# Admissions Criteria for FdSc Nursing Associate Higher Apprenticeship

Recruitment onto the course is open to applicants who meet the criteria detailed below. These applicants will be invited to a selection event involving a face-to-face interview facilitated jointly by the HEI and the employer. During this selection event, the candidate will need to demonstrate the appropriate values and attitudes for the programme in line with Health Education England’s value-based recruitment programme.

* **Literacy and Numeracy at level 2 or equivalent**

Applicants without evidence of achievement of at least level 2 English and maths will not be eligible for the End Point Assessment. (Health Education England 2017). If these applicants are able to demonstrate that they have the ability to work at level 2 literacy and numeracy on entry and have support from their employer to achieve these qualifications prior to the end-point assessment, their applications may be considered.

* **Level 3 health/social care qualification (or equivalent)**

Applicants will normally have evidence of recent level 3 (i.e. 80 UCAS tariff points in the last

5 years in a relevant subject in order to undertake the course.

For those applicants who do not have any formal qualifications at level 3, applicants can be considered under the University Recognition of prior learning (RPL) from work experience.

The candidate must demonstrate through this RPL process that they have the

ability to study a programme at academic level 5. (Health Education England 2017)

* **The Care Certificate**

The Care Certificate is highly recommended and applicants must either have achieved this prior to entry or be supported to achieve this during the course by their employer.

The end point assessment cannot be completed until the Care Certificate requirements have been met (Nursing Associate Apprenticeship Standards 2017)

* **Employed in a Health or Care Role**

Prior to enrolment on the course, all applicants must be employed in a health or care role

(Health Education England 2017). This must be in a setting where they can be supervised by a registered nurse or

other appropriate health and social care professionals.

* **Mature Students**

Mature applicants (21 years old and over) have to satisfy the same entry criteria as College

 and school leavers. There is no upper age limit for applicants.

* **Health screening**

All applicants must complete a health screening as part of the application procedures and an occupational health assessment prior to commencement of placement. This will usually be organised by the employer and the information shared with the University.

Applicants should be able to meet the following criteria agreed by The Higher Education

 Occupational Physicians/Practitioners: Nursing Students Fitness Standards (2015)

1. **Testing for immunity and infection.**

This should be in accordance with current DH guidance, or an equivalent evidence based

standard. This will change over time. Students should protect patients, colleagues and

 themselves by being immunised against serious communicable diseases when vaccines are

 available. The current DH guidance recommends the following:

a. Tuberculosis (TB) – Evidence of immunity and freedom from TB disease.

b. Measles, Rubella and Chickenpox – Evidence of immunity.

c. Hepatitis B – Immunisation and tests to check response to be offered to all students.

d. Hepatitis B, C and HIV – Antibody test for infection to be offered to all students.

e. Additional health checks for students who undertake exposure prone procedures (EPP)

are described in detail in online DH guidance.

f. Students should seek specialist medical advice and diagnostic testing if exposed to serious

communicable disease and should then adhere to the specialist medical advice received.

2. **Assessment of functional capacity**. Examples of impairment needing careful assessment

to ensure safe practice:

1. Mobility – This includes the ability to be independently mobile, if necessary with appliances and the student must be able to undertake a full physical examination, avoiding injury to patients, colleagues and self.
2. Upper limb function – All students must have one fully functional upper limb and the other upper limb capable of forming a support. All students must have manual dexterity sufficient to perform essential nursing or midwifery skills.
3. Vision – N6 near vision is needed to read the 1mm text on an ampoule. N8 near vision is needed to detect a 3mm needle movement. 6/18 acuity is required to read digital monitor at a distance during CPR. 6/18 and N8 are the threshold for seeking the opinion of an Occupational Physician. All acuities are with correction.
4. Hearing – The ability to understand the human voice at 1 metre in a quiet room. Hearing loss of 40dB across all speech frequencies should be referred to an Occupational Physician. Assessment of hearing should be after correction with hearing aids and with additional aids such as electronic stethoscopes.
5. Speech – The ability to speak clearly in English and be understood at 3 metres in quiet room with background noise of no more than 60dB.
6. Literacy and Numeracy – This refers to the student’s capability rather than educational attainment. Capability in literacy may be evidenced by attainment of level 7 of IELTS or equivalent. Numeracy and literacy skills must be sufficient to meet the competencies to communicate clearly and effectively in writing, including using a computer.
7. Numeracy skills include the use of a calculator for the calculation of medicines and other health related measurements, including the ability to interpret accurately numerical data and their significance. AEIs are entitled to set their own specific educational entry requirements. A learning disorder which impairs literacy and numeracy functions should be assessed uniquely in each case to ensure that, by the end of the program, the student is safe and effective to practise as a nurse or midwife without supervision.
8. Skin function – Skin must have integrity compatible with protection of patients from increased risk of infection. This is especially so for the scalp, face and hands which cannot easily be covered with dressings. Skin conditions that may be aggravated by frequent hand cleaning, or which cannot be readily decontaminated, should be assessed by an Occupational Physician.

I) Interruption of consciousness – The risk must be low enough to represent minimal risk to patients.

j) Concentration, awareness, memory and ability to learn and understand – Students must be able to meet the academic level and standards set by the regulatory body, which include aspects such as communication, awareness and record keeping.

k) Students must have a full awareness of their own mental health, when to seek help and from whom.

1. **Essential nursing and midwifery skills.**

Students must have medical fitness to achieve the following without supervision by the end of the program:

1. Maintaining patient dignity, privacy and confidentiality.
2. Effective communication, observing, assessing, reporting and recording skills, including
3. listening and taking physiological measurements.
4. Moving and handling patients.
5. Infection prevention and control.
6. Performing technical skills and using complex equipment.
7. Essential first aid and emergency procedures and incident management.
8. Administration of medicines.
9. Emotional, physical, personal and compassionate care of patients.
10. Meeting patients’ needs, including those for comfort, nutrition and personal
* **DBS**

In order to meet practice placement requirements, all applicants must demonstrate that they are of ‘good character’ and must participate in an enhanced online pre-entry DBS check. Any previous cautions, reprimands and convictions must be declared. The presence of a caution, reprimand or conviction will not necessarily automatically result in rejection of the application but will be assessed in relation to the nature, severity and timing of the offence, and whether it is a single incident or repeat offence. Applicants may be invited for interview to discuss the circumstances before a decision is made. The employer will usually ensure this process is followed and provide appropriate evidence to the University.