

How is the Nursing Associate Role viewed by Different Stakeholders: A Qualitative Research study using Creative Methods

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Aim

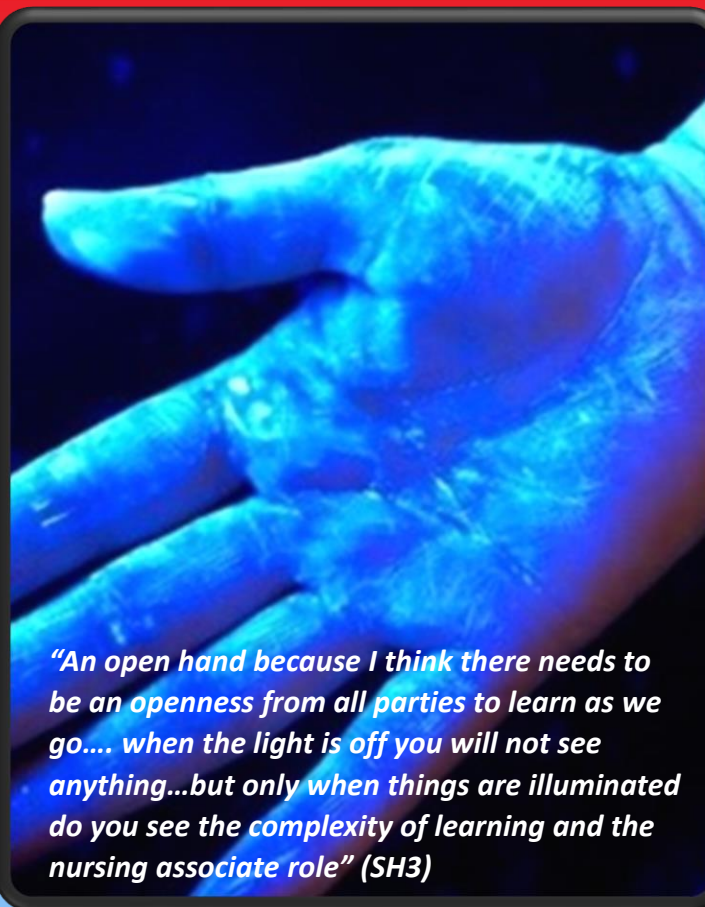
To explore the lived experience of different stakeholders of how the Nursing Associate role has been embedded in local health care

Introduction

The Nursing Associate (NA) role was created following a review by Health Education England in 2015 which examined nurse education and training so that capacity and improvements could be made to the provision of care in England. Kessler et al (2019) considered the role from the individual NA perspective. However a review of the literature has demonstrated a paucity of evidence in relation to the stakeholder views of the NA role in practice. This study, which was funded by Health Education England, and included collaboration with Local NHS Trust partners, explored stakeholder opinions and views from across the Kent region to develop an understanding of how the NA role has been implemented in the local NHS practice.

Design & Methods

- Mixed Methods: Semi-Structured Interviews and Photo-elicitation
- 9 Participant Stakeholders from Local NHS Trusts who had direct contact with the Nursing Associate or Trainee Nursing Associate: Practice Assessors; Ward Managers, and Other Stakeholders
- All photographs were key in illustrating participant experiences with the NA and provided further rich data for the study.



"An open hand because I think there needs to be an openness from all parties to learn as we go.... when the light is off you will not see anything...but only when things are illuminated do you see the complexity of learning and the nursing associate role" (SH3)

Key Literature Cited:

Health Education England (HEE) (2015) *Raising the bar. Shape of caring: a review of the future education and training of registered nurses and care assistants*. London: Health Education England.
Kessler, I., Bach, S., Nath, V., (2019) The construction of career aspirations among healthcare support workers: beyond the rational and the mundane? *Ind Relat J.* 2019;50(2):150–167

Overarching Themes

1. Recognition of the Contribution of the Nursing Associate to Care

"The wards that have embraced the NA's and have an open mindset about learning, work, interpersonal collaboration and sharing workloads ...do very well" PA2



2. Real Work Perspectives



"Its about looking up and forward...we're never without interruption ...its about being calm and supportive of the NA's" PA5

Conclusion & Implications for Patient Care

As a result of collaboration with NHS partners the study has generated important information about the role of the Nursing Associate in local practice. It was clear from the findings that the role provides a significant and valuable contribution to patient care. The use of creative methods has been seen by local NHS partners and HEE as an exciting, innovative and creative approach which has enabled the collection of nuanced data from participants. This data has been fed back to practice partners through a variety of mediums, including presentations and a detailed report. As this year marks the 4th Anniversary of the implementation of the role, the findings will be used to promote the important contribution that the NA makes to the provision of patient care in Kent.