

Nursing Associate Job Description guidance

Introduction

Consider including chart to show routes for escalation of concerns.

2. Promoting health and preventing ill health

What tasks or responsibilities will the individual have in preventing ill health and promoting health?

Will they be responsible for administering immunisations, using behaviour change interventions to support health and wellness (for example, NHS health checks) or actions to prevent and control infection?

3. Providing and monitoring care

How will they contribute to the ongoing assessment of care?

Are there other teams or agencies that the post will make and receive referrals to or from, or co-ordinate care with?

What will be the post's responsibilities and tasks relating to these teams or agencies?

What will their responsibilities be in relation to the transfer of care between professionals, settings or services?

Template person specification for Band 4 Nursing Associate

This template provides suggested criteria for the recruitment of nursing associates. The criteria listed below are extrapolated from the NMC Standards of Proficiency for the role.

The content below will help to support greater consistency across England in the recruitment of nursing associates

You will need to add in further, specific criteria based on the setting and expectations of the role, as described in your job description.

	Essential	Desirable	Method of assessment
Qualifications	Registered Nursing Associate on the NMC register Nursing Associate foundation degree qualification GCSE Grade A-C in Maths & English or skills level 2 Maths & English or equivalent		
Knowledge and expertise	Understanding of the scope of the role of the Nursing Associate in context of the nursing and interdisciplinary team and the organisation, and how the role may contribute to service development Understands and acts in line with NMC professional standards for practice contained within The Code. Knowledge of when to seek advice and escalate to the appropriate professional for expert help and advice Understand requirements for NMC professional Revalidation Understanding of the importance of following procedures and treatment plans		
Experience	Experience of working in teams under appropriate supervision as part of a multi-disciplinary team		

	<p>Insight into how to evaluate own strengths and development needs, seeking advice where appropriate</p> <p>Experience of providing and receiving complex, sensitive information</p>		
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Skills

Ability to take part in reflective practice and clinical supervision activities

Ability to organise and prioritise own delegated workload

Ability to deal with non-routine and unpredictable nature of workload and individual patient contact

Ability to communicate effectively (written, verbal and non verbal communication) with patients/relatives and carers and all members of the multi-disciplinary team.

Ability to develop effective and appropriate relationships with people, their families, carers and colleagues