**Nursing Associate1.**

AfC Pay Band – 4

1. Where a PCN employs or engages a Nursing Associate under the Additional Roles Reimbursement Scheme, the PCN must ensure that the Nursing Associate:

1. meets the specific qualification and training requirements as specified in the Nursing Midwifery Standards of proficiency by having undertaken and completed the two-year Foundation Degree delivered by a [Nursing and Midwifery Council](https://www.nmc.org.uk/education/approved-programmes/) (NMC) - approved provider; and
2. is registered with the NMC and revalidation is undertaken in line with NMC requirements.

2. Where a PCN employs or engages one or more Nursing Associates under the Additional Roles Reimbursement Scheme, the PCN must ensure that each nursing associate has the following key responsibilities in relation to delivering health services:

a. work as part of the PCN’s MDT to provide and monitor care, under direct or indirect supervision2;

b. improve safety and quality of care at every opportunity;

c. contribute to the delivery of integrated care;

d. work with the PCN MDT to ensure delivery of nursing associate duties complement existing workforce;

e. provide support and supervision to training nursing associates, healthcare assistants, apprentices, and those on learning assignments/placements as required;

f. support registered nurses to enable them to be able to focus on the more complex clinical care;

g. develop relationships across the MDT to support integration of the role across health and social care including primary care, secondary care, and mental health;

 h. perform and record clinical observations such as blood pressure, temperature, respirations, and pulse;

i. after undertaking additional training, provide flu vaccinations, ECGs, and venepuncture, and other relevant clinical tasks as required by the PCN, in line with the competencies of the role;

j. promote health and well-being to all patients, for example undertaking the NHS health check;

k. care for individuals with dementia, mental health conditions, and learning disabilities;

l. advise patients on general healthcare and promote self-management where appropriate, including signposting patients to personalised care colleagues and local community and voluntary sector services;

m. communicate proactively and effectively with all MDT colleagues across the PCN, attending and contributing to meetings as required;

n. maintain accurate and contemporaneous patient health records; and

o. enhance own performance through continuous professional development, imparting own knowledge and behaviours to meet the needs of the service.

3. A PCN must ensure that the postholder has access to appropriate clinical supervision and an appropriate named individual in the PCN to provide general advice and support on a day to day basis.

Further information on Nursing Associates can be found on the Wessex LMC [website](https://www.wessexlmcs.com/nursingassociates).