



Andy Mitchell

Developing a Career Pathway for AEC Nursing

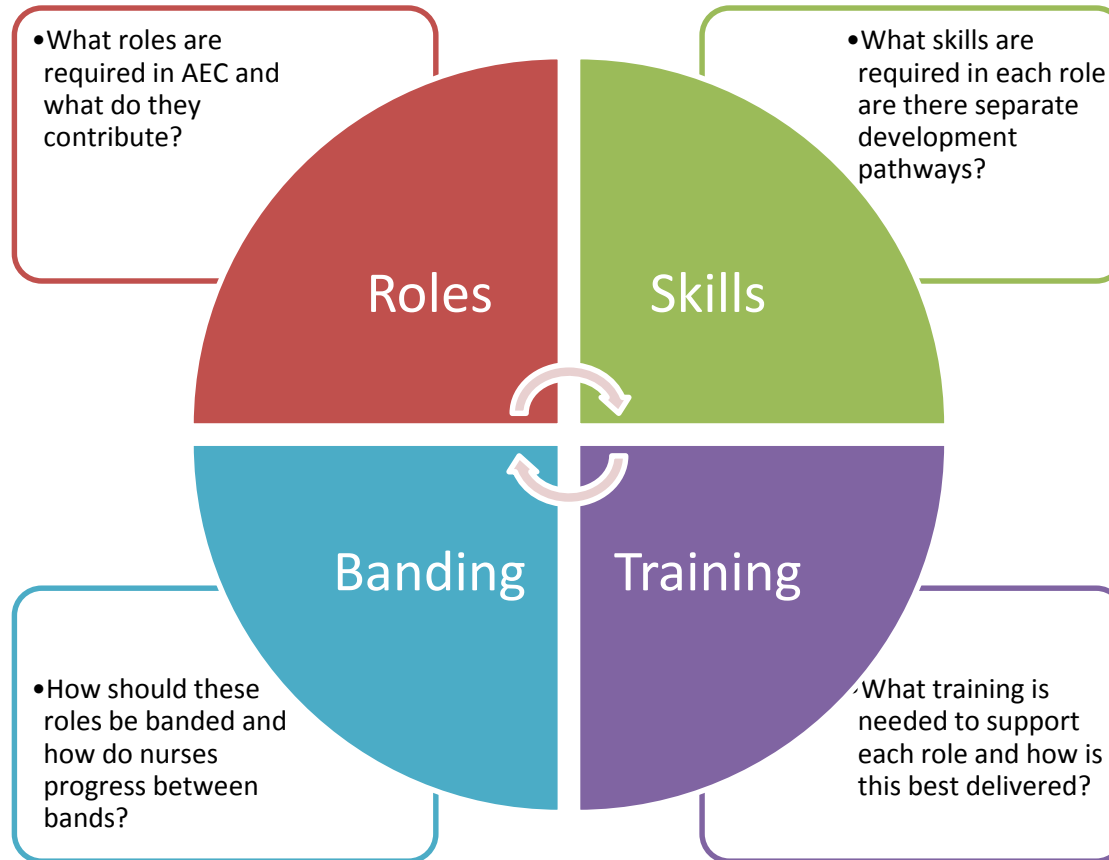


Problems Identified from Network Sites

- Staffing models – how many, what type, cost.
- Recruitment and retention.
- Role expectations.
- Role banding.
- Training – accessing, planning, supporting.
- Succession planning.

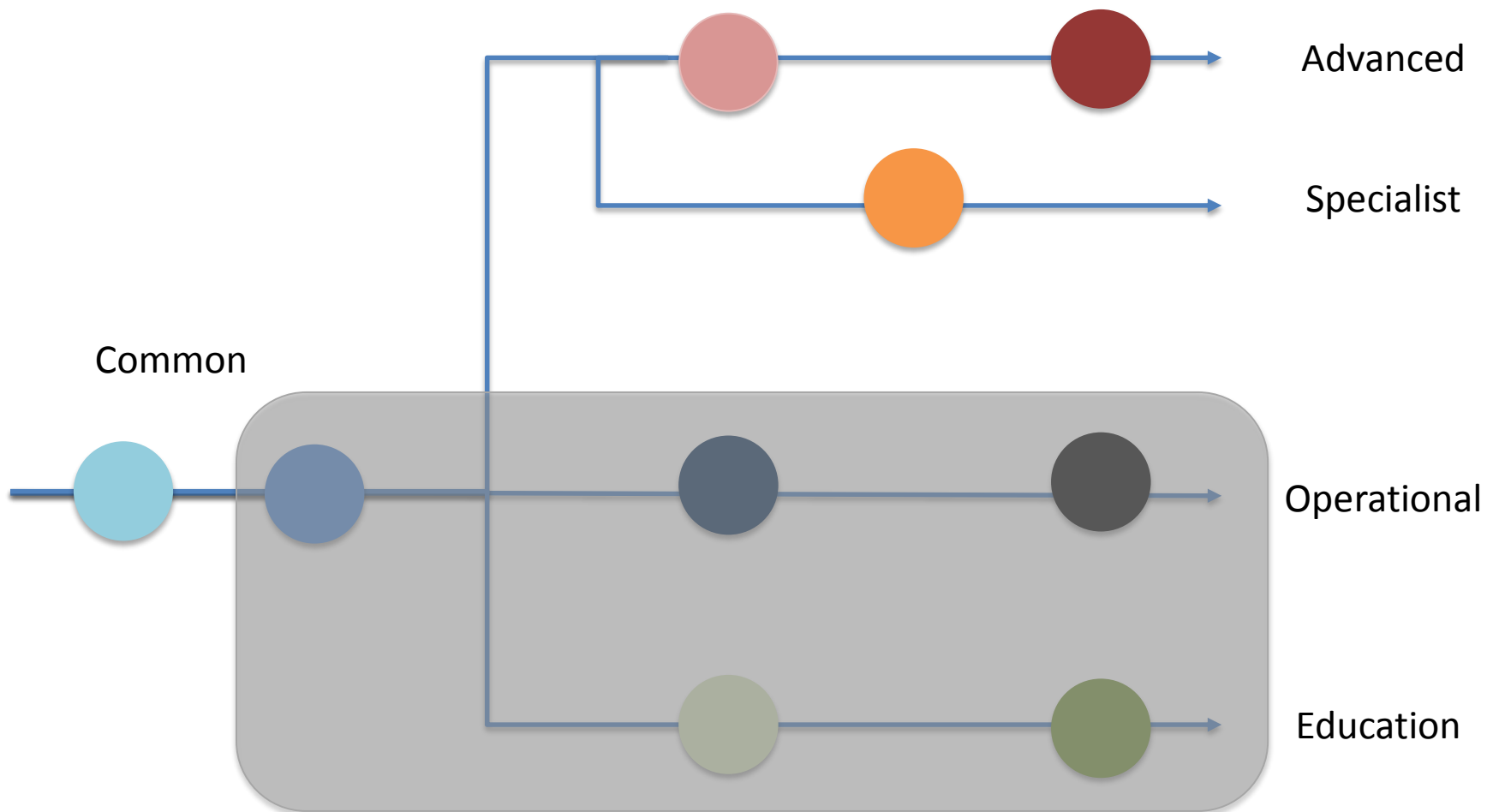


Questions put to participants

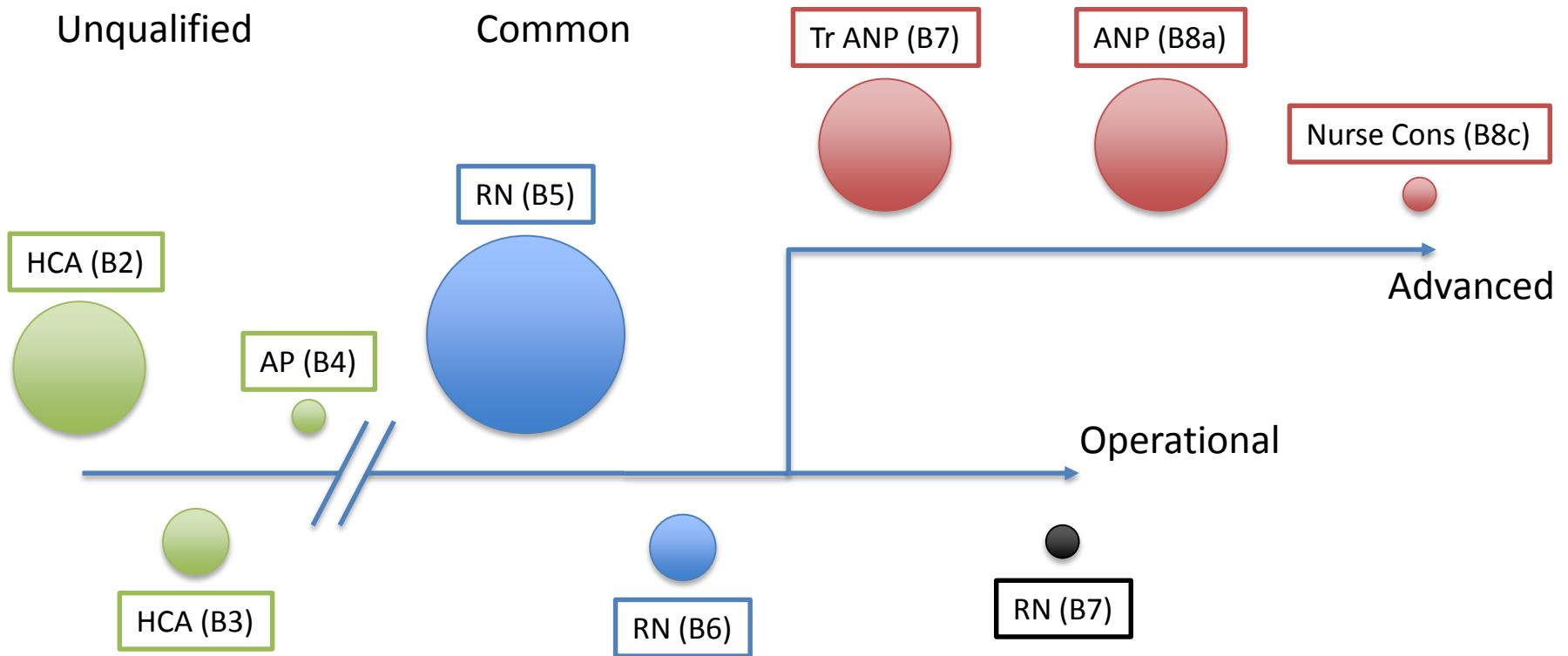




Career pathways



Career pathway described for AEC





Nursing Associate and Assistant Practitioner – what is the difference?

Nursing Associate

- Foundation Degree – level 4 and 5
- Band 4
- National curriculum
- Government endorsed role
- External Placements
- Generic knowledge and skills
- Suited to nursing based environments.

Assistant Practitioner

- Foundation Degree – level 4 and 5
- Band 4
- Learning within their normal place of work
- No standardised curriculum = flexible approach
- Specialist knowledge and skills
- Suited to more specialist environments.

Challenges

- Is this model desirable?
- Is there a consistent model between Medical and Surgical units?
- How do we ensure appropriate operational oversight?
- How do we ensure adequate training and development?
- How do we progress nurses between B5 and B7?

