

The 2011 Nurse Support Workforce Survey

TO START THE SURVEY PLEASE CLICK THE BUTTON AT THE BOTTOM OF THIS PAGE

What is this survey about?

Nurse support workers, such as healthcare assistants and assistant/associate practitioners, are assuming increasing importance in the delivery of **acute patient care**. Little is currently known about trust management practices, policies and governance of this group of workers. This survey represents the first opportunity to map these developments in an acute care setting. We are asking the Head of Nursing and the Head of Human Resources in each English Acute NHS Trust to take part and share details about their nurse support workforce. The combined results of this survey will be made available to each respondent early next year.

Who is carrying out the survey?

The survey is being carried out by researchers at the Universities of Oxford and York, as part of a research project funded by the NHS [National Institute for Health Research](#). The project is fully supported by the **Chief Nursing Officer** for England and by the **Healthcare People Management Association**. Our advisory group includes members from the Department of Health, Nursing & Midwifery Council and NHS Employers.

How to complete the survey?

This survey has been designed for you alone to complete and should not be passed on to anyone else. If you do not have the information to answer a question please respond with "Don't Know". The survey is short, straightforward and takes on average less than five minutes to complete.

What is the coverage of the survey?

This survey asks questions about the **nurse** support workforce at Agenda for Change pay bands 2, 3 and 4 in an **acute** hospital setting. Whilst we appreciate some community nursing services have integrated with NHS Acute Trusts, the support workforce in any community healthcare setting is **excluded** from the survey.

Who will see my answers?

Your individual answers will be treated in **complete confidence**. The survey findings will be presented in a summary report in which no individual, or their responses, can be identified.

Questions or help?

If you have any queries about the questionnaire or need any help to complete it, please contact Paul Heron on supportworkers@sbs.ox.ac.uk or FREEPHONE 0800 9150509. The line is open between 10am and 4pm, Monday to Thursday.

Thank you for taking the time to complete this survey.

Dr Ian Kessler ([Chief Investigator](#), University of Oxford)

The 2011 Nurse Support Workforce Survey

Your individual responses will remain **CONFIDENTIAL**. Only the research team will have access to your job title and organisation details.

1. Please provide your job title and the name of your organisation in the text boxes below.

Job title

Organisation

The 2011 Nurse Support Workforce Survey

This survey asks questions about **nurse** support workers at Agenda for Change pay bands 2, 3 and 4 in an **acute** hospital setting. These roles are often referred to as healthcare assistants (pay bands 2 or 3) and assistant/associate practitioners (pay band 4).

2. Please indicate which of the following practices your trust uses to manage its nurse support workers. If you are unsure please respond 'Don't know'.

At this trust:

	Yes, across most of the trust	Yes, across some of the trust	No	Don't know	Not applicable
...candidates at pay band 2 are screened for numeracy & literacy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...we recruit all new pay band 2 staff to an apprenticeship programme	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...we have an off-ward induction programme for new pay band 2 staff lasting three or more days	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...new pay band 2 recruits must achieve training targets to be confirmed in post	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...we guarantee a pay band 4 role to assistant/associate practitioners on completion of training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...there is a forum/support group at division or trust level attended by nurse support workers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please use the space below for any comments you may have

The 2011 Nurse Support Workforce Survey

3. Does your trust have any of the following?

	Yes	No	Don't know	Not applicable
A designated nurse support worker champion at divisional or trust management level	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
An established support worker strategy group	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A written nurse support workforce strategy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please use the space below for any comments you may have

4. To the best of your knowledge, in the last TWO years has your trust increased or decreased the number of workers at the following pay band levels?

	Increased	Decreased	No change	Don't know	Not applicable
Nurse support workers at pay band 2	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Nurse support workers at pay band 3	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Nurse support workers at pay band 4	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Registered nurses at pay band 5	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Registered nurses at pay band 6	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please use the space below for any comments you may have

The 2011 Nurse Support Workforce Survey

5. Has your trust introduced any of the following?

	Yes, across most of the trust	Yes, across some of the trust	No	Don't know	Not applicable
...revised job descriptions for pay bands 2 or 3 in the last two years	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...a code of conduct for nurse support workers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...a critical care support worker role with patient care duties	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...a healthcare support worker role that works across different professional boundaries	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...a maternity support worker role with direct care duties	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...a nurse support worker role that includes administration of medication	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...guidelines for delegation of tasks to nurse support workers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...an annual re-validation of assistant/associate practitioner competence (not a performance development review)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...a formal evaluation of assistant/associate practitioner roles	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...a preceptorship programme for newly qualified assistant/associate practitioners	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please use the space below for any comments you may have

The 2011 Nurse Support Workforce Survey

6. In the last two years, what has been driving the development of the nurse support workforce at YOUR trust? Please tick all that apply:

- There have been no significant nurse support workforce developments
- Financial pressures
- Efficiency gains
- Service redesign
- Trust restructuring
- Difficulties in recruiting and/or retaining registered nurses (RNs)
- National and/or regional policy initiatives
- Improving patient experience
- Service delivery pressures
- Other (please specify)

7. With reference to the above question, please use the drop down menus below to indicate the three most important drivers in developing the nurse support workforce at YOUR trust during the last two years.

First most important driver

Second most important driver

Third most important driver

The 2011 Nurse Support Workforce Survey

8. If you, or a colleague, would be willing to talk in confidence to a member of the research team about your trust's support workforce, please provide the following details:

Name	<input type="text"/>
Job title	<input type="text"/>
Email address	<input type="text"/>
Telephone number	<input type="text"/>

9. Please use the space below for any comments you may have. We would be particularly interested in hearing about examples of new and future developments that relate to nurse support workers at your trust.