Buckinghamshire New University

PROGRAMME SPECIFICATION

1. Key Information

Programme Title:	Nursing Associate Higher Apprenticeship
Awarding Institution:	Buckinghamshire New University
Teaching Institution(s):	Buckinghamshire New University
Subject Cluster:	Nursing
Award Title (including separate Pathway Award Titles where offered):	FdSc Nursing Associate IFATE Certificate in Nursing Associate – Higher Apprenticeship
Pathways (if applicable)	N/A
FHEQ level of final award:	5
Other award titles available (exit qualifications):	Certificate of Higher Education in Health Related Care Diploma of Higher Education in Health Related Care
Accreditation details:	Nursing and Midwifery Council
Length of programme:	2 years
Mode(s) of Study:	Part Time
Mode of Delivery:	Work-based learning
Language of study:	English
QAA Subject Benchmark(s):	N/A
Other external reference points (e.g. Apprenticeship Standard):	NMC Standards Part 1, Part 2, Part 3 and of Proficiency for Registered Nursing Associates (2018) The IfATE Nursing Associate Apprenticeship Standard (2018, updated 2022)
Course Code(s):	FSNURAAP
UCAS Code(s):	N/A
Approval date:	March 2023
Date of last update:	February 2024

2. Programme Summary

This programme is a work-based programme that integrates academic and work-based learning through collaboration between employers and the University. Nursing Associate apprentices will attend Buckinghamshire New University on a day release programme, whilst working in their place of employment. They will undertake 120 credits in each year of the programme, in order to achieve the Foundation Degree: Nursing Associate award and be eligible to apply for registration as a Nursing Associate with the Nursing and Midwifery Council. This programme falls under Ofsted and therefore subject to the Education Inspection Framework.

The Nursing Associate apprentice will be based, as an employee, in a particular organisation in a specific setting. They will also experience working in alternative practice learning opportunities in each year of the programme, to gain a wide appreciation of other healthcare contexts and to work across a generic healthcare role. The programme aims to produce a compassionate, competent and confident registered Nursing Associate at academic Level 5.

The apprenticeship programme is designed in line with Education Inspection Framework topics such as British Values, Safeguarding and Prevent ensuring that learners are aware of these themes as well as university processes that provide support and keep our Learners safe.

3. Programme Aims and Learning Outcomes

Programme Aims

This programme intends to:

- Produce a registered Nursing Associate who meets the requirements of the Nursing and Midwifery Council Standards for pre-registration Nursing Associate programmes (NMC, 2018) and the Standards of proficiency for nursing associates (NMC, 2018).

- Produce a registered Nursing Associate who can provide care for people who may have mental, physical, cognitive and behavioural care needs, across the lifespan and in a range of settings where their needs must be supported and managed.

- Produce a registered Nursing Associate who consistently adheres to the precepts of The Code (NMC, 2018).

Improving literacy and numeracy are key objectives of our Programme and are incorporated within learning content, through academic feedback, assessment, and reviews.

Knowledge and Understanding (K)

On successful completion of the programme learners will be able to:

ID	Learning Outcome
K1	Apply knowledge of commonly encountered health conditions in the provision of compassionate, safe and effective care and support to people in a range of care settings, in partnership with people, families and carers.
K2	Take an active role in the prevention of and protection against disease and ill health, encouraging people to make informed choices to improve their mental, physical and behavioural well-being

Analysis and Criticality (C)

On successful completion of the programme learners will be able to:

ID	Learning Outcome
C1	Act in the best interest of people by monitoring their experiences of care and identifying risks to safety, in line with local and national organisational frameworks
C2	Contribute to the ongoing assessment of people receiving care, including those with complex needs, recognising how and when to escalate care needs to the appropriate professional for expert help and advice

Application and Practice (P)

On successful completion of the programme learners will be able to:

ID	Learning Outcome
P1	Demonstrate professionalism and accountability as a Nursing Associate, in the provision of safe, compassionate, evidence-based, person-centre care, and acting in the best interests of people
P2	Safely perform a range of procedures appropriate to the Nursing Associate role, sensitively and effectively and applying evidence based best practice
P3	Engage in public health community development to reduce health inequalities, promote health literacy and facilitate access to healthcare services
P4	Manage their own workload within the scope of practice of a Nursing Associate, identifying where elements of care can safely be delegated to others and demonstrate an awareness of their own resilience and capacity

Transferable skills and other attributes (T)
On successful completion of the programme learners will be able to:

ID	Learning Outcome
T1	Perform their professional role in accordance with the current NMC Code recognising their own competencies and limitations and taking responsibility for their actions
T2	Communicate and collaborate effectively with a range of professionals and carers in the integration of care across organisational boundaries
T3	Communicate effectively with sensitivity and compassion and to managing professional relationships with people and demonstrating an awareness of equality, diversity and inclusion issues
T4	Play an active role as a member of the interdisciplinary team, collaborating effectively with health and care professionals and others involved in providing care and undertake self and team reflection activities to promote improvements in practice

Graduate Attributes

The BNU Graduate Attributes of: Knowledge and its application; Creativity; Social and ethical awareness and responsibility; and Leadership and self-development focus on the development of innovative leaders in professional and creative capacities, who are equipped to operate in the 21st Century labour market and make a positive impact as global citizens.

4. Entry Requirements

The University's general entry requirements will apply to admission to this programme with the follow Typical applicant profile and any programme-specific entry requirements

This programme is suitable for people already employed within a healthcare environment and who have the support for further development by their employer.

• Apprentices must be employed by a healthcare provider and have a contract signed prior to commencing the programme

- Demonstration of appropriate values and behaviours for nursing and in accordance with British values demonstrated at selection (Values based interviewing)
- Demonstrate potential to study at level 5
- Maths and English: Apprentices must normally have either Level 4/grade C GCSE Maths and English or Functional Skills L2 in Maths and English prior to commencing the programme. Where this is not the case the individual apprentice should achieve this within the first year of the programme, supported by their employer.
- The Care Certificate: Apprentices would normally have completed the Care Certificate prior to commencing the programme. However, it is possible to complete this alongside the first year of the programme in which case this needs to be signed off as completed within the first year PAD.

Applicants will be required to undergo the Disclosure and Barring Service (DBS) checking process.

If applicants do not meet the entry requirements learners may, if they have relevant professional experience, still be invited for interview, where they will be required to demonstrate the necessary knowledge and understanding for entry onto the course.

Previous study, professional and / or vocational experiences may be recognised as the equivalent learning experience and permit exemption from studying certain modules in accordance with our accreditation of prior learning (APL) process.

5. Programme Structure

Level	Modules (Code, Title and Credits)	Exit Awards
Level 4	**Core modules:** NAM4024 Introduction to Professional Practice in Nursing (20 credits) NAM4029 Fundamental Skills for Nursing (20 credits) NAM4026 Essential Anatomy & Physiology for Nursing (20 credits) NAM4027 Healthcare Numeracy (20 credits) NAM4028 Understanding Health, Illness Disability and Diversity across the Lifespan (20 credits) NAM4025 Becoming a Nurse Associate (20 credits) NAM4023 Beginning Nurse Associate Practice (0 credits)	**CertHE Health-Related Care** This award will be granted where the learner has achieved a minimum of 120 credits at Level 4 or higher.
Level 5	**Core modules:** NAM5039 Evidence based Practice for Nurse Associates (20 credits) NAM5037 Medicines Management for Nurse Associates (20 credits) NAM5040 Monitoring and Responding to Health and Care Needs across the Lifespan (20 credits) NAM5038 Coordinating Integrated Care (20 credits) NAM5041 Promoting Health across the Lifespan (20 credits) NAM5042 Professional Responsibility as a Nurse Associate (20 credits) NAM5043 Competence in Nurse Associate Practice (0 credits)	**DipHE Health-Related Care** This award will be granted where the learner has achieved the full 240 credits required but has failed to meet the professional requirements of the programme, including the completion of clinical practice hours, and/or standards of conduct (impaired fitness to practise, practice fail on reassessment, failure to meet Declaration of Good Character and Good Health statement required).
Where an exit award is made, this would result in non-completion of the apprenticeship and the learner would not be eligible to register with the NMC.		

NB Versions of modules listed in blue are common across all NA, NAA, BSc and RNDA courses

6. Learning, Teaching and Assessment

Learning and teaching

Nursing Associate apprentices work within The Code (NMC, 2018) promoting and demonstrating the values and behaviours expected of nursing associate apprentices in the workplace.

Learners attend university one day a week and are taught through a range of classroom strategies to develop problem-solving and critical thinking skills, fostering independence and self-directed study. Classroom sessions are maintained with the use of authentic case studies and scenarios, which may be brought to the classroom by the apprentices themselves. All sessions are closely linked to the development of knowledge and skills as outlined within the Nursing Associate Practice Assessment Document. They are encouraged to adopt a reflective approach to their learning, both for academic success and within the practice learning environments.

Learners are encouraged to fulfil their potential by taking responsibility for their learning by engaging with preparation for sessions, independent reading and negotiation of learning opportunities within protected learning time, thus demonstrating assertiveness skills and resilience.

In practice apprentices will progress from practising under direct supervision in Level 4, becoming more independent and practising under increasingly under indirect supervision in Level 5. Theory teaching moves from addressing the fundamental knowledge underpinning practice and fundamental nursing skills in Level 4 through to knowledge and clinical skills to support contemporary care provision in Level 5.

Nursing Associate learners engage in teaching and practice learning experiences across all fields of nursing (adult, child, mental health and learning disability). They learn with and from other healthcare professionals, and Experts by Experience both in the classroom and within simulated and practice learning environments. Within the programme are 800 hours of alternative placement experience to gain this cross-field practice learning experience.

Assessment

Formative assessment and individual feedback are provided regularly by the learner's supervisor and assessor in practice and recorded in the Practice Assessment Document. Throughout the course, completion of the Practice Assessment Document requires regular reflection and assessment against the NMC's professional values, which reflect the British values of the rule of law, democracy, liberty and respect and tolerance. In addition, learning activities in class and online provide the opportunity for regular appraisal of individual progress and learning and feedback from lecturers.

The following summative assessment activities are used on this programme:

- Exam
- Essays
- Oral exam
- Apprenticeship Portfolios (APTEM)
- Presentations
- Practice Assessment Document (PAD)

Reasonable adjustment is made to assessment where necessary on the recommendation of the University's Inclusion, Diversity and Disability Service.

Contact Hours

The FdSc Nursing Associate programme is a part-time (1.0 FTE) course, based on 40 hours of learner activity each week over two academic years. The 240-credit programme is made up of the hours specified below. The programme runs over a 39-week academic year (excluding leave).

During year 1 learners will:

- Attend university for 29x 8-hour teaching days (232 theory hours)
- Undertake 275 hours of private study
- Learners will also undertake 17 days of *supernumerary workplace protected learning time over the year, the hours for which are counted as 50% theory and 50% practice (68 hours theory).

This equates to **575 hours theory in year 1.**

Learners will undertake 2x periods of 24 hours / week in external practice learning alongside University and private study, plus a period of external practice learning. This, with the hours from supernumerary workplace protected learning time[1] equates to **555.5 hours practice in year 1.** The remaining time is spent in protected learning time.

During year 2 learners will:

- Attend university for 28x 8-hour teaching days (224 hours)
- Learners will also undertake 23 days of supernumerary workplace protected learning time over the year, the hours for which are counted as 50% theory and 50% practice. (92 hours theory)
- Undertake 259 hours of private study

This equates to **575 hours theory in year 2.**

Learners will undertake 2x periods of 24 hours/week in external practice learning alongside university and private study, plus a period of full-time external practice learning. This, with the hours from *supernumerary workplace protected learning time equates to **595 hours practice in year 2.** The remaining time is spent in protected learning time.

7. Programme Regulations

This programme will be subject to the following assessment regulations:

- *Regulations for Taught Degree Programmes (2023)*
- *Annex: Regulations for Pre-registration nursing programmes (2023)*

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[1] "Supernumerary workplace protected learning time" is the term used when the learner is in their own workplace, focused on learning. Half of this counts as theory, enabling the learner to engage in workplace learning activities such as employer's learning events and teaching sessions but also engaging in learning conversations and reflection with other staff including the employer's education team and university staff. This time also enables learners to develop their practice through, for example, shadowing other members of the MDT, attending ward rounds and meetings, visiting other departments or following a patient through their healthcare experience.

8. Support for learners

The following systems are in place to support learner success during the apprenticeship:

- An individual apprentice partnership manager who will meet the apprentice throughout the course to monitor and record progress, the apprentice's manager will join these meetings on a 12-weekly basis. These meetings provide the opportunity for concerns to be raised by any party, a representative from the course academic team may be invited to attend (see programme and practice learning handbook for further details);
- A programme and practice learning handbook and induction at the beginning of the course
- Library resources, include access to books, journals and databases - many of which are available in electronic format – and support from trained library staff
- Access to Blackboard, our Virtual Learning Environment (VLE), which is accessible via PC, laptop, tablet or mobile device
- Access to the MyBNU portal where all University systems, information and news, attendance at sessions can be recorded, and a personalised timetable can be accessed
- Academic Registry staff providing general guidance on University regulations, exams, and other aspects of learners and course administration
- Central student services, including teams supporting academic skills development, career success, student finance, accommodation, chaplaincy, disability and counselling
- Support from the Bucks Students' Union, including the Students' Union Advice Centre which offers free and confidential advice on University processes.

9. Programme monitoring and review

BNU has a number of ways for monitoring and reviewing the quality of learning and teaching on their programme. Learners will be able to comment on the content of their programme via the following feedback mechanisms:

- Formal feedback questionnaires and anonymous module 'check-ins'
- Participation in external surveys
- Programme Committees, via appointed student representatives
- Informal feedback to the programme leader

Quality and standards on each programme are assured via the following mechanisms:

- An initial event to approve the programme for delivery
- An annual report submitted by the External Examiner following a process of external moderation of work submitted for assessment
- The Annual Monitoring process, which is overseen by the University's Education Committee
- Review by the Nursing and Midwifery Council
- Review under the Educations Inspection Framework by OFSTED

10. Internal and external reference points

Design and development of this programme has been informed by the following internal and external reference points:

- The Framework for Higher Education Qualifications (FHEQ)
- The relevant NMC Standards (NMC 2018)
- The IfATE Nursing Associate Apprenticeship Standard (updated 2022)

- The BNU Qualifications and Credit Framework
- The BNU Grading Descriptors
- The University Strategy

Mapping of Subject Benchmark Statement and any relevant Apprenticeship Standard to Programme Learning Outcomes

Apprenticeship Standard: Nursing Associate (NMC 2018)	Knowledge and understanding (K)					Analysis and Criticality (C)					Application and Practice (P)					Transferable skills and other attributes (T)				
Benchmark / Standard requirement	K1	K2	K3	K4	K5	C1	C2	C3	C4	C5	P1	P2	P3	P4	P5	T1	T2	T3	T4	T5
Duty 1	x					x														
Duty 2																	x	x		
Duty 3													x							
Duty 4	x						x													
Duty 5							x				x	x								
Duty 6		x										x		x						
Duty 7																			x	
Duty 8																x				

Mapping of Programme Learning Outcomes to Modules

Programme Learning Outcome	Knowledge and understanding (K)					Analysis and Criticality (C)					Application and Practice (P)					Transferable skills and other attributes (T)				
Module Code (Core)	**K1**	**K2**	**K3**	**K4**	**K5**	**C1**	**C2**	**C3**	**C4**	**C5**	**P1**	**P2**	**P3**	**P4**	**P5**	**T1**	**T2**	**T3**	**T4**	**T5**
Level 4																				
Introduction to Professional Practice in Nursing						x					x									
Fundamental Skills for Nursing							x					x								
Essential Anatomy & Physiology for Nursing	x																	x		
Healthcare Numeracy													x							
Understanding Health, Illness Disability and Diversity across the Lifespan		x											x							
Becoming a Nurse Associate	x	x									x					x	x	x		
Beginning Nurse Associate Practice	x	x																		
Level 5																				
Evidence based Practice for Nurse Associates	x										x									
Medicines Management for Nurse Associates												x								

Programme Learning Outcome	Knowledge and understanding (K)					Analysis and Criticality (C)					Application and Practice (P)					Transferable skills and other attributes (T)				
Module Code (Core)	K1	K2	K3	K4	K5	C1	C2	C3	C4	C5	P1	P2	P3	P4	P5	T1	T2	T3	T4	T5
Monitoring and Responding to Health and Care Needs across the Lifespan	x					x	x					x								
Coordinating Integrated Care																	x		x	
Promoting Health across the Lifespan		x											x							
Professional Responsibility as a Nurse Associate														x		x	x			
Competence in Nurse Associate Practice											x	x	x	x						

Nursing Associate Apprentice Mapping

The NMC (2018) Nursing Associate Proficiencies have been mapped to the appropriate module(s) in which they will be taught and to the Programme learning outcomes. Core proficiencies will be covered in several modules, in Year (part) 1+2. Mapping includes NMC (2018) Annexe A – Communication and relationship management skill are incorporated in all modules and Annexe B – Procedures to be performed by the Nursing Associate. The module and programme content has also been mapped against the IFATE (2018) Standards for Nursing Associates and BNU Graduate attributes.

YEAR 1				
Module Title	**Programme Learning Outcome**	**BNU Graduate attributes**	**NMC (2018) NA Proficiencies**	**IFATE (2018) - Knowledge, Skills, and Behaviours (KSBs)**
Introduction to professional practice in nursing	T1, P1, P2, C2	• Social and ethical awareness and responsibility • Knowledge and its application	1.1, 1.2, 1.3, 1.15, 3.7, 4.1, 5.8, 1.8,1.13	Duty 1
				K1, K4 K6 K8 K20 K30 K33 K41
				S1, S3 S6, S11, S12, S22 S35 S39, S43
				B1, B2
Fundamental skills for nursing	K1 K2, K3 P1	• Knowledge and its application	1.9, 1.10, 1.12, 1.17, 2.9, 3.4, 3.5, 3.8, 3.11, 3.15 Annexe B -Part 2 patient-centred procedures	Duty 2, 5
				K 1, K8 K19, K20, K22 K23
				S1, S2 S3, S4, S5, S7, S11, S12, S17, S18, S23, S24, S25, S26 S27, S28 S30
				B1, B2
Essential Anatomy & Physiology for nursing	K2, K3	• Knowledge and its application	2.8, 2.9 3.1, 3.2	Duty 3, 4
				K12, K15, K16, K 17
				S16, S17

Healthcare numeracy	K1, P2	• Knowledge and its application	1.13, 2.9, 3.15	S2 S17 S44
Understanding Health, Illness Disability and Diversity across the Lifespan	K3, P1, P3	• Leadership and Self Development • Social and ethical awareness and responsibility • Knowledge and its application	1.10, 1.11, 2.1, 2.2, 2.3, 2.4, 2.5, 2.6, 2.7, 3.1, 3.20, 3.21, 3.22, 4.9, 6.2, 6.5	Duty 3 K8, K9, K11, K12, K13, K14, K18, K43 S10 S12 S13, S14, S15, S16 S19, S20 S39 B1, B2
Becoming a nurse associate	C1 T3, P1, P4	• Leadership and Self Development • Social and ethical awareness and responsibility • Knowledge and its application • Creativity	1.4 1.5, 3.3, 4.8	Duty 2 and 4 K5 K7 S1, S4 S7 S9 S10, S18 S21 S22 S38 S43
Beginning nurse associate practice *Practice module*	K1, C2, T3, T4	• Leadership and Self Development • Social and ethical awareness and responsibility • Knowledge and its application • Creativity	1.6, 1.14, 1.16 3.12, 5.4, 5.3 Annexe B	Duty 1 ,2,4-9 K6 K20 S1, S2, S4 S9 S18 S25 S36 B1, B2, B3

YEAR 2				
Module Title	**Programme Learning Outcome**	**BNU Graduate attributes**	**NMC (2018) NA Proficiencies**	**IFATE (2018) - Knowledge, Skills, and Behaviours (KSBs)**
Evidence based practice for nurse associates	P1, P2, P3	• Leadership and Self Development • Social and ethical awareness and responsibility • Knowledge and its application • Creativity	1.7, 2.3, 5.1 5.2, 1.13	Duty 7
				K4, K6, K10
				S37
				B2
Medicines management for nurse associates	K2, P2, T1	• Knowledge and its application	1.14, 3.6, 3.15, 3.16, 3.17, 1.13	Duty 1, 2, 4, 5, 8
				K7 K24 K27, K28 K29 K30 K32
				S2, S5 S24 S34
Monitoring and responding to health and care needs across the lifespan	K1, C2, P2	• Leadership and Self Development • Social and ethical awareness and responsibility • Knowledge and its application • Creativity	3.1,.3.9, 3.10, 3.11, 3.12, 3.18, 5.4 Annexe B- Part 1 Procedures to enable effective monitoring	Duties 2,4, 5, 6, 7
				K17, K18 K19 K21 K22, K23, K24 K25 K37 K38
				S2 S15 S19, S20, S21, S26, S27, S28, S29, S30, S31 S35, S36
				B1, B2, B3
				Duties 2, 5, 8

Coordinating integrated care	P1, P2, P3, P4, T2, T4, C2	• Leadership and Self Development • Social and ethical awareness and responsibility • Knowledge and its application • Creativity	1.10, 1.14, 3.4, 3.5, 3.14, 4.2, 4.5, 4.6, 5.5, 6.1, 6.3, 6.4 ,6.6	K23, K25, K26, K31, K32, K33 K36, K37 K38, K39, K40, K41
				S9, S18, S22, S23, S25 S29 S31, S32, S36 S37, S38, S41, S42 S44
				B2
Promoting health across the lifespan	K2, P3	• Leadership and Self Development • Social and ethical awareness and responsibility • Knowledge and its application • Creativity	2.4, 2.6, 2.7, 2.2, 3.19, 6.2	Duty 2, 3
				K3 K9 K10 K11, K12, K13 K14 K21, K37 K43
				S13, S14, S15, S16 S17
Professional responsibility as a nurse associate	P4, T1, T2	• Leadership and Self Development • Social and ethical awareness and responsibility • Knowledge and its application • Creativity	3.3, 1.12, 1.16, 3.7, 3.21, 3.22, 3.23, 3.24, 4.4, 4.7, 5.3, 5.6, 5.7, 5.9, 5.10 1.8, 1.13	Duty 1,2, 6, 9, 10
				K1, K2 K3 K5, K7 K19, K26, K30, K31, K32, K34, K35, K41
				S1 S3, S4, S5, S6, S7, S8, S11 S19, S20, S22, S31 S32 S33, S34, S35, S40 S42
				B1, B3
Competence in nurse associate practice	K1, C1, C2 T2, T3, T4	• Leadership and Self Development	1.9,1.11.1.17,2.5,3.1,3.2, 3.9, 3.13, 3.20, 4.3, 13.14	Duties 1-10
				K1 K2 K5 K7 K15 K17 K18, K19 K20 K22 K23 K25, K26 K31, K33 K41, K42, K43

Practice module		• Social and ethical awareness and responsibility • Knowledge and its application • Creativity	Annexe B	S1 S2 S3, S4 S5 S6 S7 S8, S9 S10 S11 S12 S18 S20 S24, S25 S34 S35 S36 S26, S27 S29, S30 S31 S37 S38 S43 S44
				B1, B2, B3