



**Northumbria
University**
NEWCASTLE

NURSING, MIDWIFERY AND HEALTH

WORKFORCE DEVELOPMENT

CONTENTS.

The Department of Nursing, Midwifery and Health is the largest of the departments in our four faculties and sits within the Faculty of Health and Life Sciences. We have 8,200 healthcare students and have expertise in delivering pre and post-registration training and education aligned to Professional Statutory Regulatory Body (PSRB) requirements.

A flexible and responsive provision for Continuous Workforce Development (CWD) and Higher and Degree Apprenticeships has created a strong reputation, locally, nationally, and internationally for developing the workforce within healthcare.

Our academic staff have a breadth and depth of knowledge and expertise across several different disciplines and can work alongside practice providers and commissioners to support the academic and professional development of staff.

If you would like to find out more about any of our workforce development programmes or learn how we can work with your organisation to develop your employees, visit our website to complete our form and a member of our team will be in touch.

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HEALTH AND SOCIAL PRACTICE FRAMEWORK.

This innovative framework is aimed at health and social practice professionals who wish to consolidate or develop their practice in line with their career aspirations. This framework brings the single module activity previously provided into a coherent award structure.

The award framework has been created to provide a cohesive student-choice driven pathway of awards aligned with career progression in Health & Social practice. This will support the increased demand in Health and Social practice for more complex decision making, which requires an advanced level of practice within the workforce and the level of care provided to patients or clients.

There are a range of modules available within the framework, therefore students can select modules relevant to their workplace to provide a more bespoke educational pathway. The availability of modules selected may be subject to timetabling issues and therefore students are recommended to contact the pathway lead for further discussion prior to commencing study.

BSc Programmes:

The BSc (Hons) award is designed for students who wish to consolidate their practice and evidence their professional development beyond Diploma in HE level and to progress their career or underpin their health and social practice role.

- Health and Social Practice BSc
- Health and Social Practice (Clinical) BSc
- Health and Social Practice (Education) BSc
- Health and Social Practice (Leadership and Management) BSc
- Health and Social (Advanced Diploma Entry Point) BSc

MSc Programmes.

The MSc award is designed for students who are already in possession of an Honours degree in a health and social practice related subject and wish to study at Master's level (level 7) to progress their career or further underpin their health and social practice role beyond graduate level.

- Health and Social Practice MSc
- Health and Social Practice (Clinical) MSc
- Health and Social Practice (Education) MSc
- Health and Social Practice (Leadership and Management) MSc
- Health and Social Practice - Year 3 Direct Entry (Dissertation) MSc



Graduate Certificate Programme:

The graduate certificate is designed for students who are already in possession of an Honours degree in a health and social practice related subject and wish to study at graduate level 6.

- Health and Social Practice Graduate Certificate

Post Graduate Certificate Programme:

The Postgraduate Certificate is designed for students who are already in possession of an Honours degree in a health and social practice related subject and wish to study at graduate level (level 6 or level 7).

- Health and Social Practice Postgraduate Certificate

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NON-ACCREDITED SHORT COURSES.

Northumbria University offers a range of both accredited and non-accredited educational opportunities which may be suitable for primary and secondary care workplaces across the North East of England.

All educational provision is clinically led using the experience and skills of expert practitioners in topic fields. We are working collaboratively with our local healthcare providers in order to support workforce development, providing an integral role in responding to the changing demands of primary care, enabling healthcare professionals to deliver the best possible care for patients. Courses can be self-funded or funded via an employer.

If you would like to find out more about any of our workforce development programmes or learn how we can work with your organisation to develop your employees, visit our website to complete our form and a member of our team will be in touch.

Find out more about the Non-Accredited short courses we offer via the list below, which are open to employers or self-funders.

- **CNO002 Discovering a Nursing Career in General Practice Non-Accredited - Full Module**
- **Core Immunisation Training**
- **Cervical Cytology Sample Taker Training**
- **Ear Care**
- **B12 Administration**
- **Interpreting Blood Results**
- **Non Medical Prescribing Update Masterclass**
- **Wound Care Management**
- **Treatment Room Skills for HCAs**
- **Musculoskeletal Upper Body**
- **Musculoskeletal Lower Body**
- **Phlebotomy**
- **Learning Disability**
- **Initiating Contraception**
- **Diabetes and Footcare**
- **Menopause Management**
- **Immunisation Update**

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ACCREDITED PRIMARY CARE MODULES.

Northumbria University offers a range of both accredited and non-accredited educational opportunities particularly for those staff working within primary care across the North East of England. All educational provision is clinically-led using the experience and skills of expert practitioners in topic fields.

We are working collaboratively with our local health care providers in order to support workforce development. We play an integral role in responding to the changing demands of primary care, enabling healthcare professionals to deliver the best possible care for patients. Courses can be self funded or funded via an employer.

Career Start / Fundamental Pathway for Practice Nurses Programme Level 6

The Career Start / Fundamental Pathway for practice nurses is a programme of three accredited modules, it also includes national cervical screening training and national core immunisation training if required.

Accredited modules included in the Pathway include: Context of Nursing in General Practice, Preventative Interventions in General Practice Nursing and Monitoring and Management of Long Term Conditions.

CNO002 Discovering a Nursing Career in General Practice Level 6 and Level 7

This fully online module is for those who are considering a future career in Primary Care/ General Practice Nursing, and is aimed at supporting students pre-employment from any field of nursing. Anyone in England can apply to Northumbria University to undertake this module.

The module is designed for trainee nurse associates, registered nurse associates, student nurses (years 2 & 3) or registered nurses. It can be studied at three levels: non-accredited, level 6 or level 7. This module is open to all, however the funded places are only available for those who reside in England.

OTHER CREDIT BEARING MODULES RELATED TO PRIMARY CARE.

We no longer offer single modules but modules can be undertaken as part of the Health and Social Practice programme.

Find out more about the primary care education courses we offer below:

- **History Taking & Clinical Skills for Primary Care - Level 6**
- **History Taking & Clinical Skills for Primary Care - Level 7**
- **End of Life Care - Level 6**
- **End of Life Care - Level 7 (TBC)**
- **Prevention & Early Intervention in CAMH**
- **Sexual Health Advisor: Principles of Public Health and Partner Notification - Level 6**
- **Sexual Health Advisor: Principles of Public Health and Partner Notification - Level 7**
- **Diabetes - Level 6**
- **Diabetes - Level 7**
- **Children and Young People's History Taking and Physical Assessment**
- **Assessor and Supervisor Preparation in Clinical Practice - Level 6**
- **Assessor and Supervisor Preparation in Clinical Practice - Level 7**
- **Leadership, Management and Decision Making in Health and Social Practice - Level 6**
- **Leadership, Management and Decision Making in Health and Social Practice - Level 7**
- **Cognitive Behavioural Therapy for Long Term Conditions**
- **Non-Medical Prescribing - Level 6**
- **Non-Medical Prescribing - Level 7**
- **Promoting Sexual Health in Healthcare Practice - Level 6**
- **Promoting Sexual Health in Healthcare Practice - Level 7**
- **Supporting Survivors of Sexual Violence/Abuse - Level 6**
- **Supporting Survivors of Sexual Violence/Abuse - Level 7**
- **Safeguarding Adults, Young People and Children Level 6**
- **Safeguarding Adults, Young People and Children Level 7**
- **Improving Outcomes in Health & Social Practice**

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CONTINUING WORKFORCE DEVELOPMENT.

Bespoke programmes can be developed and delivered in partnership with providers and commissioners to meet specific needs of the workforce. Our CWD provision can be accredited or non-accredited, for example a series of masterclasses. Recently, masterclasses have been provided to develop the workforce in general practice, haematology, and cancer care. In developing the workforce, we can carefully plan and co-produce curricula in partnership with providers and commissioners to meet specific requirements. This may include an academic award, for example, an Advanced Diploma in Positive Behavioural Support or an e-learning module to support staff wanting to develop a career in general practice.

CWD activity not only meets the needs of providers and commissioners, but also helps to sustain a viable and capable workforce, bringing mutual benefit to the employer and those in receipt of the service provided.

If you would like to discuss your ideas please contact us. The Heads of Subject within the Department of Nursing Midwifery and Health will be delighted to meet with you, explore possibilities and guide where necessary.

LEVEL 6

- **Advanced Diploma Adult Critical Care Nursing**
- **Advanced Diploma Specialist Neonatal Practice**
- **Community Practitioner Prescribing for Nurses and Midwives (V150)**
- **Return to Practice - Nursing**
- **Non-Medical Prescribing (V300) - Recognition of Prior Learning**

This course offers those with current V100/V150 qualifications undertaken within five years to study to become V300 independent and supplementary prescribers. This module recognises the V100/V150 qualification and knowledge already in place.

LEVEL 7

- **Postgraduate Certificate Adult Critical Care Nursing**
- **Postgraduate Certificate - Specialist Neonatal Practice**
- **Community Practitioner Prescribing for Nurses and Midwives (V150)**
- **Non-Medical Prescribing (V300) - Recognition of Prior Learning**

This course offers those with current V100/V150 qualifications undertaken within five years to study to become V300 independent and supplementary prescribers. This module recognises the V100/V150 qualification and knowledge already in place.

BESPOKE CONTINUING WORKFORCE DEVELOPMENT.

- **Leading Positive Behavioural Support in Organisations Postgraduate Certificate**
- **Master's in Research (MReS)**

COMING SOON.

- **Eye Movement Desensitisation and Reprocessing (EMDR) Postgraduate Certificate**
- **Public Involvement and Co-production Cert HE**

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HIGHER AND DEGREE APPRENTICESHIPS.

Higher and Degree Apprenticeships are an alternative route to attaining a full undergraduate or postgraduate degree qualification by offering learners the best of both worlds through combining university study with workplace learning.

- Occupational Therapist Degree Apprenticeship | Occupational Therapy BSc (Hons)
- Operating Department Practitioner Degree Apprenticeship | Operating Department Practice BSc (Hons)
- Registered Nurse Degree Apprenticeship | Nursing Science/ Registered Nurse (Adult) BSc (Hons)
- Registered Nurse Degree Apprenticeship | Nursing Science/ Registered Nurse (Child) BSc (Hons)
- Specialist Community Public Health Nursing (Health Visiting) Higher Apprenticeship
- Specialist Community Public Health Nursing (School Nursing) Higher Apprenticeship

- Advanced Clinical Practitioner Degree Apprenticeship
 - With pathways:**
 - *Advanced Critical Care Practitioner*
 - *Emergency Care*
 - *Primary Care*
 - *Sexual Health*
 - *Acute Medicine*
 - *Older People*

- Higher Apprenticeship in Community Specialist Practitioner
 - With pathways:**
 - *Adult Social Care Nursing*
 - *Community Children's Nursing*
 - *District Nursing*
 - *General Practice Nursing*

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LEADERSHIP AND MANAGEMENT.

In a workplace that is continuously evolving, ensuring that human resource talent is utilised to the best of its ability is a constant challenge. Investing in leadership development to deliver organisational and productivity gains is central to achieving strategic/long term goals. Northumbria University has extensive experience of delivering impactful work-based learning.

Collaborating with organisations and learners from across sectors for a number of years, it brings experience of designing and delivering innovative and carefully focused leadership and management programmes.

- **Chartered Manager | Business Leadership and Management Practice, BA (Hons)**
- **Project Management Degree Apprenticeship | Project Management, BSc (Hons)**
- **Senior Leader Higher Apprenticeship**
- **Senior People Professional Higher Apprenticeship**
- **Help To Grow: Management**

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PRINCIPLES AND PRACTICE OF RESTORATIVE JUST AND LEARNING CULTURE.

Newcastle Business School, Northumbria University and Mersey Care NHS Foundation Trust are proud to present our programmes on the principles and practices of Restorative Just and Learning Culture.

Just cultures that are restorative as opposed to retributive are becoming increasingly recognised for their contribution in dealing with adverse events and significant incidents, managing employee relations, developing high performing teams, and enabling the delivery of safe and continuous care.

It is estimated that over 6,000 workers are currently suspended in the public sector at a cost upwards of £50 million. This can be as a result of workplace stress, bullying or harassment that are dealt with in retributive rather than restorative ways which sadly can result in people ending their own lives or suffering long term health and wellbeing issues. Restorative Just Culture practices recognise the important role played by dealing with adverse events and incidents by asking, who is impacted; what do they need; and whose obligation is it to meet those needs? Asking those questions provides an opportunity for lessons to be learned which in turn can positively impact patient safety and staff wellbeing.

- **Principles and Practice of Restorative Just and Learning Culture - 4 Day Programme**
- **Restorative Just and Learning Culture for Executives and Non Executive Directors - 2 Hour Session**
- **Restorative Just and Learning Culture - People Processes - Masterclass**
- **Restorative Just and Learning Culture - Masterclass**
- **Restorative Just and Learning Culture - From Business Case to Implementation**

The success of restorative responses hinges on getting the community involved in collaboratively resolving those questions and arriving at a solution that is respectful to all parties, such as, patients, families, caregivers, organisational representatives, regulators and legal and union representatives. It considers accountability in a forward-looking (rather than punitive, backwards-looking) manner, asking who needs to do what now, given their role and the expectations that come with it.



Mersey Care
NHS Foundation Trust

Community and Mental Health Services

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NMC COMPETENCE TEST CENTRE

Northumbria University in partnership with Newcastle Upon Tyne Hospitals NHS Foundation Trust and Newcastle City Council has been awarded a contract to become one of five national NMC Competence Test Centres.

All new nurses in the UK – whether they have been recruited from overseas or have taken a significant break from their nursing career – must complete an Observed Structured Clinical Examination (OSCE) as part of their 'NMC Test of Competence' before they can be registered to practice. Northumbria University together with partners work in close collaboration with the Nursing and Midwifery Council (NMC) to support the NHS, private and third sector organisations in expanding the nursing workforce in the UK.

The NMC Test of Competence enables professionals to demonstrate to assessors that they have the skills and knowledge to care for people safely and effectively.

Northumbria University became fully operational in March 2022 and has been receiving international nurses and nurses returning from a career break to sit their NMC Test of Competence.

As an organisation if you are planning for your current or future staff to undertake the NMC Test of Competence, please scan the QR code to discover more and contact us.

WHY NORTHUMBRIA?

Why choose Northumbria University as your test centre?

A quality academic track-record – Northumbria University is well-established with highly rated NMC and HCPC approved programmes, with an excellent award-winning reputation for providing innovative, flexible and wide-ranging professional learning and development opportunities for those working in health and social care.

We put the candidate at the heart of our approach – we have invested heavily in a brand-new Competence Test Centre which has been designed with the candidate experience firmly at heart. Our team are experts in their field – by using their diverse range of experience, we help develop the next generation of caring, compassionate and competent health professionals who place the patient at the centre of decision making by promoting dignity, care, and compassion.

We are situated in a great city with convenient transport links – Newcastle is consistently ranked as one of the best cities to visit in the UK. Beyond the Test of Competence itself, we invite you to experience the famous Geordie spirit in a city bursting with activity and a range of places to stay. It is quick and easy to get to Newcastle – with an international airport, fast and frequent rail connections, an international ferry terminal and a number of major road routes including the A1, the North-East is probably closer than you think.

We work in partnership every step of the way – At Northumbria we firmly believe in partnerships, and seek to work in close collaboration with all our partners. We are keen to work with your organisation to understand your needs, your strategy and your requirements not just in terms of the Test of Competence but in terms of preparation, managing bookings, logistics and follow up.

Get in touch...

Having been awarded a contract to become one of five national NMC Competence Test Centres, in partnership with the Newcastle Upon Tyne Hospitals NHS Foundation Trust, we here at Northumbria University have been operational for just over two years and expanded the Test Centre in July 2023 from 15 OSCE bays to 30 OSCE bays, making Northumbria the largest Competence Test Centre in the UK.

With our multi-million pound investment in our bespoke NMC Competence Test Centre now complete and open for business, we are incredibly excited to invite you to visit us, discuss your needs and provide us with important feedback on how we can tailor our service to meet your needs.

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For general enquiries, please contact us via:

CTCGeneralEnquiries@Northumbria.ac.uk

0191 3002441

For Trust-specific enquiries, please email us on:

CTCTrustEnquiries@Northumbria.ac.uk

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If you would like to find out more about any of our workforce development programmes or learn how we can work with your organisation to develop your employees, visit our website to complete our form and a member of our team will be in touch.

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