

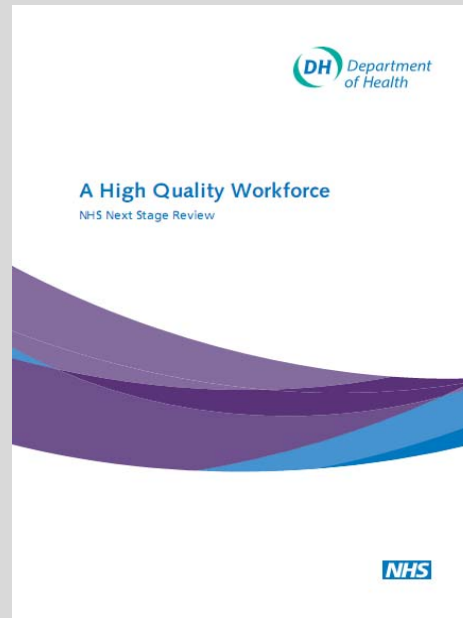
# Working Together: Learning Together in General Practice

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NESC GPN Foundation Pilot  
Programme



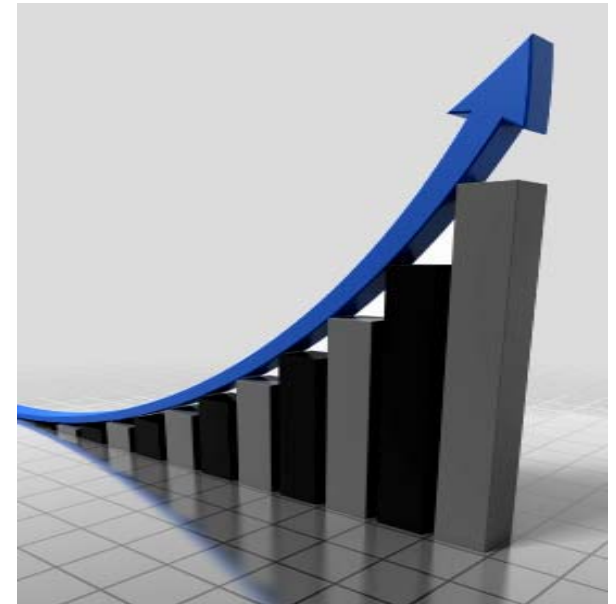
# Context



Achieving this vision requires us to provide the best possible education and training future

# Capacity

- Demand growing 30%
- Anticipated GP supply growing 10%
- Practice Nurse workforce critical



# General Practice Workforce

- Information Census 2008
- Increased head count from 35,855 to 37,213 (3.8%)
- Increased full-time equivalents to 1.2%

## But, excluding GP Registrars

- Head count increased by 646 (1.9%)
- Full time equivalent decreased by 261 (0.8%)

# Information Census 2008

- Practice Nurse workforce declined
- HC decrease from 22,860 to 22,048 (3.6%)
- FTE decrease even more significant (4.1%)

## Practice Nurse Workforce

**The role of the GPN is expanding but workforce supply going in wrong direction:**

- Ageing nursing workforce: 56% GPNs aged over 45 compared with 42% of all nurses .RCN (2007)
- Practice nurse to GP ratio: 0.37 in 1995 increased to 0.48 in 2004
- Lack of mandatory training and no clear career pathway,
- Working in primary care is not usually regarded as a viable career choice for nurses.

# Practice Nurse Banding

- 42% Band 6 compared with 27% all nurses
- 26% Band 5 compared with 52% all nurses

Ref: RCN (2007) Holding On – Nurses' employment and morale

## Catch 22 – No training pathway

***No job without skills : no skills without job***

“I applied for a job as a practice nurse, but was told I didn’t have the appropriate skills”

“I applied for training, but the PCT told me I needed to be employed in General Practice”

“A nurse is a nurse is a nurse, how hard can it be to be a practice nurse?”

**This is how it feels now...**



**This is how we would like it to feel...**



## **Aim:**

**To provide employers with an easy to access programme which delivers nurses **fit for purpose** to meet Lord Darzi's vision of 'High Quality Care for All' in a primary care setting**

## Fit for Purpose means...

- What it says on the tin...
- Competent, confident nurses who are able to function effectively in a 21<sup>st</sup> Century Practice Setting.



**NOT**



## NESC Primary Care Taskforce Plan

- Create a training pathway for nurses into general practice
- Based on model of the GP VTS
- Workplace based training with equivalent day release course, developed from WIPP competency framework
- Recruited GP training practices to host the training and employ the nurses (NESC salary contribution plus GP trainers grant)
- Procured HEI for accredited training provision

## The NESC GPN Foundation Pilot Programme 2008/9

- Recruitment of 2 cohorts of learners
- Oxford Deanery x10
- Wessex Deanery x10
- GP training practices – CPE/CPS
- Funding to practices= 40% salary +training grant
- Taught programme by University of Plymouth
- Accredited work based learning

# Initial Challenges for the Programme

- Communication
- Unfamiliarity with the programme
- Recruitment of GPN learners
- Training practices



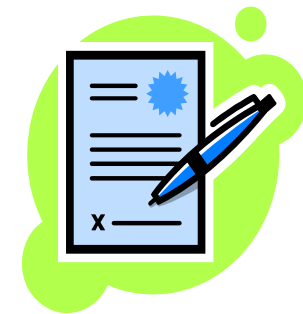
## Practice Nurse Career Development

No clear:

- Career framework
- Accreditation
- Understanding of the role
- Preparation for GPN role

## Funding Issues

- Terms and Conditions
- Impact of Agenda for Change
- Equity with VTS Scheme



## The Learning Environment

- No history of Mentorship and Supervision in practice
- The need for team engagement
- The impact of skill mix
- Inequity with GP training
- The challenge of expert to novice
- A pair of hands or supernumerary?
- Accommodation

## After one year.....

- All nurses have found employment (demand has exceeded supply)
- All demonstrate Confidence and Competence in role
- A cohort of GPN mentors established in practice
- Expectations of GPN training for the future

## Implications for the Future

- To establish an agreed framework and funding stream for GPN education
- To have equity and integration with GP registrar model
- Integration with strategic workforce planning (Transforming Community Services)
- Modernising Nursing Careers

## Issues GP Training Capacity

- Number of doctors training in General Practice doubled over last 5 years
- 55% Foundation Programme doctors
- Extension from 12 to 18 months GP training
- Expansion of GP training numbers
- Future practice nurse numbers



## Issues - Sustainability

- No question that training pathway needed
- Not just foundation but career progression
- Health Care Assistant to Nurse Practitioner



# Sustainability

Long term economic realism



## Issues - Multiprofessional

- Working together
- Learning together
- Sharing general practice training resource
- Sharing training model
- Sharing culture
- Sharing MPET budget
- Sharing the future

