenticeship-standards) and the standards for pre-registration nursing associate programmes (www.nmc.org.uk/globalassets/sitedocuments/education-standards/nursing-associates-programme-standards.pdf accessed 09.06.19).

The programme is made up of:

- 120 credits at level 4 and 120 credits at level 5
- Set programme outcomes
- Set standards of proficiency as stated by the NMC

(www.nmc.org.uk/globalassets/sitedocuments/education-standards/nursing-associates-proficiency-

[standards.pdf](#) accessed 09.06.19).

- 675 protected hours external placement
- 675 protected hours theory
- 950 protected hours learning time whilst on base placement
- 1075 hours clinical base placement

After successful completion of the programme the apprentice will be eligible for the award of Foundation degree. They will also be eligible to enter the end point assessment period and undertake their end point assessment within this 3 month period. This will then complete their apprenticeship. Success in both the academic degree and their apprenticeship will allow an application to join the NMC professional register as a qualified nursing associate.

The School of Nursing and Midwifery has a successful history in the delivery of both pre-registration and post-graduate programmes and in the Research Excellence Framework (2014) the School sustained its position in the top third of UK Universities (<https://www.sheffield.ac.uk/snm/research> accessed 09.06.2019). The School also has well established links with local health providers and a successful track record in co-ordinating high quality practice placements for students.

The NHS are currently short of around 10000 nurses so career prospects are excellent. The School are currently working with trusts to look at how students can best be recruited/supported to meet the specific requirements of each trust and guarantee employment at the end of the programme.

16. Programme aims

1. To enable the Nursing Apprentice to become compassionate, competent and confident nursing associates at academic level 5 qualified to deliver a wide range of clinical, care and inter-personal skills underpinned by a systematic knowledge base.
2. Nursing Apprentice will be able to practice safely and effectively within their parameters of practice, demonstrating appropriate values and behaviours in a wide range of health and care settings.
3. To enable the Nursing Apprentice to achieve all the requirements as stated in the NMC's 2019 Standards for Pre-Registration Nursing Associate.

17. Programme learning outcomes

Knowledge and understanding:

K1	Explain the principles underpinning duty of care, equality and diversity and the need for candour and will consistently demonstrate the application of those principles in and across a range of settings across life-course.
K2	Explain the principles underpinning leadership frameworks and associated team-working and leadership competencies and demonstrate a range of those competencies, attitudes and behaviours required of a nursing associate.
K3	Demonstrate the importance of being research aware, research and innovation, and their own role in this, across the health and care landscape in improving the quality of patient safety and care and in addressing the challenges faced within the context of rising public expectations.
K4	Demonstrate knowledge of the main methods of enquiry in the subject and the ability to use established techniques to undertake critical analysis of information in order to propose solutions.
K5	The ability to evaluate critically the appropriateness of different approaches to solving problems and to apply these in a work context.

Skills and other attributes:

S1	Exercise personal responsibility and work independently within defined parameters of practice, taking the appropriate initiative in a variety of situations and performing a range of clinical and care skills consistent with the roles, responsibilities and professional values of a nursing associate.
S2	Exercise those skills, attitudes and behaviours that support the planning, delivery and evaluation of high quality person-centred, holistic care.
S3	Work across organisational boundaries/ in a range of health and care settings and apply, in practice, the range of clinical and care skills appropriate to their parameters of practice.

S4	Communicate effectively across a wide range of channels and with a wide range of individuals, the public, health and social care professionals, maintaining the focus of communication on delivering and improving health and care services and will possess those inter-personal skills that promote clarity, compassion, empathy, respect and trust.
S5	Exercise those skills, attitudes and behaviours that support personal development and life-long learning together as well as those associated with the development of others.
S6	The ability to apply their knowledge and skills to new situations, including in the workplace.
S7	Utilise and evaluate the effectiveness of communication skills in a variety of forms and for a range of audiences.

18. Teaching, learning and assessment

Development of the learning outcomes is promoted through the following teaching and learning methods:

Lectures

Lectures will be the main form of delivery. This will ensure that you receive and take on board essential factual information to prepare you for the role of the nurse associate in the work-based learning environment

The principles of team based learning will be developed in year one to start to develop problem solving skills, team working and communication skills for further development and application in year two.

(K1-5)

Online study

Lectures will be a combination of face to face lectures, and independent study using online study materials these will facilitate understanding of the professional requirements of the nursing associate role and will also incorporate clinical skills development sessions in order that you can develop knowledge acquired through lectures further. This will be supported by discussion on Google+ community.

(K1-5 and S1-5)

Problem solving

Both individually and in small groups, will encourage critical reflection between theory and practice, in order to better prepare for undertaking the nursing associate role.

(K1-5 and S1-7)

Tutorials

Will be utilised for pastoral discussion and personal development as well as academic support for assessed work.

(K1-5 and S1-7)

Independent Study

Independent study is used: to assimilate and clarify material explored in lectures, to prepare for seminars, to prepare for assessments and to generally examine literature pertinent to the unit outcomes.

(K3-5 and S1-7)

Practice Learning with supervisor support

You will spend a good deal of time in the work-based learning situation. You will be supported by an appropriately prepared supervisor with whom you will work in order to develop your clinical practice.

(K1-5 and S1-7)

Clinical skills sessions

Evidence based practice sessions will be delivered by appropriately skilled teachers. The school have access to a clinical skills facility and this is used to develop your clinical skills competence throughout the programme using simulation.

(K3-5 and S1-7)

Opportunities to demonstrate achievement of the learning outcomes are provided through the following assessment methods:

As part of the programme you will complete the following:

Invigilated numeracy examinations:

You will undertake 2 invigilated numeracy examinations in order to ensure safety in drug calculations.

In unit 3 you will require an 80% pass mark and in unit 4 100%.

(S1-3, 5-6)

Anatomy and physiology examination

You will take 2 invigilated anatomy and physiology examinations in order to demonstrate understanding of concepts necessary to understand health, illness and understanding of clinical skills.

(K3-5 and S4-6)

Practical Communication Assessment

Utilising digital technology, students will record themselves demonstrating appropriate communication skills within a simulated patient interaction. (K1-5 S1-7)

Observed Structured Clinical Examination

This will be used to demonstrate competence in a simulated environment prior to use of skills in the clinical area.

(K1-5 and S1-7)

Written assignments

- Four 1000 word reflections relating to a different field of nursing (child, learning disability, mental health, adult and mother and child) will fulfil NMC requirements.
- One 1000 word assignment that supports the practical communication assessment.
- One 1000 word evidence based assignment designed to look at the nursing associates' role and the use of medications in healthcare.
- One 1000 word assignment focusing on a long-term condition and the factors that influence patient's health.
- One 1000 word assignment to support the development of a poster on an area of risk/safety.

(K1- 5 and S1-7)

Practice Assessment Document (PAD)

You will be assessed in practice in order to ensure that you are both safe, compassionate and uphold professional values in care delivery and management. This includes assessment on your care delivery and medicine management. (K1-5, S1-7)

Presentations

The development of a patient/carer education resource assesses your knowledge and skills in creating appropriate health education materials. (K1-5 S1-7)

Poster presentation assesses your skills in developing a conference quality poster and presenting this to peers, academics and clinical partners. (K1-5, S1-7)

End Point Assessment

The end-point assessment comprises of two elements; an observation of practice and a professional discussion. The observation of practice must be undertaken prior to the professional discussion.

The observation of practice will assess the skills and behaviours of the trainee in the practice setting whilst the professional discussion will assess the trainees knowledge, skills and behaviours relating to two scenarios relating to their practice setting (K 1-5 and S 1-7)

19. Reference points

The learning outcomes have been developed to reflect the following points of reference:

Documents:

NMC Standards for Education and Training <https://www.nmc.org.uk/standards-for-education-and-training/>

QAA (2016) benchmarks for health studies programmes,

NMC (2018) The Code. NMC, London.

NMC (2015) Revalidation. NMC, London.

University's Learning, Teaching and Assessment Strategy

The faculty of MDH Learning, Teaching and Assessment Strategy

20. Programme structure and regulations

The programme is a full time attendance programme lasting 2 years during which the student gains experience of a wide range of client care experiences and contexts. For 60 percent of the programme the student is based in their place of work area from which practical experiences are planned, co-ordinated and directed. For 20 percent of their time an alternative practice experience will be organised by their trust. The remaining 20 percent of the programme is spent in studying the theory that informs nursing associate practice

The curriculum framework of the programme is determined by HEE.

The programme is 20% theory and 80% practice. This equates to 675 hours of theory and 2700 hours of practice resulting in a programme that is 3375 long based upon a 37.5 hour week

Part 1:

NURT11001 Foundations in Health for Nursing Associates

NURT11002 Developing Nursing Associate Practice – Caring for people with acute and short-term needs

Students who successfully complete all elements of part 1 of the programme may progress to part 2

Part 2.

NURT21001 Developing Nursing Associate Practice – Caring for people with long term and complex needs

SNM21002 Transition to Nursing Associate practice

Once all elements of the units have been completed and after a discussion with the manager and the UoS the trainee on the apprenticeship route may undertake

End point assessment: Nursing Associate

A student who successfully completes all elements of parts 1 and 2 of the programme of study is eligible for the award of Foundation Degree and registration with the Nursing and Midwifery Council as a nursing associate.

Detailed information about the structure of programmes, regulations concerning assessment and progression and descriptions of individual modules are published in the University Calendar available on-line at <http://www.sheffield.ac.uk/calendar/regs>.

21. Student development over the course of study

Students will be supported in the development of knowledge, skills and attitudes through a range of experiences which promote independent learning.

In Part 1 of the programme students are introduced to professional and bio-psycho-social as well as reflective and analytical concepts through classroom and supervised work based learning experiences which will begin to cement their understanding of the role and contribution of the nursing associate within contemporary health and social care. The earlier stage of the programme is carefully planned to ensure that students are inducted fully to the underlying principles of learning and the on-line environment. This will help students to develop competence and confidence in planning, innovation and self-motivation.

In Parts 2 of the programme they will continue to develop specific knowledge and skills commensurate with the

role of the nurse associate within multi-professional, multi-agency practice providing opportunities for students to develop care delivery, management and co-ordinating skills.

Research appreciation, methodologies, design and methods are threaded through the programme enabling students to critically examine the evidence underpinning their practice.

Structured support and supervision are key features within the programme; as the student progresses through each of the Units there is a shift from high (Part 1) to low intensity (Part 2) reflecting the increasing independence of the learner within the learning process. This is organised both in the academic and the work-based learning environments.

In addition to the development of discipline based knowledge and understanding, the programme also develops a range of intellectual and transferable skills. Reflective, analytical enquiry into practice through reading, seminar presentations, group work, on line tasks and unit assessments develop critical awareness, ability to synthesise evidence based literature and materials and ability to produce succinct reports. Technical and organisational competence are gained through the range of planned clinical practice experiences, as these support the development of an individual who is proficient and adept in holistic care that encompasses excellence in clinical and interpersonal skills and professional behaviours.

22. Criteria for admission to the programme

Detailed information regarding admission to programmes is available from the University's On-Line Prospectus at <http://www.shef.ac.uk/courses/>.

1. GCSE Maths and English grade C or above or equivalent Functional Skills (Level 2)
2. Currently, or on enrolment, employed in a health or care role.
3. Ability to study at level 5
4. Appropriate values and attitudes in line with HEE's Values Based Recruitment programme

23. Additional information

The programme is run on a full time basis - 80% of which is spent in clinical practice. It comprises of 4 practice centred units and consists of 2 parts. Students will need to have successfully completed all components of Part 1 before they can progress onto Part 2. Having completed all the requirements of the programme at the end of Part 2, the student will be entitled to apply for admission to the professional register as a Nursing Associate with the NMC.

All elements of assessment must have been passed prior to each progression point.

This specification represents a concise statement about the main features of the programme and should be considered alongside other sources of information provided by the teaching department(s) and the University. In addition to programme specific information, further information about studying at The University of Sheffield can be accessed via our Student Services web site at <http://www.shef.ac.uk/ssid>.