

Nursing associate frequently asked questions from mentors.

Will the nursing associate need to complete the STEPS programme when qualified?

This is a specific CPD programme for some organisations. You will have to find out from your individual employer about ongoing CPD post qualification.

With regards to medications post-qualifying, are they automatically able to administer medications or will they have to do medicine step?

Will they be able to second check controlled drugs?

Your organisation will need to have policies to support the nursing associate to be able to administer medicines post-qualifying and checking controlled drugs but the expectation for this role is that they will be administering medications.

Regarding any further training this would be specific to each organisation.

Do clinical skills need to be achieved on both hub and spoke placements?

No, they can be achieved on either, unless it is identified as a core skill.

What is the minimum time I need to spend with my trainee?

The assessment document supports continued assessment with the mentor spending a minimum of 40% of the practice time with their trainee (i.e. 40% of the whole practice time over the 2 years).

Do all highlighted skills and practice parameters have to be achieved by end of stage 1?

All highlighted practice parameters (blue) and clinical skills (green) must be achieved by the end of stage 1. Core skills (CS) and Core parameters (CP) need to be achieved on every placement.

Can the action plan only be used if concerns?

As a mentor you should be creating action plans with your trainee if they have not met a certain standard, parameter or skill and they need a plan for how they will achieve it. It is also helpful to the trainee if you create action plans in collaboration with the trainee to help

them develop with any personal learning outcomes. As always with action planning, it is recommended that you use the SMART goal method.

Are there any expectations of feedback or joint meetings between hub and spoke placement?

Yes, the PAR document states that if a trainee is not meeting the required standards, skills or parameters, then the spoke mentor needs to discuss this with the hub mentor (see p. 7 of the PAR). We have not provided any direction on how this will be coordinated as organisations will develop their own way of managing this.

What happens if they fail a spoke placement?

To comply with university guidelines, if a trainee fails a placement at the first attempt they will be given a second attempt. This means they will have to achieve the practice outcome, skills, parameters during their next placement (see p.5 PAR for more details).