

## 5-Year Registered Nurse Degree Apprenticeship Frequently Asked Questions

We are an NHS Trust rated as Outstanding by the Care Quality Commission and we are excited to offer an opportunity to join our five-year Registered Nurse Degree Apprenticeship (RNDA), which includes a BSc (H) Degree.

We will meet all the costs of your training through our innovative apprenticeship programme, combining five years of clinical employment, academic learning and work-based learning opportunities.

Our flexible nursing degree apprenticeship will give you the opportunity to remain in salaried employment whilst studying for a Nursing degree in learning disability nursing or mental health nursing, registrable with the Nursing and Midwifery Council (NMC) and leading to title of Registered Nurse.

For 50% of the working time over the period of the five years you will work as part of a clinical team in your base ward/team and for the other 50% of the time you will be based within placements in another work area, demonstrating our Trust values as well as attending University as part of a planned timetable of taught sessions as well as study leave.

Our Registered Nurse Degree Apprenticeship programme is delivered in partnership with the University of Sunderland has been commended by the NMC for its innovation and good practice.

### Recruitment:

#### What are the prerequisites - experience and qualifications necessary?

The entry requirements are 112 UCAS points – equating to 3 x A levels (one of which **must** be in science), and five GCSEs including English and Maths (at a grade 4 or C or above), or an equivalent in these subjects.

After you have applied, we will examine your existing qualifications and grades to confirm they meet the entry requirements. If you are invited to an interview, you will be asked to provide certificate proof of any qualifications or letters about predicted grades as part of this process.

Work experience is welcomed but not required, as we will be providing a three-month work experience opportunity within CNTW.

## **How many Apprentice Nurses will there be in each cohort and how many cohorts per year will there be?**

We are recruiting a cohort of circa 15-20 and openings are once per year at present.

## **When does the cohort start?**

The work experience component typically begins in October.

The actual 5-Year apprenticeship programme commences in January.

## **How do I apply?**

Please apply via the following link: [\[LINK HERE\]](#)

(Please note: You will need to register and set up your application on NHS Jobs to apply).

Within your supporting information, please provide clear evidence of -

- Transferable social skills (team activities, interacting with others)
- Other transferable skills that demonstrate CNTW core values such as caring, compassion, respect, (part time job, responsibilities, study skills, extracurricular activities, hobbies, volunteering etc.)
- Evidence of study within the last 5 years

Please ensure you make clear within your supporting information why you have an interest in mental health or learning disability nursing.

## **Q. What happens if I can't find my qualification certificates?**

You will be unable to apply. The Trust and Sunderland University must verify entry requirements are met and to do so we must see certification.

If you are awaiting completion of Sixth Form, College or another learning provider, we must see letters regarding predicted grades.

## **What is the minimum age requirement?**

Including this programme, the minimum age requirement for all clinical roles within the Trust is 18 and over.

## **Do I have to have any nurse-based work experience?**

It is welcomed but no - we will be providing three months' work experience prior to the commencement of the programme in January. The work experience starts typically in October.

## **If I have further questions, where can I find out more?**

Please email our Apprenticeships and Career Development Team within our CNTW Academy department via: [RNDA@cntw.nhs.uk](mailto:RNDA@cntw.nhs.uk)

## Training:

### How much of the apprenticeship will be situated at the University?

Due to a more blended approach (which has evolved in recent years because of the COVID pandemic), it is expected you will need to complete a blended delivery of virtual and face-to-face sessions – any virtual sessions will take place via Microsoft Teams or on the University's online portal.

For every module, there will be a week of sessions at the beginning and a week at the end. In addition to this, you'll be expected to have a session one day per week.

Attendance to all in-person/campus or virtual sessions are mandatory.

### How long is the training and what is the qualification achieved?

The programme itself will run over 5 years, based on full time working; leading to a BSc Honours degree and you will complete the Registered Nurse Degree Apprenticeship (Level 6) and obtain registration with the Nursing and Midwifery Council (NMC).

### Who is facilitating the training programme?

The education provider will be Sunderland University.

### How does this differ from a traditional University nurse-training route?

The training will use a work-based learning model where apprentices are employed as an **Apprentice Nurse** on **£22,383** for the first year, rising to **£22,816** years 2-3 before rising to **£24,336** for years 4-5.(23/24 rates) whilst also undertaking a degree.

You will be allocated to a 'base-ward' area where you will be part of the clinical team and undertake the duties of an apprentice nurse.

### What will the training programme / assessment framework look like?

The five-year programme consists of 50:50 theory and practice elements set against the **Nursing and Midwifery Council (NMC) Standards for Nursing** and the Standards set by the **Institute of Apprenticeships**.

You will be assessed in a variety of ways e.g. essays, exams, multiple choice questionnaires, project work, presentations, practice observations under exam conditions in university and mentor observed skills in clinical practice. You must progress satisfactorily on the programme both academically and clinically or your place on the apprenticeship will be reviewed and may be terminated.

### Will I be supernumerary?

Apprentices are supernumerary (as in, over and above the numbers required) for the **first 12 months**. You will be involved in any activities within your competence during this time, with the exception of those outlined below;

- Year 1 apprentices cannot support leave

- Year 1 apprentices cannot undertake eyesight observations
- Year 1 apprentices cannot undertake seclusion observations

All apprentices will progress to Years 2 in the following January, and at this point will be able to be involved in all aspects of patient care as appropriate to the role.

## **How will apprentices and wards be supported?**

There will be an Education Support Nurse to provide mentorship and guidance in addition to access to University provided tutor/mentor and also a line manager within the clinical area.

The ESN role is to support you throughout your apprenticeship with whatever you need to remain on the programme and enjoy your learning time and placements. To do this effectively, we need to have regular contact with you. If you get a request from an ESN for a meeting or call, please respond to this promptly. Having discussions about concerns or issues can often prevent these becoming overwhelming and causing unnecessary distress.

## **What are the average daily hours of the course?**

When in university this is usually 7.5 hours. When you are on an assessed clinical placement as part of NMC practice learning hours, you will work various hours, which will equate to 37.5 hours per week.

## **How many hours will I work each week?**

You will be contracted to work 37.5 hours a week (which is full-time).

## **Am I entitled to enhanced hours when I am on placement?**

If you work on a ward and receive enhancements, and you go on a community placement, you will receive the same average enhancement that you receive e.g. when you are on annual leave unless you have worked shifts which attract enhanced hours on your work base that week.

If you work in community and go to a placement on a ward where you work enhanced hours, you will receive enhanced payments.

You do not get enhancements for the weeks when you are in university block study as this is study time and not clinical hours.

## **Areas of Work:**

### **How will I be allocated/deployed into different placement areas/Clinical Service Units?**

The Trust has a dedicated 'Practice Education Team', which is responsible for allocating apprentices to placements which meet NMC requirements.

### **How much will I earn annually whilst I learn?**

Registered Nurse Degree Apprentices employed on an Apprenticeship Agreement will earn **£22,383** for the first year, rising to **£22,816** years 2-3 before rising to **£24,336** for years 4-5 (23/24 rates).

### **How much holiday will I get?**

27 days plus 8 Bank Holidays per annum.

### **Do I have to work shifts/unsocial hours?**

Yes, 24-hour care provision is required in most areas.

### **Do I undertake nursing nightshifts from the outset?**

This will not occur for the first 6 months of the apprenticeship but is likely to be a requirement after that time.

### **What uniform do I wear?**

This will be explained to you during a 2-day induction however you will be issued with two white tunics to wear as well as an issued ID Badge – you will be given guidance regarding the rest of your clothing e.g. you'll be asked to wear black trousers.

### **As an apprentice, do I qualify for sick pay?**

Yes, you will receive the same terms and conditions as other NHS employees.

## **Other Queries:**

### **How much will the course cost me?**

All degree programme costs are met by CNTW via the Trust's 'Apprenticeship Levy' which is managed by the Apprenticeship and Career Development Team. There will be nothing to pay back at the end of the programme regarding your degree, contrasting from the traditional University route.