

Collaboration for General Practice Nursing – a Workforce Solution

C. Hollinshead¹,

¹Health Education East Midlands, Nottinghamshire;

Health Education East Midlands (HEEM), part of Health Education England, and its key stakeholders needed to develop a new strategic approach to support the delivery of Primary Care Services that would; engage GPs in both articulating the needs of their Nursing workforce and owning the agreed solution; promote and attract Registered Nurses (RNs) to a career in general practice which provided a recognised education and development programme; provide a framework against which the competency and capability of new GP Nurses can be assessed and accredited; encourage GPs to recruit RNs with no primary care experience in order to replenish and secure the future workforce especially for increasingly hard to fill posts

The 6 steps model for workforce planning was utilised in order to address the identified challenge. We therefore

Scoped the nature of the workforce problem and to generate solutions

Developed a stakeholder group to devise, develop and validate an educational programme

Engaged educational providers, employers and existing GP Nurses

Utilised experience from a recognised educational provider at national level (Plymouth University)

Developed a shared funding model (HEEM and participating GPs), pilot cohort, assessors and assessor network

Evaluated initial cohorts to influence following cohort delivery to ensure success

This is an East Midlands wide project across all GP Practices, meeting national standards from RCGP

The programme participants are registered nurses new to GP Nursing (10 per year was initially planned) and supported by their employers. Internal and external trainers and assessors were also recruited and trained to support individual participants on the programme.

The main outcome measures were to

Increase the skills and knowledge of the GP Nurse to provide improved quality of care and confidence to challenge existing practice

Have a locally owned, accredited programme for RNs starting their career in primary care which combines all the training in one educational package

Have a resource to support the recruitment and retention of Nurses to promote GP Nursing as a career opportunity

Reduce costs associated with temporary staff and overtime

Over 6 cohorts, 80 registered nurses have undertaken the programme only losing 1 due to academic failure. There have been 40 trainers and assessors recruited and trained to ensure sustainability for future commissioned programmes. Commissions have increased to 50 commissions per annum due to demand from Primary Care and in recognition of the future for GP Nursing and the ability of this programme to meet workforce needs

Graduates from the programme have also demonstrated increased skills in and enthusiasm to mentor and coach thereby increasing capacity to support undergraduate Nursing students

By working in partnership with stakeholders we have:

Identified workforce need; developed a programme to meet that need; implemented a solution that is valued and dynamic resulting in an on-going network of service providers who continue to directly influence programme

Raise profile of GP Nursing and career opportunities

Laid foundations for a Clinical Education Provider Network (CEPN) in order to increase student capacity

Utilised the model to develop an advanced GP Nursing educational opportunity