

Frequently Asked Questions

Are you a dynamic, enthusiastic and motivated individual who wishes to progress your Nursing Career. Applications are now open on www.jobs.sath.nhs.uk for the Trainee Nursing Associate Apprenticeship programme commencing in March 2023 .

Staff can apply for either an Adult ,Paediatric or Neonatal based post subject to relevant experience

Open to SATH employees only.

The minimum application requirements are:

- Currently employed as a Health Care Assistant or equivalent in Shrewsbury and Telford Hospital NHS Trust.
- Have a minimum of one year current HCA experience.
- For Paediatric based TNA post this experience must be in Paediatric Healthcare setting
- GCSE Grade C or above in English and Maths or level 2 Numeracy and Literacy.
- Required to work 37.5 hours per week for the period of the programme.

Evidence of further study at NVQ Level 3 or equivalent /AVCE or BTEC National Diploma, AS or A level Qualifications are an advantage

The Trainee Nursing Associate Apprenticeship is a 2-year programme leading to qualification as a Nursing Associate registered with the Nursing Midwifery Council. The programme will include placements in a variety of care settings both in SATH and external to the organisation. You will be studying with a local University from a Shropshire campus base



Speak to the team today



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The information below should cover most common questions, but if you have Any additional questions or you want to discuss further then please contact helen.coleman8@nhs.net or donna.clark11@nhs.net.

How much will I be paid? In your first year of training this will be no less than your current salary, but no more than a Band 3. All TNAs go up to Band 3 in year two of training. Once qualified and in post as a Nursing Associate, you will be a Band 4.

What happens if I am unable to continue with the programme? You will be seconded from your HCA role, should you decide to withdraw from the course or fail to complete the programme the Trust will find you a HCA or equivalent post but there are no guarantees it will be in the Ward /Department you were seconded from.

Do I still get annual leave? You will be entitled to your current employee annual leave allowance, the majority of annual leave will be predetermined by the University whilst on the programme. We advise if you are thinking of applying for the course you do not book holidays from March 2023 onwards until you know if you have been successful and have the programme details.

I am a Bank HCA, can I still apply? Yes you can , but you will need to have been with the Trust for a minimum of a year and working sufficient hours on the bank as an HCA to give assurances that you have the necessary consolidation of clinical knowledge and skills . Ideally this would be no less than an average of 2 shifts per week for a 12 month period .

What hours will I work? During the 2 year period of the course you will be required to work full time (37.5 hrs). This is to ensure you can meet the requirements of programme and provide you with the exposure and experience to achieve your competencies. There is expectation that you work flexible and will be rostered to do day, night and weekend shifts. Fixed shift patterns are not possible due to the commitments of the programme.

Do I get time off to study? You will have 2 University study days a week, these will be fixed days as determined by the University. For your remaining hours you will be working in the clinical environment as part of the ward team.

Where do I go once I have completed the course? On completion of the course you will be offered a job as a Nursing Associate in the Trust, where this will be, will be decided towards the end of your programme and maybe through a formal selection process.

Where will I do my clinical placements? During the programme you will be placed in a base ward, this may be different area to where you are currently working as an HCA . In addition you will work in a range of other wards and departments across the Trust. You may also be required to undertake short placements in areas external to the organisation

We look forward to hearing from you.