

Nursing associate

Nursing associate is a new role within the nursing team. Nursing associates work with healthcare support workers and registered nurses to deliver care for patients and the public. It is also a stepping stone to becoming a registered nurse.

Working life

Nursing associates work across all four fields of nursing: adult, children's, mental health, and learning disability. Your skills and responsibilities will vary, depending on the care setting you work in. You'll need to demonstrate the values and behaviours of the [NHS Constitution](#) [1].

Your duties are likely to include:

- undertaking clinical tasks including venepuncture and ECGs
- supporting individuals and their families and carers when faced with unwelcome news and life-changing diagnoses
- performing and recording clinical observations such as blood pressure, temperature, respirations and pulse
- discussing and sharing information with registered nurses on a patients' condition, behaviour, activity and responses
- ensuring the privacy, dignity and safety of individuals is maintained at all times
- recognising issues relating to safeguarding vulnerable children and adults



Entry requirements

To begin your training as a nursing associate, you'll need GCSEs grade 9 to 4 (A to C) in maths and English, or Functional Skills Level 2 in maths and English. Some employers will also ask for a level 3 qualification. You'll also need to show that you can study for a foundation degree level and complete the Nursing Associate Apprenticeship programme.

Trainee nursing associate places are usually advertised on NHS Jobs but some places are available through direct application to universities. Applicants accepted onto university courses will need to fund their own training.



Your training

You'll undertake academic learning one day a week and work-based learning the rest of the week. You'll be employed in a healthcare setting such as an acute, community or mental health hospital, care home or hospice but also gain experience in other settings. This will

mean travelling to placements and working a mix of shifts.

It is very important to plan and manage the competing demands of your job role, study and placements. You'll develop an understanding of all elements of nursing and caring for individuals with conditions such as dementia, mental ill health and learning disabilities/difficulties.

Career development

Once you've finished your training, you'll have the knowledge, understanding, skills, attitudes and behaviours to work as a nursing associate. Qualified nursing associates can also go on to train as a registered nurse by putting their training towards a shortened nursing degree or registered nurse degree apprenticeship (RNDA).

Your nursing associate training may shorten a registered nurse degree apprenticeship to 2 years.

To find out more about the apprenticeship route, including how to apply, speak with your line manager, education team or apprenticeship lead. Your employer may want you to complete a year working as a nursing associate before you progress to registered nurse training.

"The university part of the nursing associate training allowed me to take on more responsibilities and will provide me with career progression – something I never thought I'd achieve!"

Read Martyn's story ^[2]

Pay and benefits

Your standard working week will be around 37.5 hours and may include a mix of shifts, such as nights, early starts, evenings and weekends. As a trainee nursing associate, you'll usually be paid on band 3 of the Agenda for Change (AFC) ^[3] pay system, with qualified nursing associates usually employed on band 4.

You'll also have access to our generous pension scheme and health service discounts, as well as 27 days of annual leave, plus bank holidays, which increases the longer you're in service.

Registration

The Nursing and Midwifery Council ([NMC](#) ^[4]) is responsible for registering and regulating nursing associates.

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Live vacancies

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Trainee Nursing Associate

Liskeard, PL14 3JX

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Salary:

Depending on experience

■

Type:

Permanent

■

Employer:

Central Advertising - Other

■ [View Vacancy](#)

⦿ [View Vacancy](#) [6]

Trainee Nursing Associate - WVT Employees only

Hereford, HR1 2ER

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Salary:

£18,546 pa pro rata

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Type:

Apprenticeship

■

Employer:

Wye Valley NHS Trust

■ [View Vacancy](#)

- View Vacancy [7]

Trainee Nursing Associate Apprentice Clinical Educator

PLYMOUTH, PL6 8DH



Salary:

£31,365 to £37,890 Per Annum



Type:

Permanent



Employer:

University Hospitals Plymouth NHS Trust

- View Vacancy

- View Vacancy [8]

Senior Healthcare Assistant/Trainee Nursing Associate

Camberley, GU16 6QQ



Salary:

Depending on experience



Type:

Permanent



Employer:

Central Advertising - Social Enterprises

- View Vacancy

- View Vacancy [9]

Nursing Associate Trainee

Reading, RG1 5AN



Salary:

£20330.00 to £21777.00 a year



Type:

Permanent



Employer:

Royal Berkshire NHS Foundation Trust



Apprenticeship - Nursing Associate, Droitwich PCN

Droitwich Spa, WR9 8RD



Salary:

£19337.00 to £21142.00 a year



Type:

Fixed term



Employer:

Central Advertising - Social Enterprises



Other roles that may interest you

- [Healthcare assistant](#) ^[11]
- [Adult nurse](#) ^[12]
- [Assistant practitioner](#) ^[13]
- [Experienced paramedic](#) ^[14]

Source URL: <https://www.healthcareers.nhs.uk/explore-roles/nursing/roles-nursing/nursing-associate>

Links

- [1] https://www.healthcareers.nhs.uk/glossary#NHS_Constitution
- [2] <https://www.healthcareers.nhs.uk/explore-roles/nursing/nursing-associate/real-life-story-martyn-davey>
- [3] <https://www.healthcareers.nhs.uk/working-health/working-nhs/nhs-pay-and-benefits/agenda-change-pay-rates>
- [4] <https://www.healthcareers.nhs.uk/glossary#NMC>
- [5] <https://www.jobs.nhs.uk/xi/vacancy/916715110>
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