**Trainee Nursing Associate (TNA) 1.**

AfC Pay band - 3

1. Where a PCN employs or engages a training nursing associate (TNA) under the Additional Roles Reimbursement Scheme, the PCN must ensure that the TNA:

1. has a minimum of GCSE Maths and English at grade 9 to 4 (A to C) or Functional Skills Level 2 in Maths and English;
2. is working towards completion of the Nursing Associate Apprenticeship programme; and
3. is enrolled on a foundation degree awarded by a Nursing and Midwifery Council (NMC) - approved provider over a 2-year period.

2. The PCN must ensure that each TNA undertakes the following key responsibilities, when delivering health services:

1. delivery of high quality, compassionate care whilst undertaking specific clinical and care tasks under the direction of a registered nurse (or other registered care professional dependent on PCN), with a focus on promoting good health and independence
2. work as part of a PCN’s multidisciplinary team (MDT), delivering a high standard of care that focuses on the direct needs of the patient c. work with a supervisor to take responsibility for developing own clinical competence, leadership, and reflective practice skills within the workplace, while on placements and through attending the Nursing Associate Training Programme d. develop by the end of the Nursing Associate Training Programme the ability to work without direct supervision, at times delivering care independently in line with the individual’s defined plan of care, within the parameters of the nursing associate role, accessing clinical and care advice when needed.

3. Over the course of the 2-year TNA programme, develop the skills and knowledge to provide direct care to patients and families which may include:

1. after undertaking additional training, provide flu vaccinations, ECGs, venepuncture, and other relevant clinical tasks as required by the PCN, in line with the competencies of the role;
2. supporting individuals and their families and carers when faced with unwelcome news and life-changing diagnoses, for example by providing relevant information on the diagnosis, signposting patients to further information, or referral to social prescribing link workers etc.;
3. performing and recording clinical observations such as blood pressure, temperature, respirations, and pulse;
4. discussing and sharing information with registered nurses on patients’ health conditions, activities, and responses; and e. developing an understanding of caring and supporting people with dementia, mental health conditions, and learning disabilities.

4. 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 LMCs [website](https://www.wessexlmcs.com/nursingassociates).