

Becoming a registered professional – nursing associates and the NMC

Plymouth

28 February 2019



Objectives

- About the NMC
- Joining the register
- Practising as a registered professional



Introduction

- The NMC is proud to be involved in the birth of this new profession. You will be great additions to our register, and to the health and care workforce.
- Congratulations on your progress – we look forward to welcoming you to the NMC.
- Our first cohorts of nursing associates are fantastic advocates for this new role: committed, passionate, brave, resilient and people-centred.
- You have had great support from expert nurses in practice and from education institutions. They have also helped us immeasurably in preparing to regulate you.

Welcome to the NMC

We're the **independent regulator** for nurses and midwives across the UK and nursing associates in England. We hold the largest professional register in the world - 690,000 nurses, midwives and nursing associates.

Better and safer care for people is at the heart of what we do, supporting the healthcare professionals on our register to **deliver the highest standards of care**.

We make sure nurses, midwives and nursing associates have the **knowledge, skills and values they need to care for people safely** throughout their careers



How we regulate

Fitness to practise

When an individual is alleged to be unsafe or otherwise unsuitable for continued registration we take action, so that the public can have confidence in the quality and standards of care provided by nurses and midwives

Registration

We maintain a register of all nurses and midwives who meet the requirements for registration in the UK



Our standards of proficiency for nursing associates



Consulting on NA regulation

- What did people think of our plans for nursing associates?



82%

agreed the proposed standards for nursing associates **set an appropriate level of knowledge and skill** at the point of registration.

75%

agreed the proposed standards for nursing associates **are appropriate for a generic nursing associate role.**

70%

agreed the proposed standards **adequately distinguish the knowledge and skill** expected of a nursing associate in comparison to a registered nurse.



90%

felt the standards within **the Code should also apply to nursing associates.**

Standards of proficiency for nursing associates

Nursing associate

6 platforms

Be an accountable professional

Promoting health and preventing ill health

Provide and **monitor** care

Working in teams

Improving safety and quality of care

Contributing to integrated care

Registered nurse

7 platforms

Be an accountable professional

Promoting health and preventing ill health

Provide and **evaluate** care

Leading and managing nursing care
and working in teams

Improving safety and quality of care

Coordinating care

Assessing needs and planning care

What can I do/not do?

- By and large, we do not regulate professionals with reference to specific tasks (there are some exceptions – prescribing; attending a woman in childbirth)
- The NMC will not set out a list of things nursing associates can't do
- The standards of proficiency say what you can ALL know and do at the point of registration.
- You can do things that are not in the standards provided you have had the necessary training, and appropriate governance is in place.
- Some settings are thinking about how they will extend the scope of NAs – e.g. undertaking immunisations in GP practices
- Some employers have secured additional coverage pre-registration – i.e. within nursing associate programmes

Other sources of guidance

- NHS Improvement has published guidance for health providers on things to consider when deploying the new role of nursing associate
- NHS Employers have published information and advice about training and using nursing associates
- Care Quality Commission have developed resources for their inspectors who will be looking at staffing decisions in a range of settings
- CQC perspective: we are not 'marking your work' but looking at the quality of decision making about skill mix. What data/evidence was used? How is risk understood and mitigated? What safeguards are in place? Is the Board aware and supportive?

Getting on the register



How will we get on the register?

1. Educators

- Health Education England (HEE) will confirm that each pilot site is compliant with its requirements of nursing associate programmes.
- We will send each pilot site a course code for your programme.
- Your education provider will upload the details of each nursing associate student who has successfully completed the programme and confirm:
 - They have met our standards of proficiency for nursing associates
 - They have benefited from the required programme hours (HEE's)
 - They have had a suitable breadth of learning experience for admission on to a generic register.
- Your education provider will (with your permission) share your contact details with us.

What will happen next?

2. Applicants

- Once your education provider has uploaded your qualification, we will invite you to open an NMC Online account. This will be your portal to the NMC throughout your career.
- You will use this account to make your application to join the register, by fulfilling our requirements for registration. You will:
 - Self declare that your health and character will enable you to practise safely and effectively
 - Confirm that you have (or will have when you practise) an appropriate indemnity arrangement
 - Let us know whether you have any pending criminal charges, or any cautions or convictions
 - Tell us whether another regulator has ever said that your fitness to practise is impaired.

What will happen next?

2. Applicants

- You will give us the name of your health and character referee.
- This must be a registered nurse who has known you for at least a year and been in contact with you in the last six months.
- We will need their name and NMC PIN. You will want to check that they are happy to be your referee.
- Most education institutions are offering someone who will play this role for the cohort
- You will pay the registration fee of £120
- Claim tax relief on registration fee, via HMRC (in 2018, £24 tax relief)
- In subsequent years you can pay the fee in quarterly instalments



What does NMC
Online look like?



Account services ▾

My registration ▾

Initial registration: step 1 out of 9

To register your new qualification you will need to:

- ✓ Confirm or update your address
- ✓ Confirm your qualification
- ✓ Meet the requirements for health and character declaration
- ✓ Confirm you have read and understood The Code for nurses, midwives and nursing associates
- ✓ Give details of your professional indemnity arrangement and confirm you have read and understand this guidance
- ✓ Provide details of a Registered Nurse who you have known for at least one year and have been in contact with during the preceeding six months who can provide you with a supporting declaration of health and character
- ✓ Pay the annual fee

Please indicate that you have read and understood the 'Joining the register' information.

☒ Yes

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Additional information

⚠ Please Note:

The NMC requires you to have supporting recorded evidence for any declaration you wish to make to complete your application.

[Joining the register ➤](#)

The Code

The Code is the foundation of good nursing and midwifery practise, and a key tool in protecting the health and wellbeing of the public.

[Find out more about the Code ➤](#)

[Professional indemnity arrangement ➤](#)

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Account services ▾

My registration ▾

Initial registration: step 2 out of 9

My details

Mis a

Postcode



Address line 1

Address line 2

Address line 3

Address line 4

Country



Telephone

Mobile

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Additional information

Updating your details ➤

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Account services ▾

My registration ▾

Initial registration: step 3 out of 9

My qualification

Your higher education institute has advised the NMC that you have successfully completed the following course:

Registered Nursing Associate

Please confirm the above qualification is correct

☐ Yes

☐ No

I declare I have passed the required examination for this qualification

☐ Yes

I declare that I have successfully completed the required training for this qualification

☐ Yes

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Additional information

Joining the register ➤

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Account services ▾

My registration ▾

Initial registration: step 4 out of 9

Details of NMC registrant for supporting declaration

Provide details of a Registered Nurse who you have known for at least one year and who you have been in contact with during the last 6 months and must hold an active NMC Online account.

NMC Pin

Example: 00A0000A

Surname

The above named NMC registrant has given their consent to be contacted by the NMC in order to provide my supporting declaration of health and character and I also agree for the NMC to contact them for this purpose. ☐ Yes

I have known the above named person for at least one year and have been in contact with them during the last 6 months. ☐ Yes

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Initial registration: step **5** out of **9**

Health and character

I declare that my health and character are sufficient to enable me to practise safely and effectively in accordance with the Code. I will comply with the Code: the Code contains the professional standards that registered nurses, midwives and nursing associates must uphold, and the public expect.

- ☐ Yes
☐ No

Police charges, cautions and convictions

Have you received a police charge, caution or conviction, other than a protected caution or conviction?

- ☐ Yes
☐ No

Please do not notify us of the motoring offences where you received a fixed penalty (unless it led to a disqualification of driving).

Determinations: Findings by other regulatory bodies

Have you ever been subject to a finding that your fitness to practise is impaired by a body responsible for regulating or licensing a profession (including health and social care)?

- ☐ Yes
☐ No

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Additional information

Declaring health and character

If you are unsure about making the declarations on this page, click on the 'Find out more' button below.

[Find out more >](#)

The Code

The Code is the foundation of good nursing and midwifery practise, and a key tool in protecting the health and wellbeing of the public.

[Find out more about the Code >](#)

Declaring police charges, cautions and convictions

Satisfying our requirements about good character.

[Find out more >](#)

[Joining the register >](#)

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Account services ▾

My registration ▾

Initial registration: step 5 out of 9

Professional indemnity arrangement

I declare that I hold, or will hold when I begin practising, appropriate cover under an indemnity arrangement in relation to my practice.

- ☐ Yes
☐ No

Please provide details of all professional indemnity arrangements you hold.

I declare that my professional indemnity arrangement is by virtue of:

I am not practising at this time but I intend to have appropriate cover in place before I practise. ☐

Employment contract(s) ☐
Please note that if you are directly employed it is likely that your employer will have an appropriate indemnity arrangement for you.

Professional body membership ☐
Please note that if you are directly employed then this option probably doesn't apply to you. Before you choose this option please check that your professional body membership includes appropriate indemnity cover.

Private insurance arrangement ☐
Please note that if you are directly employed then this option probably doesn't apply to you.

Add another

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Additional information

Professional indemnity arrangement ➤

Joining the register ➤

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Initial registration: step 7 out of 9

Equality and Diversity

The NMC is committed to promoting equality and diversity in all our work. We want to be sure that our policies and ways of working are fair and do not discriminate against individuals or groups. To help us to monitor the effectiveness of our policies and practices we ask you to complete this questionnaire.

This information will be treated in the strictest confidence under the Data Protection Act 1998. It will be used to produce statistics to enable the NMC to look at diversity profile of nurses, midwives and nursing associates on our register. We will not use your diversity data when dealing with applications for registration, renewing registration or considering complaints about you or anyone else.

1. Please select one option that closely describes your national identity

- ☐ English ☐ Welsh ☐ Scottish ☐ Northern Irish ☐ British ☐ Prefer not to say ☐ Any other national identity, please write in the text box

2. Please select one option from below to describe your ethnic group or background**A. White**

- ☐ English/Welsh/Scottish/Northern Irish/British ☐ Gypsy or Irish Traveller ☐ Irish ☐ Any other White background, please write in the text box

B. Mixed/multiple ethnic groups

- ☐ White and Black Caribbean ☐ White and Black African ☐ White and Asian
☐ Any other mixed/multiple ethnic backgrounds, please write in the text box

C. Asian/Asian British

- ☐ Indian ☐ Pakistani ☐ Bangladeshi ☐ Chinese ☐ Any other Asian background, please write in the text box

D. Black/African/Caribbean background

- ☐ African ☐ Caribbean ☐ Any other background, please write in the text box

E. Other ethnic group

- ☐ Any other ethnic group, please write in the text box

F. Prefer not to say

- ☐ Prefer not to say

3. Please select one option to indicate whether you consider yourself to have a disability or long term health condition

The Equality Act 2010 defines disability as a physical or mental impairment which has a substantial long-term effect (at least 12 months) on a person's ability to carry out normal day to day activities.

- ☐ Yes ☐ No ☐ Prefer not to say

Initial registration: step 8 out of 9

Your application is not yet complete

The following table is a summary of the declarations you have made in this application.

Qualification – You have declared that you have successfully completed and passed your course and are entitled to have your qualification registered.

Edit

Health and character – Your health and character are sufficiently good to enable you to practise safely and effectively as demonstrated in the Code. You will comply with the Code: Professional standards of practice and behaviour for nurses, midwives and nursing associates and will keep up to date with any changes to it.

Edit

Police charges, cautions or convictions – You have appropriately declared any police charges, cautions or convictions other than a protected caution and conviction.

Edit

Determinations – You have declared whether you have ever been subject to a finding by a body responsible for regulating or licensing a profession.

Edit

Professional Indemnity Arrangement – You hold, or will hold when you begin practising, appropriate cover under an indemnity arrangement in relation to your practice.

Edit

Details of NMC registrant for supporting declaration – You have provided details of a Registered Nurse who will provide a supporting declaration of your health and character.

Edit

Declaration

I understand that falsely representing myself as a registered nurse, midwife, specialist community public health nurse or nursing associate is a criminal offence and should any of the details provided in this application prove to be false, I may be liable to prosecution. I am also aware that the information I supply will be checked by the NMC and failure to provide detailed information will result in my application being delayed or rejected.

All of the information I have provided is true and accurate.

☒ Yes

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Submit

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Account services ▾

My registration ▾

Initial registration: step 9 out of 9

Payment due

Thank you for submitting your application for registration.

You are required to make a fee payment of **£120.00**.

Your application for registration will only be processed once this fee has been received.

[Pay now](#)

[Return to homepage](#)

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What happens then?



When will you appear on the register?

- Once we receive your application, and if we have everything we need and you meet our requirements, you'll be added to the nursing associate part of our register. We'll notify you of successful registration by email.
- If you have declared cautions/convictions or previous regulatory sanctions, we may need to get in touch for more information before we can consider your application. For more information, go to www.nmc.org.uk/register-nursing-associate

What if you don't want to register straight away?

- If you don't want to work as a nursing associate straight away, you can apply to join the register up to 5 years from the date of qualification.

What if you cannot deem my qualification comparable?

- There are special arrangements in place for people who qualify from an HEE pilot site or via a NA apprenticeship to seek registration.
- We need to assess the comparability of your qualification with a qualification from an NMC approved programme.
- We will deem your qualification comparable if your programme is judged by HEE to be compliant AND your education provider makes three positive confirmations about you (you have met our standards, done the hours, experienced the breadth of placements).
- If they cannot make these positive confirmations they should tell you.
- You are entitled to sit a test of competence to demonstrate your eligibility to apply for nursing associate registration.
- More information is available on our website at:
www.nmc.org.uk/register-nursing-associate

Working as a nursing associate



Working as a nursing associate

- Nursing associate is a protected title in England.
- This means it is an offence to claim to be a nursing associate, or to work as a nursing associate, if you are not qualified and registered as a nursing associate.
- If any employers appear to be unaware of this, please do let them know.
- Remember that as an NMC registrant, revalidation will apply to you. Familiarise yourself with what that will involve so that you can start to collect material that will be of use in revalidation from the start of your nursing associate careers.

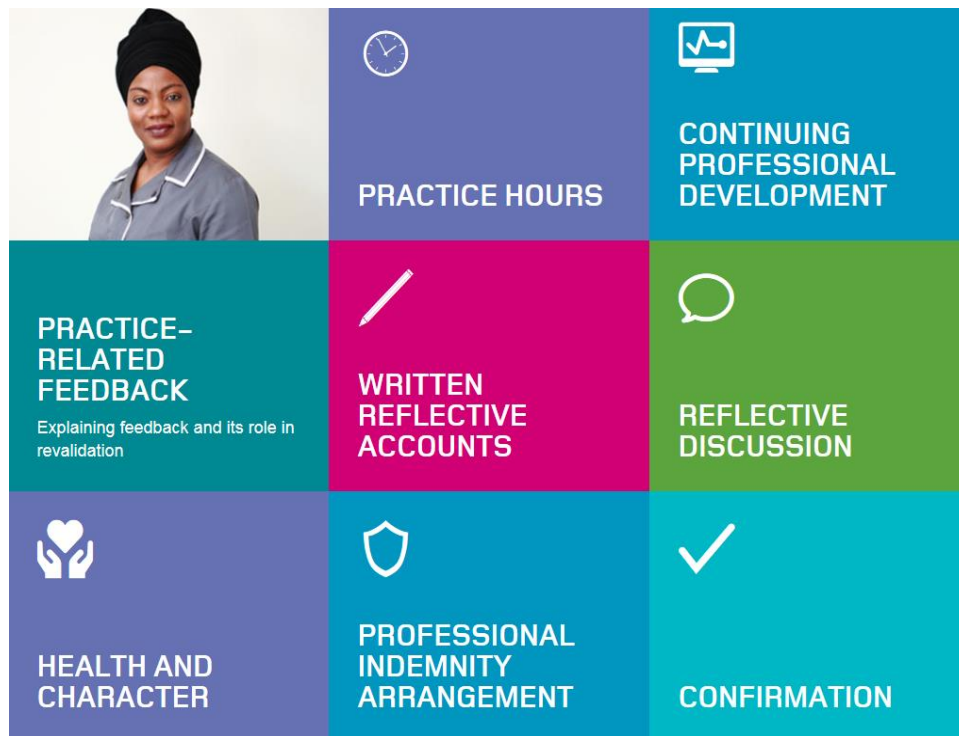
Revalidation

Like nurses and midwives, nursing associates will need to show you are keeping your skills and knowledge up to date throughout your careers

You will do this through a process called **revalidation**

Your employer should support you to undertake revalidation every three years

See our website for more on revalidation – and enter into preceptorship in a way that sets up good revalidation habits!



The Code

The Code for nurses, midwives and nursing associates outlines the **standards of practice and behaviour** we expect from everyone on our register

prioritise people

practise effectively

preserve safety

promote professionalism and trust

You, the Code, and patient safety

- Upholding a Code distinguishes professions from other occupations.
- Its first purpose is public protection.
- It can also protect registrants from pressure to do things they consider unsafe.
- You need to be familiar with all of the standards in the Code, but here are a few important things to remember as you become a registered professional:
 - Put the needs of the people who use your services first
 - Work within your scope of practice (which may change over time)
 - Raise concerns immediately if you believe an aspect of health or care provision is unsafe.



Progression to nursing

- Nursing associate is a valued role in its own right, so we hope some of you will want to stay and pioneer the new role.
- The role is also intended to offer a progression route to nursing for those with the potential and desire to carry on.
- Ask your education provider, or others in your area, whether they plan to offer a progression route into nursing for nursing associates.
- Providers will recognise your prior learning and determine how much further study is required – we set a cap of 50 per cent on the recognition of prior learning, so you can't do less than half of a nursing programme (typically 18 months, or half of 3 years).
- Think about whether you want to study via a conventional or apprenticeship route.
- Think about whether you want to register as a nursing associate until you progress and about the requirements of revalidation.

Keep in touch!



Find out more

- Updates to the **NMC website**
www.nmc.org.uk/nursing-associates
- Video and slides from webinars on our website
- **Social media** updates
[@nmcnews](https://twitter.com/nmcnews) and [@ecwestcott](https://twitter.com/ecwestcott) 
- **Email** us: nursing.associates@nmc-uk.org 
- **Contact Centre** registration enquiries 020 7333 9333

Thank you and
good luck!

