

# Healthcare Support Worker (HCSW) Development through the Open University Pre-registration Nursing Programme (PRNP)

Author(s): Zita McNaught, Interim Lead Nurse, Practice Education;  
David Lamont, Interim Chief Nurse, Nursing and Midwifery Directorate

NHS Greater Glasgow and Clyde (NHSGGC) is keen to ensure structured and supportive career development pathways are available to support HCSWs to flourish. NHSGGC supports HCSWs Level 2-4 to undertake the Open University's PRNP - a HCSW pathway to progress to professional registration with the Nursing and Midwifery Council (NMC) across Adult, Mental Health, Learning Disability or Child fields of nursing on successful completion.

Over 40 HCSWs have achieved NMC registration through the OU PRNP, there are a further 100 currently being supported through OU PRNP. Prospective students with agreement of their line manager undertake a competitive application process to secure entry. Staff retain their substantive HCSW post and terms and conditions whilst completing the 4-year honours programme.

NHSGGC has successfully recruited most of those who are now registered nurses, contributing to encouraging a culture of learning, development, nurturing and support for learning, whilst supporting development of confident, capable healthcare practitioners.

## Comments from previous students

I really embraced my opportunity with the OU, seeking out all experiences and absorbing information from every placement. I was extremely lucky to be in proactive and supportive placements every time, and managed time with lots of other professionals in my journey.

The OU programme is unique, and at times extremely challenging when trying to juggle the academic side as well as practical placements, but I absolutely loved it all. Once you understand how the programme works, and the resources available to enhance learning, it's easy to plan an enjoyable way of learning and meeting deadlines.

I am undoubtedly proud of myself for embracing the opportunity to further my career whilst in paid employment, with the support of some of Glasgow's finest and informative nurses. I applied myself and I was rewarded at the end with a career in emergency nursing with limitless prospects for continuing my career progression.

**Nicola Hehir, Staff Nurse, Emergency Department**

I feel extremely grateful to have been granted the opportunity to become a registered nurse via the OU. I would highly recommend the course to all HCSWs.

**Ashley Anderson, Staff Nurse,  
Community Children's Nursing Team**

