

Enhanced Roles in Care Information Session

Wednesday
2nd April
2025



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[carecity.org](https://www.carecity.org)

Intros and housekeeping

- Introductions
- Session is being recorded and will be shared
- If you have any questions please wait till the end or add to the chat
- Any questions after the session can be emailed to theteam@carecity.org and we'll have a Q&A google form and we'll share a link after the session



What we'll cover

In this information session we'll cover:

- An introduction to the **vision and roles** being created
- Why this is an exciting **opportunity for providers**
- **Funding and support** for selected providers
- The **criteria** and how to provide an **expression of interest**
- The **timeline**, including **interview dates**



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Our Vision for Enhanced Roles in care

Increases health expertise for care providers

Increases capacity to deliver health interventions

Care Providers

Apprentice
Nursing
Associates

Registered
Nursing
Associates

A new enhanced
care workforce

Staff Training
Supporting QI
Better NHS connect
Promoting wellness &
prevention

Apprentice
Assistant
Practitioners

Assistant
Practitioners

NHS and Local Authorities

Nursing

Community &
District Nursing

Delegate health
interventions
Clinical Supervision
Training/Development
Info/resources

**Allied Health
Professionals**

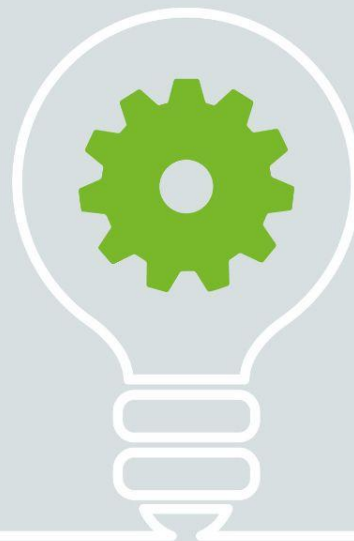
Occupational
Health, Speech
and Language

Bridges the gap between care providers,
NHS and Local Authorities



The nine roles being created (so far)

- **(1) Registered Nursing Associate** in Redbridge (12 months)
- **Nursing Associate apprenticeship** (2 years) in;
 - **(2)** Barking & Dagenham
 - **(3)** Newham
 - **(4)** Tower Hamlets
 - **(5)** Waltham Forest
- **Assistant Practitioner Apprentice - Speech and Language Therapy (2 years) in;**
 - **(6)** Havering
 - **(7)** Redbridge
- **(8) Assistant Practitioner Apprentice - Occupational Therapy for Learning Disabilities** (2 years) in Hackney
- **(9) Qualified Assistant Practitioner** in Newham (12 months) - from Sept



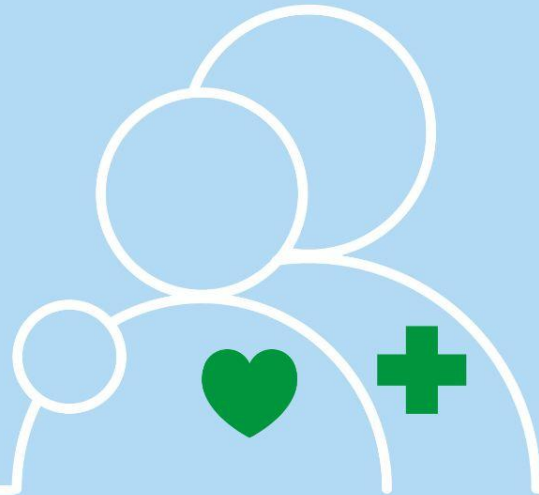
An exciting opportunity

This is an **exciting opportunity for Care Providers who work in North East London**

- Brings new **skills and expertise**
- Ability to deliver **health outcomes**
- Potential to generate **new income**
- Opportunity to **diversify business**
- A focus on **future sustainability**



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Funding for providers

Funding for Registered Nursing Associate role:

- One year funding of £40,687
- Estimated Salary of £34,048 + On Costs (equity with NHS Band 4)

Funding for Apprenticeships:

- **Contribution towards apprentice costs of £11,381**
- **£5,691 per year**
- **With additional £1,250 (tbc)**



The criteria for selection

We will use expressions of interest and interviews to determine if providers meet the following essential criteria:

- Currently **providing services in the borough** where the role is being created
- **Good or Outstanding CQC rating** for those services
- Able to **provide all aspects of employment** of the postholder including employment contract, PAYE, annual leave, sickness monitoring/management and general staff management and supervision
- Can **meet criteria for apprenticeship programme** (where applicable)
- Have the ability and capacity to **participate in a project evaluation and codesign**



How to express interest

For all roles

- We will share a link to an **Expression of Interest Form** (Google Form) following the Information Session
- We will also share the **slides from the session**

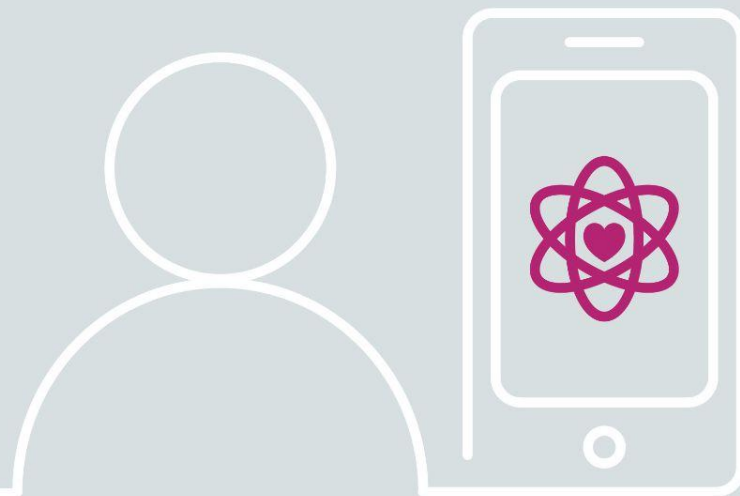
If you are expressing interest in more than one role you will need to complete a separate EOI for each one

For apprenticeships

- You will need to **upload the required information** specified on EOI
- You **need to specify who the staff member** is that you are putting forward



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Timeline for Assistant Practitioner Apprenticeship (SaLT)

Deadline for
EOI to be
submitted
Thursday
17 April 2025

Selected
providers
notified
2 May 2025

University
Conditional
offer of place
on programme
End June 2025

Agreement
between
Provider and
Care City signed
End August
2025

EOI Interviews
1 May 2025

University
Interview
Late
May/early
June 2025
(TBC)

Apprenticeship
onboarding
activities
completed
End August
2025

Apprenticeship
starts
Wednesday 1
October 2025



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Assistant Practitioner Apprenticeship (SaLT)

How the programme works
and what is required of the
successful Care Provider



Assistant Practitioner Apprentice

Boroughs:

- Redbridge
- Havering

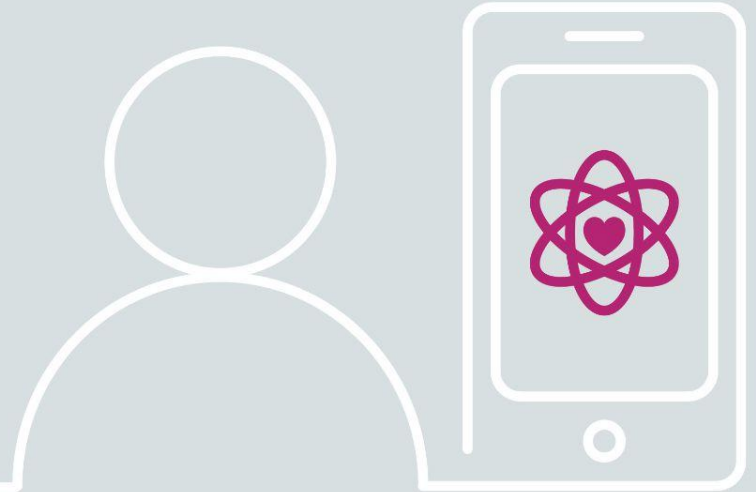
Timeline

- 2 year apprenticeship
- October 2025 to September 2027

Need to submit a separate EOI for each borough



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What would the Assistant Practitioner role look like?

Sample Speech & Language Therapy Assistant role in NELFT NHS Trust:

- Devise and implement specific therapy programmes for adults after the Therapist has indicated the adult's area of need
- Provide advice and strategies on factors which may exacerbate or ameliorate communication and/or swallowing difficulties in adults
- Carry out various screening checks (but not assessment)
- Implement the therapy and assess an adult's response to therapy and make judgements on when to progress and feedback
- Tailor make communication and therapy aids and adapt practice to meet individual patient circumstances
- Plan and run groups (eg dysphasia group)

During the apprenticeship we will co-design the role with care provider and Allied Health colleagues.

Cross-organisation delegation and supervision built into the ongoing way of working

Some focus on dysphagia - issues with swallowing, linked to diet

Bringing skills and knowledge to team and organisation

Operating across borough not just existing clients



Apprentice Learning Hours Assistant Practitioner SaLT

Approximate breakdown of hours	During paid hours	
	Year 1	Year 2
University Induction (2 days same week)	15	15
University day (1 day a week = 7.5hrs x 36 wks yr1, 34 wks yr2)	270	255
Additional Self Directed Study - homework + protected learning time		
Taster days (10 days yr1)	75	
External placements (4 x 4wks yr 1, 1 x 8 weeks yr 2)	240	240
Protected Learning time (varies 4 hrs-full day p/wk) for supervision, skills development, reflection, shadowing, visits, student self study time, appropriate SaLT support as skills develop)	90	180
Total learning hours during paid working hours	690	690
Total working hours excluding a/l (46wks x 7.5hrs)	1725	1720
Learning hours as a % of WTE working hours	40%	40%

Can your staff member fit homework into their personal life?

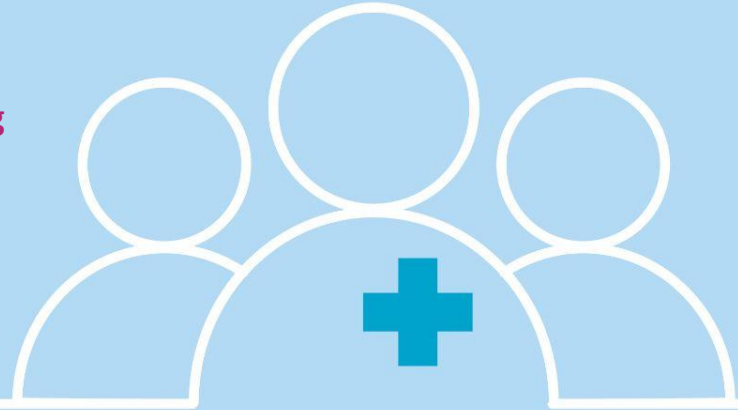
40% of paid working hours allocated to learning. This is an average of 15 hours per week (2 days)



Working with AHP partners

Recognising that the selected care provider may not have Speech and Language or other Allied Health Professionals within their workforce, we will draw on NHS and LA partners to support the programme:

- Providing **mentor/supervisor** support
- Identifying various **taster days**
- Sourcing **external placements** and ongoing **shadowing** opportunities
- Gradually supporting the apprentice **to assist with delivering SaLT and Dietician related activities**



Programme Structure for Year 1

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	
Orange	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Green	Green	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue
White	Magenta	Magenta	Magenta	Magenta	Magenta	Magenta	Magenta	Magenta	Magenta	Magenta	Magenta	White	White	Magenta	Magenta	Magenta	Magenta	Magenta	Magenta	Magenta	Magenta	Magenta	Dark Blue	Dark Blue	Dark Blue	Dark Blue
White	White	White	White	White	White	White	White	White	White	White	White	White	White	White	White	White	White	White	White	White	White	White	White	White	White	White
27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	
Light Blue	Green	Green	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Green	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	
Magenta	White	White	Magenta	Magenta	Magenta	Magenta	Magenta	Magenta	White	Magenta	Dark Blue	Dark Blue	Dark Blue	Dark Blue	Magenta	Magenta	Magenta	Magenta	Magenta	Magenta	Magenta	Magenta	Magenta	Magenta	Magenta	

Grey	Weeks
Orange	Induction (2 full days)
Light Blue	University Study Day F2F (Wednesday yr 1, Thursday yr 2)
Green	University Holiday (when Apprentice should book their A/L)
Yellow	Taster days
Dark Blue	External Block Placements (4 days a week) - to be be agreed
Magenta	Other Protected Learning Time (varies 4 hrs to 7.5 hrs per week)

This Programme Structure is provisional and needs to be agreed.

Year 2 will be similar but with 1x 8 week placement and no taster days

University of Essex – Modules

Year 1

- Study and Lifelong Learning
- Biopsychosocial Science
- Skills Portfolio
- Person Centred Care
- Interpersonal Working

Year 2

- Critical Appraisal Skills
- Public Health and Wellbeing
- Skills Portfolio
- Management and Leadership in Health and Social Care
- Role specific module: Introduction to Speech and Language
- End Point Assessment



University of Essex – face to face learning

Colchester Campus

- Just outside Colchester
- Good public transport
- Car parking - parking charges but possible to get subsidised parking once registered as student
- No funding for travel - some employers cover, others do not
- University day is 10-4pm in lectures/activities with self directed learning for remainder of hours

Wivenhoe Park
Colchester
C04 3SQ



Who's suitable for the apprenticeship?

You need to identify the apprentice when you complete your EOI

Will be an existing staff – but you need to make sure they are the right person. They need to:

Meet Academic and Programme Requirements

- Academic study at level 4 in year one and level 5 in year two – will your staff member be able to cope?
- Have health and care work experience – Must have a **level 3** qualification (any subject)
- Have **Maths + English** GCSEs (grade C/4 and above) or equivalent (certificates must be shared)

Be able to manage work – study – life balance

- Apprenticeships combine study with work. This doesn't suit everyone. Staff need organisation/time management skills, the ability to allocate time and 'headspace' during work and homework, be aware of what the programme involves, be highly motivated and ready to take responsibility for their learning

Meet Apprenticeship Funding Eligibility Criteria - apprentices must:

- Be aged 16 years or older
- Not be enrolled in another funded apprenticeship or further or higher education programme
- Be employed in a full time job (minimum of 30 hours per week) in a role that is relevant to the apprenticeship with a contract of employment that lasts at least the length of the apprenticeship
- Not already have qualifications at the same level/subject as the apprenticeship
- Either be a UK citizen or have the right to reside and work in the UK until programme end date.
- Have lived in the UK for at least the previous three years before apprenticeship start date
- Spend at least 50% of their working time in England

We can advise on these criteria or you can go to [Education and Skills Funding Agency \(ESFA\) funding rules.](#)

But most importantly.....

Do you see this person as having the potential to be a great Assistant Practitioner?

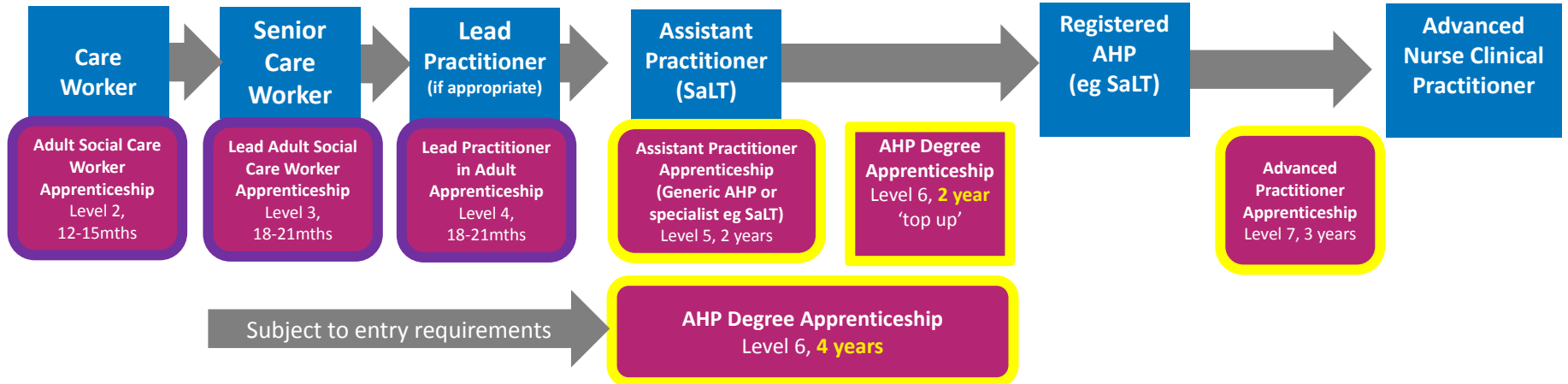
- Reflecting the **right values**
- Demonstrating high degrees of **professionalism** and **integrity**
- Taking **responsibility** for their actions

You know your staff member - are they the right person to invest in?



Allied Health Career pathway Apprenticeships

Utilising



KEY: = Job roles
 = Apprenticeships

Cost

Apprentice full time NHS equitable salary

- 70% or Band 4
- Minimum £12.21 p/h (National Living Wage)
- No salary drop

40% of full time post allocated to learning

- Average 15 hours per week
- Usually 20% for apprenticeships

Management

- Time to support training
- Engaging with wider project
- Loss of care worker time – apprentice can't do same shifts as before
- Logistics of arranging shifts around course structure

Funding

£11,381

- £5,691 per year
- Covering additional 20% requirement

100% tuition costs

- £14,000 course fees covered via levy transfer

Additional £1,250 tbc

- Funding via CPV to support apprenticeships

Employer NI savings

- Employers may not need to pay Class 1 National insurance if apprentice is under 25 years old.
- Organised via PAYE system
- [More info](#)

Support

Selecting apprentice

- Suitability/eligibility
- Onboarding with university
- Firming role (JD and contract templates)

Educator/mentor support

- Key to assist learning and arrange placements and practice learning

Tailored Programme

- Skills and shadow sessions + placements

Levy Funding Transfer

Engagement with health partners

- For increased joint working, support and apprentice exposure

Employer Commitment Required

1. Support a **suitable** person to join the Assistant Practitioner Apprenticeship programme
2. Provide contract of employment (full time, 30hrs min p/wk) + contract lasting 2 yrs. Agree to flex on contract length if individual has a break in learning or needs a bit more time to complete the programme. Provide Assistant Practitioner Apprentice Job description.
3. Allow the Assistant Practitioner Apprentice to undertake key learning activities during paid working hours as set out in slides, amounting to 40% of their full-time hours (average of 15 hours per week).
4. Provide the Assistant Practitioner Apprentice with learning opportunities while in the workplace, as appropriate, reflecting relevant learning outcomes and competences that they need to complete the programme. Also to allow partners to provide mentor/supervisor and assessor roles in the workplace as required.
5. Allow the Assistant Practitioner Apprentice to attend shadowing, tasters and external placements which are usually in blocks of 4 weeks (2 blocks per year) for year 1 and an 8 week block in year 2. Whilst on external placement the Apprentice will not be required to work shifts, even if paid additional hours.
6. Ensure the Assistant Practitioner Apprentice is up to date on Occupational Health Issues including any recommended vaccinations for patient facing staff + Stat.Mand training + has up to date satisfactory DBS.
7. Attend university 'tri-partite review meetings' every 12 weeks or so + engage in wider project activities (as specified earlier).
8. Recognise Assistant Practitioner Apprentice status as a trainee and ensure that they never undertake clinical activities without an appropriate registered healthcare professional supervision.

Any questions



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