

Developing the nursing workforce in adult social care



We know that nursing plays a vital role in the adult social care sector, and we can support employers to recruit, develop and lead their nursing workforce.

For example, a Return to Practice programme can help you attract and recruit people who have previously been a registered nurse and want to return to nursing. We're also working with the sector to develop the nursing associate role, and to offer a leadership programme for nurses, to help you develop a confident and competent nursing team.

We're the leading source of workforce intelligence for adult social care in England and our work includes providing **statistics and reports about the contribution of nurses to the sector**. This can help employers and strategic bodies make informed decisions about the nursing workforce.

Statement of role, knowledge and skills for registered nurses in adult social care

Working with nurses, stakeholders and sector experts, we've developed a definitive 'statement of role' for the registered nurse who is working in adult social care titled '**Registered nurses: Recognising the responsibilities and contribution of registered nurses within social care.**' The statement explains more about the varied role of nurses, and what knowledge and skills they need, including practice leadership skills. Setting the role out in this way will contribute to 'busting the myths' about nursing in the sector, provide a resource that nurses and employers can use, and which will help others to understand what a nurse in adult social care is and what they need to know.

The statement, a clear infographic and a film of social care nurses 'busting the myths' of working in the sector is available at www.skillsforcare.org.uk/nursinginsocialcare.

Creating and supporting a learning environment

We have produced a guide for owners, managers and education leads which can be used to support the workplace in developing a learning environment. This will be useful for practice learning for individuals within the current workforce and students who maybe on a placement.

Return to Practice

Return to Practice is for qualified nurses who have previously been registered with the Nursing and Midwifery Council and who now want to return to nursing. The skills and experience a nurse has is invaluable to adult social care. Following our recent pilot, we're encouraging Return to Practice across the sector. As an employer, you can take on a Return to Practice student and support more nurses to return to adult social care.

Visit our website to find out more

www.skillsforcare.org.uk/returntopractice.

Professional leadership development programme for registered nurses

In 2018, with funding from the Burdett Trust, we ran a professional development leadership programme which was specifically tailored to meet the needs of senior registered nurses working in adult social care.

The programme enabled participants to:

- develop their leadership approach in situations such as working across professional, organisational and system boundaries
- implement new practice and service redesign projects
- develop and implement high-level negotiating and influencing skills
- develop the confidence to lead in unfamiliar, complex and unpredictable contexts.

We're considering options for running this programme in the future including how it could be commissioned by organisations and partnerships. If you'd like further details or wish to speak to a member of our team about this please email regulatedworkforce@skillsforcare.org.uk.



Nursing associates

A nursing associate is a new member of the nursing team who will provide care and support for people in health and social care settings. It has been created to bridge the skills gap between care assistants and registered nurses. This regulated role is only being used and regulated in England.

A nursing associate isn't a substitute for a registered nurse. A nursing associate is registered with the Nursing and Midwifery Council and is accountable for their own practice. Nursing associates work within a plan of care that has been 'directed' by a registered nurse. Employing a nursing associate should enable registered nurses to work at the top end of their scope of practice, concentrating on more complex nursing activity.

Skills for Care is working with the Department of Health and Social Care and Health Education England to increase the number of nursing associates who are being trained and employed in adult social care settings.

We've worked closely with social care colleagues in Lincolnshire to create seven films, showcasing why this new role is critical to workforce planning. The main film tells you what a nursing associate is, how it fits into the nursing family and what the benefits are of employing a nursing associate. The other six short films focus on people who all have different job roles. They talk about the nursing associate role and its benefits from their different perspectives, and these are:

- Emily Gillott, a registered nursing associate
- Lisa McFarlane, registered manager at Drovers Call Care Home
- Adam Knights, managing director of Knights Care
- Carolyn Nice, assistant director at Lincolnshire County Council
- Melanie Weatherly, chair of Lincolnshire Care Association
- Mark Turton, workforce development manager at Lincolnshire Care Association.

To watch the films and find out more about this role, including training and standards of proficiency, how to employ a nursing associate and how they're being trained, visit our website www.skillsforcare.org.uk/nursingassociates.

Our website also has information about our nursing associate community of practice. This gives people the chance to share experiences, successes and challenges, innovation and solutions so that we can learn together as we seek to train and employ nursing associates as part of the nursing workforce in adult social care. We're developing the community of practice by encouraging more people to join through workshops held in different parts of the country.

Find out more about these workshops, including who should attend and why, and information on how to book your place www.skillsforcare.org.uk/nursingassociates.

Contact

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