

# General Practice Nurse

## Placements for Qualified Nurses Returning to Practice

*NHS Education for Scotland invites collaborative proposals from GP practices, NHS Boards and Higher Education Institutions to develop, test and embed models for practice placements for qualified nurses returning to practice*

### Background

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Increasing exposure to practice learning experiences within General Practice aligned to integrated teams has the potential to increase awareness of the career opportunities that primary and community settings offer and encourage nurses returning to practice to seek employment in general practice once re-registered.

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>. The future nursing workforce education framework has a greater focus on public health, health improvement and wellbeing.

The Return to Practice (RTP) Programme, delivered by four universities in Scotland, is for qualified nurses whose Nursing and Midwifery Council (NMC) registration has lapsed. It enables them to gain the skills, knowledge and confidence to return to the NMC register and to resume practising as a nurse in the setting of their choice. The programme has been very effective in bringing additional nurses into the workforce within months rather than years and has been funded by the Scottish Government since 2015. RtP students spend between 300 and 450 hours in practice depending on the length of time registration has lapsed. As this is an NMC approved programme, both theory and practice elements must meet regulatory requirements. A collaborative approach involving the general practice, the university and NHS Board will facilitate this.

### Funding Proposals

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NHS Education for Scotland invites collaborative proposals from GP practices, NHS Boards and Higher Education Institutions to develop, test and embed models for practice placements for qualified nurses returning to practice.

Funding is for a maximum of £3,000 per project and should include the following: -

- Establish an innovative and viable approach to learning which supports the 2020 vision and demonstrates general practice nursing as an attractive career option
- Backfill an experienced nurse working in general practice to work with University and Practice Education Facilitators to lead the development of a RtP placement model in general practice.
- Support mentors, supervisors and assessors to provide a sustainable quality learning environment
- Backfill member of the nursing team to provide practice learning experiences within the primary and community care setting
- Ensure appropriate governance e.g. quality management of the practice learning experience project, raising and escalating concerns and indemnity insurance
- Test the model over a one-year period\* with at least one RtP students who has chosen/been selected for their interest in working in Primary Care.
- Provide a summary report of the placement model
- Evaluate the experience and outcome of the placement model
- Share the findings of the evaluation nationally

Proposals should be submitted by email to [GPNursing@nes.scot.nhs.uk](mailto:GPNursing@nes.scot.nhs.uk)

\*There is potential for a further years funding where the project can be scaled up.

### **Selection of Project Proposals**

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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 a collaboration between a GP practice, University and NHS Board
- There is evidence of a positive culture towards supporting learning in integrated teams
- There is evidence of appropriate governance for Return to Practice learning experiences
- There is a clear link to transforming roles and the refocused GPN role within integrated teams

**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](mailto:GPNursing@nes.scot.nhs.uk)

## Appendix 1: Return to Practice Placement Model

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<b>Collaboration</b>	
GP Practice name	
5 digit practice code	
Higher Education Institution	
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 for this project	
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?	

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