



PROGRAMME SPECIFICATION
Foundation Science Degree Nursing Associate

Part 1: Information	
Awarding Institution	University of the West of England (UWE)
Teaching Institution	University of the West of England
Delivery Location	Glenside campus
Study abroad / Exchange / Credit recognition	No
Faculty responsible for programme	Health and Applied Sciences
Department responsible for programme	Nursing and Midwifery
Professional Statutory or Regulatory Body Links	None
Highest Award Title	Foundation Science Degree Nursing Associate
Default Award Title	None
Interim Award Titles	Certificate Higher Education in Health and Social Care
UWE Progression Route	BSc (Hons) Health and Social Care BSc (Hons) Nursing
Mode of Delivery	FT / PT
ISIS code/s	PA/PT: B791 Apprenticeship PT: B79B
For implementation from	July 2019

Part 2: Description

The FdSc Nursing Associate Programme has been developed to provide an outcome based programme of academic and work-based learning that will develop the wide-ranging skills and capabilities required to support the role of the registered nurse. The programme is aligned with the requirements for the Institute for Apprenticeships & Technical Education level 5 nursing associate apprenticeship standard (see appendix 1).

The programme will meet the required professional standards as stated within the Nursing and Midwifery Council (NMC) Standards of proficiency for nursing associates (2018). Students will be supported in accordance with Part 2: Standards for student supervision and assessment (NMC 2018) and the programme has been guided by and mapped against the Nursing Midwifery Council (NMC) standards of proficiency for nursing associates (2018).

Initial assessment of the student's ability in relation to Math, English and Digital Literacy provides a point of reference of their competency. It identifies areas that may need a focus and where further support can be identified to monitor their progression during this programme.

The programme builds on the traditions, experience and values of a nursing profession that looks to the provision of the highest quality, evidence based person-centered care in the 21st century. In a fast-paced world of change, the programme places compassionate care at its core whilst promoting the enthusiastic adoption and promotion of those technologies and innovations that support improvements in patient care and service improvement.

The programme is aimed at those individuals currently working in health and social care, enabling them to have opportunities to progress and develop their careers. They will work under the leadership and direction of registered nurses providing and monitoring high quality holistic and person-centered care to individuals whilst supporting the registered nurse in the assessment, planning, implementation and evaluation of care. The programme aims to produce 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. They will be able to practice safely and effectively within their parameters of practice, demonstrating appropriate values and behaviors in a wide range of health and care settings across the lifespan.

The programme is a collaborative development with clinical partners in meeting both local and national demands of the health care workforce to meet patients' needs and expectations now and in the future; with employability and enterprise skills development integral to the programme. Through working in partnership with our local National Health Service partners, and private and voluntary sector partners, the student will be able to experience the range of health and social care that will prepare them for their role. On successful completion of the programme nursing associates can be employed across a variety of health and social care settings without being confined to one geographical area. The nursing associate will be employed throughout the programme within an NHS provider or a private or voluntary organisation.

On completion of the programme the student will be eligible to apply for registration with the Nursing and Midwifery Council (2018) as a Nursing Associate. Progression can **either** be onto the BSc (Hons) Health and Social Care to top up to a Degree, or to progress in Nursing on to the UWE BSc (Hons) pre-registration nursing programme at an advanced entry point.

The curriculum is designed to facilitate the growth of the nursing associate's knowledge, skills and the demonstration of professional attitudes and values required of this role. Each module considers the lifespan and includes the four fields of nursing. Themed days throughout the programme each have a focus on a field of nursing, and this helps the student to explore different aspects and approaches to care. Service user involvement is fundamental in these days. Elective days will be organised by the students to maximise the opportunities to expand their own knowledge and identify continuous development of practice, to anticipate future trends in health and social care delivery.

The programme has six platforms and 2 annexes with associated learning outcomes that are achieved through both theory and practice experience by the student.

Six platforms:

1. Being an accountable professional

Part 2: Description

2. Promoting health and preventing ill health
3. Provide and monitor care
4. Working in teams
5. Improving safety and quality of care
6. Contributing to integrated care

Annexe A- Communication and relationship management skills

Annexe B- Procedures to be undertaken by the nursing associate

Placement experience

By the end of the programme the nursing associate will have had the opportunity to work with a range of people across the three health settings: in hospital, at home and close to home. This gives an opportunity to experience and demonstrate all the six platforms for safe, effective, compassionate, competent, and non-judgmental care.

Uniqueness of placement experience

To facilitate the required placement experience and to enable work with a range of client groups there is a collaboration between clinical partners to offer an innovative placement pattern across all organisations. This will enable the student to follow patients throughout their journey, appreciating the patient's perspective, and reinforcing the patient centered care philosophy of the programme.

Nursing associates will have a practice supervisor and practice assessor throughout their placements. The assessor will have overall responsibility for ensuring that the competencies for the programme are achieved.

Tripartite reviews will be undertaken on a regular basis. This is an opportunity for the nursing associate, employer and academic assessor to discuss progress and action plans for future learning.

Within the programme students are able to access alternative learning experiences through elective day experiences. These are sourced by the student and encourages engagement with health and social care outside of their normal parameters of care.

For those undertaking this programme as an apprenticeship, the practice placement experiences prepare students for the required End Point Assessment.

Programme requirements for the purposes of the Higher Education Achievement Record (HEAR)

On completion of the programme the nursing associate will be able to demonstrate 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.

Regulations

Approved to [University Regulations and Procedures](#)

External examiner(s) are appointed in line with the NMC (2018) requirement to 'ensure appropriately qualified and experienced external examiners consider and report on the quality of theory and practice learning'.

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Contribute to the provision of care for people, including those with complex needs. They understand the roles of a range of professionals and carers from other organisations and settings who may be participating in the care of a person and their family, and their responsibilities in relation to communication and collaboration. The student will have the underpinning knowledge and skills required for their role in contributing to integrated care across organisations (NMC 2018).	x	x	x			x	x	x	x	x	x	x
Improve the quality of care by contributing to the continuous monitoring of people's experience of care. They identify risks to safety or experience and take appropriate action. Putting the best interests, needs and preferences of people first. The student will have underpinning knowledge and skills required for this role in contributing to risk monitoring and quality of care (NMC 2018).	x	x	x	x		x			x	x	x	x
Communicate effectively to ensure the best interests of people which is central to the provision of high quality person-centered care	x	x	x	x		x	x	x	x	x	x	x
(D) Transferable skills and other attributes												
Demonstrate capability for digital and technological literacy	x	x	x	x	x	x	x	x	x	x	x	x
Demonstrate and adapt their communication and relationship management skills in relation to cultural and diversity	x	x	x			x	x	x		x	x	x
Ability to respond in the best interests of people and be flexible in different care environments	x	x	x			x	x	x		x	x	x

Part 4: Programme Structure

This structure diagram demonstrates the student journey from Entry through to Graduation for a typical **full time undergraduate student** including: level and credit requirements, interim award requirements, module diet, including compulsory and optional modules

Upon successful completion of this award students working towards the Nursing Associate Apprenticeship will undertake an end point assessment, the timing of which will be decided by the employer following successful completion of all academic theory and practice elements. The end point assessment consists of two assessments, each being a professional discussion.

ENTRY		Compulsory Modules	Optional Modules	Awards
	Level 1	UZWKF5-30-1 The Accountable Professional in Clinical Practice 1 UZWKF6-30-1 Provide and Monitor Care UZWKF7-15-1 Communication and Relationship Management Skills UZWK9D-15-1 Improving Safety and Quality of Care UZWK9E-30-1 Applied Anatomy and Physiology for Clinical Practice	none	Interim award: Certificate of Higher Education in Health and Social Care (120 credits at level 1 or above)
	Level 2	UZWKF8-30-2 The Accountable Professional in Clinical Practice 2 UZWKF9-30-2 Promoting Health and Preventing Ill Health UZWKFA-15-2 Working in Teams UZWY3Y-30-2 Pharmacology and Medicines Management UZWK9F-15-2 Contributing to Integrated care	none	Highest Award: FdSc Nursing Associate (240 credits) This award includes eligibility to apply for Nursing and Midwifery Council registration as a Nursing Associate, providing all NMC requirements are met.

Part 5: Entry Requirements

The University's standard entry requirements apply with the following additions/exceptions:

Health assessment/declaration/vaccinations.

Confirmation from employer that Occupational Health status is satisfactory

Disclosure of Criminal Background - the Rehabilitation of Offenders Act 1974 does not apply and all convictions, including those which are spent, must be disclosed. This is in accordance with the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975. Applicants who are offered a place must undergo a Disclosure and Barring Service (DBS) check and will be required to complete a Disclosure Application Form. All information will be treated in confidence and only taken into account when absolutely necessary. Confirmation from the employer that the requirements for DBS have been met is satisfactory.

Entry Criteria

- Functional skills level 2 in Maths and English / grade C / 4 GCSE Maths and English or equivalent and
- NVQ level 3 / BTEC or equivalent

Tariff points as appropriate for the year of entry - up to date requirements are available through the <https://www1.uwe.ac.uk/business/degreeapprenticeships/currentdegreeapprenticeships/nursingassociate.aspx>

In addition for the apprenticeship route:

- Candidates must be in employment in a health or social care role.

Accreditation of prior (experiential) learning will be evaluated on an individual basis in accordance with university regulations. Where a student has studied and gained credit in a similar subject then Accreditation of Learning (AL) may be applied for. Accreditation of Experiential Learning (AEL) relates to learning achieved through experience gained outside formalised learning arrangements and may also be applied for. Please see link below for further information and an application form: <http://www1.uwe.ac.uk/students/academicadvice/academiccredits/accreditedlearning.aspx>

Part 6: Reference Points and Benchmarks

The Foundation Science Degree Nursing Associate programme has been developed with reference to a number of key guidelines, policies and strategies. External influences have been considered e.g. professional body requirements including NMC standards and Institute for Apprenticeships & Technical Education:

[Standards of proficiency for Nursing Associates](#) (NMC 2018)

[Standards for pre-registration Nursing Associate programmes](#) (NMC 2018)

[Apprenticeship standard Nursing Associate](#) (NMC 2018)

[Strategy 2020](#)

The UWE Bristol Enhancement Framework

UWE Bristol Strategy has four key priorities - outstanding learning, ready and able graduates, research with impact and strategic partnerships, connections and networks. Programme learning, teaching and assessment strategies relate to all four of these key priorities.

[University policies](#)

Appendix 1: Mapping to the NMC Standards of proficiency – Platforms 1- 6 and Nursing Associate Apprenticeship Standard (NMC 2018)										
Platform 1: Being an accountable professional The outcomes set below reflect the proficiencies for accountable practice that must be applied across all standards of proficiency for nursing associates, as described in platforms 2-6 At the point of registration, the nursing associate will be able to:	The accountable professional in clinical practice 1	Provide and Monitor Care	Annexe A Communication relationship management skills	I Improving safety and quality of care	Applied Anatomy & Physiology for clinical practice	The accountable professional in clinical practice 2	Promoting health preventing ill health	Working in teams	Pharmacology and Medicines Management	Contributing to integrated care
1.1 Understand and act in accordance with the Code: Professional standards of practice and behaviour for nurses, midwives and nursing associates and fulfil all registration requirements	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
1.2 Understand and apply relevant legal, regulatory and governance requirements, policies, and ethical frameworks, including any mandatory reporting duties, to all areas of practice	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
1.3 Understand the importance of courage, transparency and apply the Duty of Candour, recognising and reporting any situations, behaviours or errors that could result in poor care outcomes	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
1.4 Demonstrate an understanding of, and the ability to, challenge or report discriminatory behaviour	✓	✓	✓			✓	✓	✓		✓
1.5 Understand the demands of professional practice and demonstrate how to recognise signs of vulnerability in themselves or their colleagues and the action required to minimise risks to health	✓		✓			✓		✓		✓
1.6 Understand the professional responsibility to adopt a healthy lifestyle to maintain the level of personal fitness and wellbeing required to meet people's needs for mental and physical care	✓		✓		✓	✓	✓			
1.7 Describe the principles of research and how research findings are used to inform evidence based practice	✓	✓	✓	✓		✓	✓			
1.8 Understand and explain the meaning of resilience and emotional intelligence, and their influence on an individual's ability to provide care	✓	✓	✓			✓				✓

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1.9 Communicate effectively using a range of skills and strategies with colleagues and people at all stages of life and with a range of mental, physical, cognitive and behavioural health challenges	✓	✓	✓		✓	✓	✓	✓		✓
1.10 Demonstrate the skills and abilities required to develop, manage and maintain appropriate relationships with people, their families and carers and colleagues	✓	✓	✓			✓		✓		✓
1.11 Provide and promote and where appropriate advocate for non-discriminatory, person centred and sensitive care at all times, Reflect on people’s values and beliefs, diverse backgrounds, cultural characteristics, language requirements needs, and preferences, taking account of any need for adjustments	✓	✓	✓		✓	✓	✓			
1.12 Recognise and report any factors that may adversely impact safe and effective care provision	✓	✓	✓	✓	✓	✓			✓	✓
1.13 Demonstrate the numeracy, literacy, digital and technological skills required to meet the needs of people in their care to ensure safe and effective practice	✓	✓	✓	✓	✓	✓	✓		✓	
1.14 Demonstrate the ability to keep complete, clear, accurate and timely records	✓	✓	✓	✓	✓	✓			✓	
1.15 Take responsibility for continuous self-reflection, seeking and responding to support and feedback to develop professional knowledge and skills	✓	✓	✓	✓		✓	✓			
1.16 Act as an ambassador for the profession and promote public confidence in health and care services	✓	✓	✓	✓		✓	✓			✓
1.17 Safely demonstrate evidence based practice in all skills and procedures stated in Annexes A and B.	✓	✓	✓		✓	✓			✓	✓

<p>Platform 2: Promoting health and preventing ill health The proficiencies identified below will equip the newly registered nursing associate with the underpinning knowledge and skills required for their role in health promotion and protection and prevention of ill health</p> <p>At the point of registration, the nursing associate will be able to:</p>	The accountable professional in clinical practice 1	Provide and Monitor Care	Annexe A Communication relationship management skills	I Improving safety and quality of care	Applied Anatomy & Physiology for clinical practice	The accountable professional in clinical practice 2	Promoting health preventing ill health	Working in teams	Pharmacology and Medicines Management	Contributing to integrated care
2.1 Understand and apply the aims and principles of health promotion, protection and improvement and the prevention of ill health when engaging with people	✓	✓				✓	✓	✓		✓
2.2 Promote preventive health behaviours and provide information to support people to make informed choices to improve their mental, physical, behavioural health and wellbeing	✓					✓	✓			
2.3 Describe the principles of epidemiology, demography and genomics and how these may influence health and wellbeing outcomes	✓				✓	✓	✓			
2.4 Understand the factors that may lead to inequalities in health outcomes	✓		✓			✓	✓			
2.5 Understand the importance of early years and childhood experiences and the possible impact on life choices, mental, physical and behavioural health and wellbeing	✓				✓	✓	✓			
2.6 Understand and explain the contribution of social influences, health literacy, individual circumstances, behaviours and lifestyle choices to mental, physical and behavioural health outcomes	✓	✓	✓		✓	✓	✓			
2.7 Explain why health screening is important and identify those who are eligible for screening	✓					✓	✓			
2.8 Promote health and prevent ill health by understanding the evidence base for immunisation, vaccination and herd immunity	✓	✓			✓	✓	✓			
2.9 Protect health through understanding and applying the principles of infection prevention and control, including communicable disease surveillance and antimicrobial stewardship and resistance	✓				✓	✓	✓			

Platform 3: Provide and monitor care The proficiencies identified below will equip the newly registered nursing associate with the underpinning knowledge and skills required for their role in providing and monitoring care At the point of registration, the nursing associate will be able to:	The accountable professional in clinical practice 1	Provide and Monitor Care	Annexe A Communication relationship management skills	Improving safety and quality of care	Applied Anatomy & Physiology for clinical practice	The accountable professional in clinical practice 2	Promoting health preventing ill health	Working in teams	Pharmacology and Medicines Management	Contributing to integrated care
3.1 Demonstrate an understanding of human development from conception to death, to enable delivery of person centred safe and effective care	✓	✓			✓	✓				
3.2 Demonstrate and apply knowledge of body systems and homeostasis, human anatomy and physiology, biology, genomics, pharmacology, social and behavioural sciences when delivering care	✓	✓			✓	✓		✓		
3.3 Recognise and apply knowledge of commonly encountered mental, physical, behavioural and cognitive health conditions when delivering care	✓	✓			✓	✓				
3.4 Demonstrate the knowledge, communication and relationship management skills required to provide people, families and carers with accurate information that meets their needs before, during and after a range of interventions	✓	✓	✓		✓	✓				✓
3.5 Work in partnership with people, to encourage shared decision making, in order to support individuals, their families and carers to manage their own care when appropriate	✓	✓	✓			✓				✓
3.6 Demonstrate the knowledge, skills and ability to perform a range of nursing procedures and manage devices, to meet people's need for safe, effective and person centred care	✓	✓	✓		✓	✓		✓		
3.7 Demonstrate an understanding of how and when to escalate to the appropriate professional for expert help and advice	✓	✓	✓		✓	✓		✓	✓	✓
3.8 Demonstrate and apply an understanding of how people's needs for safety, dignity, privacy, comfort and sleep can be met	✓	✓	✓		✓	✓				✓

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3.9 Demonstrate the knowledge, skills and ability required to meet people's needs related to nutrition, hydration and bladder and bowel health	✓	✓			✓	✓			✓	✓
3.10 Demonstrate the knowledge, skills and ability to act as required to meet people's needs related to mobility, hygiene, oral care, wound care and skin integrity	✓	✓			✓	✓				
3.11 Demonstrate the ability to recognise when a person's condition has improves or deteriorated by undertaking health monitoring. Interpret, promptly respond, share findings, and escalate as needed	✓	✓	✓		✓	✓			✓	
3.12 Demonstrate the knowledge and skills required to support people with the commonly encountered symptoms including anxiety, confusion, discomfort and pain	✓	✓	✓		✓	✓				
3.13 Demonstrate an understanding of how to deliver sensitive and compassionate end of life care to support people to plan for their end of life, giving information and support to people who are dying, their families and the bereaved. Provide care to the deceased.	✓	✓	✓		✓	✓			✓	✓
3.14 Understand and act in line with any end of life decisions and orders, organ and tissue donations protocols, infection protocols, advanced planning decisions, living wills and lasting powers of attorney of health	✓	✓				✓				
3.15 Understand the principles of safe and effective administration and optimisation of medicines in accordance with local and national policies	✓	✓				✓			✓	
3.16 Demonstrate the ability to recognise the effects of medicines, allergies, drug sensitivity, side effects, contraindications and adverse reactions	✓	✓				✓			✓	
3.17 Recognise the different ways by which medicines can be prescribed	✓	✓				✓			✓	
3.18 Demonstrate the ability to monitor the effectiveness of care in partnership with people, families and carers. Document progress and report outcomes	✓	✓	✓			✓				✓
3.19 Demonstrate an understanding of co-morbidities and the demands of meeting people's holistic needs when prioritising care	✓	✓			✓	✓				
3.20 Understand and apply the principles and processes for making reasonable adjustments	✓	✓	✓			✓				
3.21 Recognise how a person's capacity affects their ability to make decisions about their own care and to give or withhold consent	✓	✓	✓		✓	✓			✓	

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3.22 Recognise when capacity has changed and understand where and how to seek guidance and support from others to ensure that the best interests of those receiving care are upheld	✓	✓	✓			✓			✓	
3.23 Recognise people at risk of abuse self-harm, and/or suicidal; ideation and the situations that may put them and others at risk	✓	✓	✓			✓				
3.24 Take personal responsibility to ensure that relevant information is shared according to local policy and appropriate immediate action is taken to provide adequate safeguarding and that concerns are escalated	✓	✓	✓			✓				✓

<p>Platform 4: Working in Teams The proficiencies identified below will equip the newly registered nursing associate with the underpinning knowledge and skills required to understand and apply their role to work effectively as part of the interdisciplinary team</p> <p>At the point of registration, the nursing associate will be able to:</p>	The accountable professional in clinical practice 1	Provide and Monitor Care	Annexe A Communication relationship management skills	Improving safety and quality of care	Applied Anatomy & Physiology for clinical practice	The accountable professional in clinical practice 2	Promoting health preventing ill health	Working in teams	Pharmacology and Medicines Management	Contributing to integrated care
4.1 Demonstrate an awareness of the roles, responsibilities and scope of practice of all members of the nursing and interdisciplinary team, and their own role within it	✓	✓	✓	✓		✓	✓	✓	✓	✓
4.2 Demonstrate an ability to support and motivate other members of the care team and interact confidently with them	✓		✓			✓		✓		✓
4.3 Understand and apply the principles of human factors and environmental factors when working in teams	✓		✓			✓		✓		
4.4 Demonstrate the ability to effectively and responsibly access, input, and apply information and data using a range of methods including digital technologies, and share appropriately within interdisciplinary teams	✓		✓		✓	✓		✓		✓
4.5 Demonstrate an ability to prioritise and manage their own workload, and recognise where elements of care can safely be delegated to other colleagues, carers and family members	✓		✓			✓		✓		✓
4.6 Demonstrate the ability to monitor and review the quality of care delivered, providing challenge and constructive feedback, when an aspect of care has been delegated to others	✓	✓	✓	✓		✓		✓		✓
4.7 Support and supervise and act as a role model to nursing associate students, health care support workers and those new to care roles, review the quality of the care they provide, promoting reflection and providing constructive feedback	✓			✓		✓		✓		✓
4.8 Contribute to team reflection activities, to promote improvements in practice and services	✓		✓			✓		✓		✓
4.9 Discuss the influence of policy and political drivers that impact health and care provision	✓		✓	✓		✓	✓	✓	✓	✓

<p>Platform 5: Improving safety and quality of care The proficiencies identified below will equip the newly registered nursing associate with the underpinning knowledge and skills required for their role in contributing to risk monitoring and quality of care</p>	The accountable professional in clinical practice 1	Provide and Monitor Care	Annexe A Communication relationship management skills	Improving safety and quality of care	Applied Anatomy & Physiology for clinical practice	The accountable professional in clinical practice 2	Promoting health preventing ill health	Working in teams	Pharmacology and Medicines Management	Contributing to integrated care
At the point of registration, the nursing associate will be able to:										
5.1 Understand and apply the principles of health and safety legislation and regulations and maintain safe work and care environments	✓	✓		✓		✓				
5.2 Participate in data collection to support audit activity, and contribute to the implementation of quality improvement strategies	✓			✓		✓				
5.3 Accurately undertake risk assessments, using contemporary assessment tools	✓	✓		✓		✓				
5.4 Respond to and escalate potential hazards that may affect the safety of people	✓			✓		✓				✓
5.5 Recognise when inadequate staffing levels to provide safe care and escalate concerns appropriately	✓			✓		✓		✓		
5.6 Understand and act in line with local and national organisational frameworks, legislation and regulations to report risks and implement actions as instructed, following up and escalating as required	✓	✓		✓		✓		✓	✓	✓
5.7 Understand what constitutes a near miss, serious adverse event, a critical incident, and a major incident	✓			✓		✓		✓		
5.8 Understand when to seek appropriate advice to manage a risk and avoid compromising quality of care and health outcomes	✓		✓	✓		✓		✓		
5.9 Recognise uncertainty, and demonstrate an awareness of strategies to develop resilience in themselves. Know how to seek support to help deal with uncertain situations	✓		✓	✓		✓		✓		
5.10 Understand their own role and the roles of all other staff at different levels of experience and seniority, in the event of a major incident	✓			✓		✓		✓		✓

<p>Platform 6: Contributing to integrated care The proficiencies identified below will equip the newly registered nursing associate with the underpinning knowledge and skills required for their role in contributing to integrated care to meet the needs of people across organisations and settings</p>	The accountable professional in clinical practice 1	Provide and Monitor Care	Annexe A Communication relationship management skills	Improving safety and quality of care	Applied Anatomy & Physiology for clinical practice	The accountable professional in clinical practice 2	Promoting health preventing ill health	Working in teams	Pharmacology and Medicines Management	Contributing to integrated care
At the point of registration, the nursing associate will be able to:										
6.1 Explain the roles of the different providers of health and care. Demonstrate the ability to work collaboratively and in partnership with professionals from different agencies in interdisciplinary teams	✓		✓			✓	✓	✓	✓	✓
6.2 Understand and explore the challenges of providing safe nursing care for people with complex co-morbidities and complex care needs	✓	✓	✓			✓	✓			✓
6.3 Demonstrate an understanding of the complexities of providing mental, cognitive, behavioural and physical care needs across a wide range of integrated care settings	✓	✓	✓			✓	✓			✓
6.4 Demonstrate an understanding of their own role and contribution when involved in the care of a person who is undergoing a transition of care between professionals, settings or services	✓		✓			✓	✓	✓	✓	✓
6.5 Be able to identify when people need help to facilitate equitable access to care, support and escalate concerns appropriately	✓		✓			✓	✓			✓
6.6 Understand the principles and processes involved in supporting people and families with a range of care needs to maintain their independence and avoid unnecessary interventions and disruptions to their lives	✓		✓			✓	✓	✓	✓	✓

Nursing Associates: NMC Standards of proficiency Annexe A: Communication and relationship management skills										
Annexe A: Communication and relationship management skills In order to meet the proficiency outcomes in platforms 1-6, nursing associates must be able to demonstrate the communication and relationship management skills described in Annexe A at the point of registration. At the point of registration the nursing associate will be able to safely demonstrate the following skills 1. Underpinning communication skills for providing and monitoring care	The accountable professional in clinical practice 1	Provide and Monitor Care	Annexe A Communication relationship management skills	Improving safety and quality of care	Applied Anatomy & Physiology for clinical practice	The accountable professional in clinical practice 2	Promoting health preventing ill health	Working in teams	Pharmacology and Medicines Management	Contributing to integrated care
1.1 Actively listen, recognise and respond to verbal and non-verbal cues	✓	✓	✓		✓	✓	✓	✓	✓	✓
1.2 Use prompts and positive verbal and non-verbal reinforcement	✓	✓	✓			✓	✓	✓	✓	✓
1.3 Use appropriate non-verbal communication including touch, eye contact and personal space	✓	✓	✓		✓	✓			✓	✓
1.4 Make appropriate use of open and closed questioning	✓	✓	✓		✓	✓	✓	✓	✓	✓
1.5 Speak clearly and accurately	✓	✓	✓		✓	✓	✓	✓	✓	✓
1.6 Use caring conversation techniques	✓	✓	✓		✓	✓	✓	✓		✓
1.7 Check understanding and use clarification techniques	✓	✓	✓		✓	✓	✓	✓	✓	✓
1.8 Be aware of the possibility of unconscious bias in communication encounters	✓		✓		✓	✓	✓			✓
1.9 Write accurate clear, legible records and documentation	✓	✓	✓			✓		✓	✓	✓
1.10 Clearly record digital information and data	✓	✓	✓	✓		✓			✓	✓
1.11 Provide clear verbal, digital or written information and instructions when sharing information, delegating or handing over responsibility for care	✓	✓	✓		✓	✓		✓	✓	✓
1.12 Recognise the need for translator services and material	✓		✓			✓				✓
1.13 Use age appropriate communication techniques	✓	✓	✓		✓	✓	✓		✓	✓

<p>Annexe A: Communication and relationship management skills</p> <p>In order to meet the proficiency outcomes in platforms 1-6, nursing associates must be able to demonstrate the communication and relationship management skills described in Annexe A at the point of registration.</p> <p>At the point of registration the nursing associate will be able to safely demonstrate the following skills</p> <p>2. Communication skills for supporting people to prevent ill health and manage their health challenges</p>	The accountable professional in clinical practice 1	Provide and Monitor Care	Annexe A Communication relationship management skills	Improving safety and quality of care	Applied Anatomy & Physiology for clinical practice	The accountable professional in clinical practice 2	Promoting health preventing ill health	Working in teams	Pharmacology and Medicines Management	Contributing to integrated care
2.1 Effectively share information and check understanding about:										
- Preventative health behaviours that help people to make lifestyle choices and improve their own health and wellbeing	✓	✓	✓			✓	✓		✓	
- A range of common conditions including: anxiety, depression, memory loss, diabetes, dementia, respiratory disease, cardiac disease, neurological disease, cancer, skin problems, immune deficiencies, psychosis, stroke and arthritis in accordance with care plans	✓	✓			✓	✓			✓	
2.2 Clearly and confidently explain to the individual and family how their lifestyle choices may influence their future health. This includes the impact of common health risk behaviours including smoking, obesity, sexual practice, alcohol and substance use	✓	✓	✓			✓	✓			
2.3 Use appropriate materials, making reasonable adjustments where appropriate to support people's understanding of what may have caused their health condition and the implications of their care and treatments	✓	✓	✓			✓	✓			
2.4 Use repetition and positive reinforcement strategies	✓	✓	✓			✓	✓			
2.5 Recognise and accommodate sensory impairments during all communications	✓	✓	✓		✓	✓				
2.6 Support and monitor the use of personal communication aids	✓		✓			✓				
2.7 Address and respond to people's questions, recognising when to refer to others in order to provide accurate responses	✓	✓	✓			✓	✓	✓		✓

2.8 Identify the need for and manage a range of alternative communication techniques	✓	✓	✓			✓	✓	✓	✓	✓
2.9 Engage in difficult conversations with support from others, helping people who are feeling emotionally or physically vulnerable or in distress, conveying compassion and sensitivity	✓	✓	✓			✓				

<p>Annexe A: Communication and relationship management skills</p> <p>In order to meet the proficiency outcomes in platforms 1-6, nursing associates must be able to demonstrate the communication and relationship management skills described in Annexe A at the point of registration.</p> <p>At the point of registration the nursing associate will be able to safely demonstrate the following skills</p> <p>3. Communication skills and approaches for providing therapeutic interventions</p>	The accountable professional in clinical practice 1	Provide and Monitor Care	Annexe A Communication relationship management skills	Improving safety and quality of care	Applied Anatomy & Physiology for clinical practice	The accountable professional in clinical practice 2	Promoting health preventing ill health	Working in teams	Pharmacology and Medicines Management	Contributing to integrated care
3.1 Identify the need for and use appropriate approaches to develop therapeutic relationships with people	✓	✓	✓			✓				
3.2 Demonstrate the use of a variety of effective communication strategies	✓		✓			✓				
- reassurance and affirmation										
- de-escalation strategies and techniques										
- distraction and diversion strategies										
- positive behaviour support approaches										
<p>4. Communication skills for working in professional teams.</p> <p>Demonstrate effective skills when working in teams through:</p>										
4.1 Active listening when receiving feedback and when dealing with team members' concerns and anxieties	✓	✓	✓	✓		✓	✓	✓		✓
4.2 Timely and appropriate escalation	✓	✓	✓			✓		✓		✓
4.3 Being a calm presence when exposed to situations involving conflict	✓	✓	✓			✓		✓		✓
4.4 Being assertive when required	✓	✓	✓			✓		✓		✓

Nursing Associates: NMC Standards of proficiency Annexe B: Procedures to be undertaken by the nursing associate										
PART 1: Procedures to enable effective monitoring of a person's condition	The accountable professional in clinical practice 1	Provide and Monitor Care	Annexe A Communication relationship management skills	Improving safety and quality of care	Applied Anatomy & Physiology for clinical practice	The accountable professional in clinical practice 2	Promoting health preventing ill health	Working in teams	Pharmacology and Medicines Management	Contributing to integrated care
1. Demonstrate effective approaches to monitoring signs and symptoms of physical, mental, cognitive, behavioural and emotional distress, deterioration and improvement										
1.1 Accurately measure weight and height, calculate body mass index, recognise healthy ranges and the clinical significance of low/high readings	✓				✓	✓				
1.2 Use manual techniques and devices to take, record and interpret vital signs including temperature, pulse, respiration (TPR), blood pressure (BP) and pulse oximetry in order to identify signs of improvement, deterioration or concern	✓				✓	✓				
1.3 Undertake venepuncture, and routine ECG recording	✓					✓				
1.4 Measure and interpret blood glucose levels	✓					✓				
1.5 Collect and observe sputum, urine and stool and vomit specimens, interpreting findings and reporting as appropriate	✓					✓				
1.6 Recognise and escalate signs of all forms of abuse	✓					✓				
1.7 Recognise and escalate signs of self-harm and/or suicidal ideation	✓					✓				
1.8 Undertake and interpret neurological observations	✓				✓	✓				
1.9 Recognise signs of mental and emotional distress including agitation and vulnerability	✓		✓			✓				
1.10 Administer basic mental health first aid	✓					✓				
1.11 recognise emergency situations and administer basic physical first aid, including basic life support	✓					✓				

PART 2: Procedures for provision of person-centred nursing care 2. Provide support in meeting the needs of people in relation to rest, sleep, comfort and the maintenance of dignity:	The accountable professional in clinical practice 1	Provide and Monitor Care	Annexe A Communication relationship management skills	Improving safety and quality of care	Applied Anatomy & Physiology for clinical practice	The accountable professional in clinical practice 2	Promoting health preventing ill health	Working in teams	Pharmacology and Medicines Management	Contributing to integrated care
2.1 Observe and monitor comfort and pain levels and rest and sleep patterns	✓					✓				
2.2 Use appropriate bed-making techniques including those required for people who are unconscious or who have limited mobility	✓					✓				
2.3 use appropriate positioning and pressure relieving techniques	✓					✓				
2.4 Take appropriate action to ensure privacy and dignity at all times	✓					✓				
2.5 Appropriate action to reduce or minimise pain or discomfort	✓					✓				
2.6 Support people to reduce fatigue, minimise insomnia and take appropriate rest	✓					✓				
	✓					✓				
3 Provide care and support with hygiene and the maintenance of skin integrity	✓					✓				
3.1 Observe and reassess skin and hygiene status using contemporary approaches to determine the need for support and ongoing intervention	✓					✓				
3.2 Identify the need for and provide appropriate assistance with washing, bathing, shaving and dressing	✓					✓				
3.3 Identify the need for and provide appropriate oral, dental, eye and nail care and suggest to others when an onward referral is needed	✓					✓				
3.4 Prevent and manage skin breakdown through appropriate use of products	✓					✓				
3.5 Identify and manage skin irritations and rashes	✓					✓				
3.6 Monitor wounds and undertake wound care using appropriate evidence-based techniques	✓				✓	✓				

PART 2: Procedures for provision of person-centred nursing care 4 To provide support with nutrition and hydration, the nursing associate must demonstrate the ability to:	The accountable professional in clinical practice 1	Provide and Monitor Care	Annexe A Communication relationship management skills	Improving safety and quality of care	Applied Anatomy & Physiology for clinical practice	The accountable professional in clinical practice 2	Promoting health preventing ill health	Working in teams	Pharmacology and Medicines Management	Contributing to integrated care
4.1 Use contemporary nutritional assessment tools	✓					✓				
4.2 Assist with feeding and drinking and use appropriate feeding and drinking aids	✓				✓	✓				
4.3 Record fluid intake and output to identify signs of dehydration or fluid retention and escalate as necessary	✓				✓	✓				
4.4 Support the delivery of artificial nutrition and hydration using oral and enteral routes	✓					✓				
	✓					✓				
5 Provide support with bladder and bowel health	✓					✓				
5.1 Observe and monitor the level of urinary and bowel continence to determine the need for ongoing support and intervention, the level of independence and self- management of care that an individual can manage	✓					✓				
5.2 Assist with toileting, maintaining dignity and privacy and use appropriate continence products	✓					✓				
5.3 Care for and manage catheters for all genders	✓					✓				
5.4 Recognise bladder and bowel patterns to identify and respond to incontinence, constipation, diarrhoea and urinary and faecal retention	✓					✓				

PART 2: Procedures for provision of person-centred nursing care	The accountable professional in clinical practice 1	Provide and Monitor Care	Annexe A Communication relationship management skills	Improving safety and quality of care	Applied Anatomy & Physiology for clinical practice	The accountable professional in clinical practice 2	Promoting health preventing ill health	Working in teams	Pharmacology and Medicines Management	Contributing to integrated care
6 Provide support with mobility and safety										
6.1 Use appropriate risk assessment tools to determine the ongoing need for support and intervention, the level of independence and self-care that an individual can manage	✓					✓				
6.2 Use appropriate assessment tools to determine, manage and escalate the ongoing risk of falls	✓					✓				
6.3 Use a range of contemporary moving and handling techniques and mobility aids	✓					✓				
6.4 Use appropriate manual and handling equipment to support people with impaired mobility	✓					✓				
	✓					✓				
7 To provide support with respiratory care	✓					✓				
7.1 Manage the administration of oxygen using a range of routes and approaches	✓					✓				
7.2 Take and be able to identify normal peak flow and oximetry measurements	✓					✓				
7.3 Use appropriate nasal and oral suctioning techniques	✓					✓				
7.4 Manage inhalation, humidifier and nebuliser devices	✓					✓				

PART 2: Procedures for provision of person-centred nursing	The accountable professional in clinical practice 1	Provide and Monitor Care	Annexe A Communication relationship management skills	Improving safety and quality of care	Applied Anatomy & Physiology for clinical practice	The accountable professional in clinical practice 2	Promoting health preventing ill health	Working in teams	Pharmacology and Medicines Management	Contributing to integrated care
8, Preventing and managing infection:										
8.1 Observe and respond rapidly to potential infection risks using best practice guidelines	✓					✓				
8.2 Use standard precautions protocols	✓					✓				
8.3 Use aseptic, non-touch techniques	✓					✓				
8.4 Use appropriate personal protection equipment	✓					✓				
8.5 Implement isolation procedures	✓					✓				
8.6 Use hand hygiene techniques	✓				✓	✓				
8.7 Safely decontaminate equipment and environment	✓					✓				
8.8 Safely handle waste, laundry and sharps	✓					✓				
	✓					✓				
9 Meeting needs for care and support at the end of life	✓					✓				
9.1 Recognise and take immediate steps to respond appropriately to uncontrolled symptoms and signs of distress including pain, nausea, thirst, constipation, restlessness, agitation, anxiety and depression.	✓					✓				
9.2 Review preferences and care priorities of the dying person and their family and carers, and ensure changes are communicated as appropriate	✓					✓				
9.3 Provide care for the deceased person and the bereaved respecting cultural requirements and protocols	✓					✓				

PART 2: Procedures for provision of person-centred nursing 10. Procedural competencies required for administering medicines safely	The accountable professional in clinical practice 1	Provide and Monitor Care	Annexe A Communication relationship management skills	Improving safety and quality of care	Applied Anatomy & Physiology for clinical practice	The accountable professional in clinical practice 2	Promoting health preventing ill health	Working in teams	Pharmacology and Medicines Management	Contributing to integrated care
10.1 Continually assess people receiving care and their ongoing ability to self-administer their own medications. Know when and how to escalate any concerns	✓					✓			✓	
10.2 Undertake accurate drug calculations for a range of medications	✓					✓			✓	
10.3 Exercise professional accountability in ensuring the safe administration of medicines safely to those receiving care	✓					✓			✓	
10.4 Administer medication via oral, topical and inhalation routes	✓					✓			✓	
10.5 Administer injections using subcutaneous and intramuscular routes and manage injection equipment	✓					✓			✓	
10.6 Administer and monitor medications using enteral equipment	✓					✓				
10.7 Administer enemas and suppositories	✓					✓				
10.8 Manage and monitor symptom relief medication	✓					✓			✓	
10.9 Recognise and respond to adverse or abnormal reactions to medications, and when and how to escalate any concerns	✓					✓			✓	
10.10 Undertake safe storage, transportation and dispose of medicinal products.	✓					✓			✓	

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