



Ref: FOIA Reference 2023/24-351

Date: 20<sup>th</sup> September 2023

Email [foi@uhnm.nhs.uk](mailto:foi@uhnm.nhs.uk)

Dear

I am writing to acknowledge receipt of your email dated 4th September 2023 requesting information under the Freedom of Information Act (2000) regarding Nursing Associates

As of 1<sup>st</sup> November 2014 University Hospitals of North Midlands NHS Trust (UHM) manages two hospital sites – Royal Stoke University Hospital, and County Hospital (Stafford). Therefore the response below is for the two sites combined from that date where appropriate.

**Q1 I am writing to request information under the Freedom of Information Act 2000. I would be grateful to receive the following information with regards to your organisation: -**

**Do you employ Nursing Associates?**

**If the answer is yes, then.**

**What AFC Pay scale do you employ Nursing Associates on? Have you any plans to increase opportunities for Nursing Associates at different bands?**

A1 See below:

Nursing Associate
Review Body Band 3
Review Body Band 4
Trainee Nursing Associate
Review Body Band 2
Review Body Band 3
Review Body Band 4

**Q2 Have your Nursing Associates been educated for additional skills beyond point of registration, such as IV Medication/Suturing/Nurse-in-Charge training? Please provide details as to what additional skills have been supported.**

A2 See below:

Leadership and Management day with the Ward Manager  
Bespoke training  
Clinical Skills Development Day

Area-specific Competencies

**Q3 Do your Nursing Associates have access to Continuing Professional Development other than the Registered Nurse Degree? Please provide details.**

A3 Nursing Associates are given guidance / career pathways that they can potentially undertake through Drop-in sessions, regular catch-up meetings and Pastoral Care.

Project Funding Proposal:

Band 3 / 4 Health Care Support Worker Champion (12 months Fixed Term Contract) - £22,816 - £25,147

- Successful candidate would support in recruitment, workforce development and mentorship of the Health care support workers
- Advocate courses, trainings, pathways for career progression and link HCSWs to educators
- Empower, advise and motivate HCSWs in practice
- Facilitate continuous professional development programmes for HCSWs e.g. maintaining skills competency

\*Please note that any individuals identified do not give consent for their personal data to be processed for the purposes of direct marketing.

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An anonymised copy of this request can be found on the Trust's disclosure log, please note that all requests can be found at the following link: <http://www.uhnm.nhs.uk/aboutus/Statutory-Policies-and-Procedures/Pages/Freedom-of-Information-Disclosure-Log.aspx>

This letter confirms the completion of this request. A log of this request and a copy of this letter will be held by the Trust.

If you have any queries related to the response provided please in the first instance contact my office.

Should you have a complaint about the response or the handling of your request, please also contact my office to request a review of this. If having exhausted the Trust's FOIA complaints process you are

still not satisfied, you are entitled to approach the Information Commissioner's Office (ICO) and request an assessment of the manner in which the Trust has managed your request.

The Information Commissioner may be contacted at:

Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF or via [www.ico.org.uk](http://www.ico.org.uk).

Yours,



**Rachel Montinaro**  
Data Security and Protection Manager - Records