

NHS Education for Scotland invites proposals from GP practices in collaboration with NHS Education for Scotland to develop, test and embed models for appraisal using the TURAS appraisal platform. Turas Appraisal is the application for recording the appraisal information of Health and Care staff across Scotland

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/Publications/2018/04/3662/6>

NHS Education for Scotland (NES) has developed the application called Turas Appraisal – Turas means ‘journey’ in Gaelic – which replaces eKSF as the national electronic application for recording summaries of annual personal development planning and review (PDPR) discussions.

Turas Appraisal was launched on Monday 2 April 2018 and is available for all NHSScotland staff. and can also support appraisal processes for staff across health and social care and in the wider public sector. Turas Appraisal is available on a range of devices.

Funding Proposals

NHS Education for Scotland invites proposals from GP practices to test and embed models for appraisal of nurses working in general practice.

Funding is for a maximum of £2,000 per project and should be used to:-

- Backfill an experienced nurse working in general practice to work with practice staff to lead the development of a model for appraisal using Turas Appraisal.
- Support nurses and managers to undertake appraisals
- Backfill up to 5 members of the nursing team to test out the appraisal process
- Test the model over a 1 year period
- Provide a summary report of the model
- Evaluate the experience and outcome of the placement model
- Share the findings of the evaluation in a nationally

Proposals should be submitted by email to GPNursing@nes.scot.nhs.uk

Selection of Project Proposals

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

- Quality of the submission
- Project proposal supported by the GP practice manager and nurses working in the practice
- Confirmation that an evaluation report of the project will be submitted so that learning can be shared.

Transforming Roles Webpage

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

Turas Appraisal

<https://turasdashboard.nes.nhs.scot/>

Enquiries to GPNursing@nes.scot.nhs.uk

Appendix : Testing use of Turas Appraisal for nurse working in general practice

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	
Breakdown of how the funding will be used	Use of funding (e.g. Backfill, Travel, Accommodation)
If using for backfill include number of hours and hourly pay including on costs	
	Total (up to £2000)
Mitigation of risk What risks are there to delivery and what contingency is in place?	
What is the anticipated impact?	