



# General Practice Nurse Specialty Training

A new approach to GP nursing



## Entry into GP Nursing

Registered Nurses who want to make general practice their career choice find securing their first role difficult. Most employers prefer nurses with experience, but without experience there's no job and without a job there's no opportunity for experience.

Experienced general practice nurses (GPNs) are in short supply. Across England it's estimated that around one third of all nurses will be due to retire in the next five years. As the focus on keeping people out of hospital increases, there's an urgent need to maintain a pipeline of new GPNs.

## The challenges

Securing a first GPN role is just the start. Employers need nurses who can hit the ground running. Most practices need GPNs to deliver specialist services from day one and many don't have the capacity to support training as well. But new nurses need extensive training, supervision and careful assessment, and this is placing general practices under increasing pressure.



## GPN Ten Point Action Plan



### Celebrate

and raise the profile of general practice nursing and promote general practice as a first destination career.



### Extend

leadership and educator roles.



### Increase

the number of pre-registration placements in general practice.



### Establish

inductions and preceptorships.



### Improve

access to 'return to practice' programmes.

## Overview:

- GPN Specialty Training is jointly managed across the STP and training positions are advertised via one central portal.
- Training positions are fully funded for the 6-9 month training period.
- Those appointed access a 'Fundamentals in General Practice' programme, resulting in either a BSc or Postgraduate Certificate in General Practice Nursing.
- Practices with a track record of delivering high quality education host GPN Specialty Training positions.
- Host practices provide supervision and support so that Specialty Trainees exit with a portfolio of evidence to support foundational competence.
- Specialty Trainees are supported to secure a substantive role in one of the anticipated GPN vacancies within the STP area.

## Our solution

The General Practice Nursing Ten Point Plan provides an opportunity to respond with an exciting solution. A new approach to GPN training - 'GPN Specialty Training' is being tested in three STP areas in the East Midlands.



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**This programme offers us the opportunity to do things differently, to innovate and trail-blaze primary care nurses for the future.**

*Tina Swain, Head of Nursing for CCGs in Northamptonshire*



### Embed

and deliver a radical upgrade in prevention.



### Support

access to educational programmes to deliver national priorities as set out in the Five Year Forward View.



### Increase

access to clinical academic careers and advanced clinical practice programmes.



### Develop

healthcare support worker (HCSW), apprenticeship and nursing associate career pathways.



### Improve

retention.

## Advantages

- There is one portal for advertising for GPN training positions in the STP, enabling the area to attract nurses who have an ambition and show commitment to working in general practice.
- Central advertising is helping to raise the profile of working in general practice, which is innovative, exciting and will attract the highest caliber of nurse to a career rather than just a job.
- There is one interview process that 'matches' nurses host to practices that can best support their development.
- New nurses will be supported in a practice that has a track record of delivering high quality training, ensuring a good first experience in general practice.
- The model will increase the numbers of new GPNs and will start to turn the tide on the current poaching and recycling of the increasingly short supply of experienced GPNs.
- This programme is at the heart of delivering the General Practice Nursing Ten Point Plan, which is an essential part of NHS England's General Practice Forward view.

## Funding

The salaries of the nurses during their training period and cost of their training is being funded jointly by Health Education England, NHS England and the local Sustainability and Transformation Partnership (STP).

## First training programmes underway

There will be 30 registered nurses taking part in three 6-9 month proof of concept sites for GPN Specialty Training in Northamptonshire Lincolnshire and BLMK (Bedford, Luton and Milton Keynes) STPs. Once they have completed their training, the nurses will be supported to apply for GPN roles, working in a GP surgery within their STP area.



## For more information

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