

General Practice Nurse

Training Places for Newly Qualified Nurses

NHS Education for Scotland (NES) invites GP Practice Teams to provide 2-year funded training places for newly qualified nurses to prepare them for a General Practice Nurse (GPN) role.

Background

The *National Health and Social Care Workforce Plan, Part 3 – Improving Workforce Planning for Primary Care in Scotland* (Scottish Government 2018) announced funding to support nurses working in Primary Care <http://www.gov.scot/Publications2018/04/3662/6>.

Part of this investment is to enhance the current GPN workforce by adopting a positive recruitment and retention strategy to provide an opportunity for newly qualified nurses to enter the GPN workforce.

Proposals

General practice teams are invited to apply to provide training places for newly qualified registered nurses. Each training place will be remunerated at Agenda for Change (AfC) Band 5 plus employer costs for up to 20 hours per week for a fixed term of 2 years. Practices who wish to increase the hours of employment above 20 hours to support service delivery can do so at their own cost.

Each trainee will have a place on the NES GPN Programme which provides practice related knowledge and clinical skills training to develop an autonomous nurse in the context of General Practice Nursing, at level 5/6 of the Career and Development Framework. The NES GPN Programme is delivered and supported by NES GPN Education Supervisors, who have undertaken preparation in the principles of education.

Each trainee will complete Flying Start NHS in their first year <https://learn.nes.nhs.scot/735/flying-start-nhs>. There is no expectation that GP practices will employ trainees after the 2-year training period although it is anticipated that they would be excellent candidates for future vacancies.

We welcome proposals from enthusiastic and motivated GP Practice Teams who are committed to support one or more newly qualified nurses with a passion for primary care nursing to develop as a GPN within their team for 2 years.

Proposals should be submitted by email to GPNursing@nes.scot.nhs.uk by 12 noon on 31st July 2018.

Selection of Proposals

NHS Education for Scotland will use the criteria listed below to determine which proposals can be supported.

- Quality of the submission
- Evidence of a positive learning culture
- Availability of supervisors/support
- Confirmation that the training place is on track will be provided by email at the end of the trainees 1st year
- Confirmation that a summary report of the experience of employing a trainee GPN will be submitted at the end of the trainees 2nd year which can be shared nationally

Timescales

Action	Deadline
Submission of proposals to NHS Education for Scotland by email to GPNursing@nes.scot.nhs.uk	12 noon on 31 st July 2018.
Confirmation of successful proposals by NES to Practice	14 th August 2018
Project confirmed on track by email from lead to GPNursing@nes.scot.nhs.uk	End of Year 1
Summary report submitted and shared nationally	End of Year 2

Webpage

<http://www.nes.scot.nhs.uk/education-and-training/by-discipline/nursing-and-midwifery/careers-and-recruitment/transforming-nmahp-roles.aspx>

Enquiries to GPNursing@nes.scot.nhs.uk

Information Pack – GPN Funded Training Places

<p>The GP Practice Team commitment is to:</p> <hr/>	<p>Recruit a newly qualified registered nurse, with enthusiasm for primary care nursing to the post of trainee GPN for the purposes of providing training to develop the role of the GPN. This will be for 20 hours per week allocated as 16 working within the practice and 4 hours study leave.</p> <p>Provide a supportive and conducive environment for learning including a supporting statement on how the practice team can support the learning culture (A learning environment standard form will be provided)</p> <p>Develop a robust and comprehensive induction programme for the recruited nurse providing supervision and support in the development of new skills and competencies within the practice.</p> <hr/> <p>As the General Practice will be the employer all activities associated with employment will rest within the General Practice's remit, including contractual arrangements.</p> <p>Adhere to best employment practice.</p> <p>Appoint a Practice Preceptor who should be an experienced senior practice nurse or general practitioner who can demonstrate an ability and enthusiasm to supervise the activities of the participant. They should have the skills to provide encouragement, feedback and guidance.</p> <p>Support and encourage the nurse to progress through both the Flying Start and the NES GPN Programme.</p> <p>Provide reports as detailed.</p>
--	--

General Practice Nurse

Training Places for Newly Qualified Nurses

NHS Education for Scotland will:	Remunerate each training place at Agenda for Change (AfC) Band 5 plus employer costs.
	Set out a Service Level Agreement with General Practices taking up this opportunity. Assign and fund a place on the 12 month NES GPN Programme commencing in Spring 2019 fully supported by the GPN Programme Leader and Education Supervisors. A separate application form and guidance will be provided for completion by the nurse prior to the commencement of the programme.
	Facilitate commencement of Flying Start NHS®. This is the national development programme for all newly qualified nurses, midwives and allied health professionals, to be undertaken in the first year of practice.
Anticipated timetable	Recruitment and induction into training post
September 2018 to March 2019:	NES GPN Programme in conjunction with work-based learning
March 2019 to March 2020	
March 2020 to September 2020	Consolidation of learning in practice

Appendix 1: GPN Funding Training Places Proposal

GP Practice Name	
5-digit practice code	
NHS Board	
Lead for the overall project (Name, designation, location, email address)	
Title of Project	
Outline of Project	
Number of team members who will be involved	
Name and email of finance contact	
Mitigation of risk What risks are there to delivery and what contingency is in place	
What is the anticipated impact?	

Proposals should be received by 12 noon on 31st July 2018 by email to GPNursing@nes.scot.nhs.uk