Introduction

The aim of this short publication is to showcase an approach to transforming nursing roles to enable newly qualified nurses to begin their career in General Practice Nursing (GPN).

You can read more about the wide range of opportunities for General Practice Nursing on our website at [www.nes.scot.nhs.uk](http://www.nes.scot.nhs.uk).

The concept of this early career choice is led by NHS Education for Scotland supporting GPN training places that are offered by several general practices in Scotland. The practices have been funded nationally to recruit to these two-year training places.
The Commitment

The Chief Nursing Officer (CNO) in Scotland has outlined a commitment to maximising the contribution of the Nursing, Midwifery and Health Professions (NMaHP) workforce and pushing the traditional boundaries of professional roles.

The Transforming Roles Programme aims to provide strategic oversight, direction and governance to this work through:

- Developing and transforming NMaHP roles to meet the current and future needs of Scotland’s health and care system.
- Ensuring nationally consistent, sustainable and progressive roles, education and career pathways.
Refocusing General Practice Nursing

Transforming roles supports nurses working in general practice at all levels of the career framework who will play a pivotal role in integrated community nursing teams.

Different models will exist and develop according to local population needs, but core areas of the role will include:

- Focusing on public health, including primary and secondary prevention and addressing health inequalities.
- Care and Support Planning within long-term condition management including anticipatory care.
- Assessing illness and injury.
- Supporting management of long-term conditions.
- Supporting people with complex conditions or who are frail as part of integrated community teams.
- Promoting mental health and wellbeing.
- Providing nursing care across the life cycle.

The majority (98%) of registered nurses working in general practice are female. Over half (55%) of all nurses are aged 50 years and over, and this needs to be considered in planning for the workforce of the future.

The investment in newly qualified nurses 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.

Each training place is funded nationally at Agenda for Change Band 5 plus employer costs for up to 20 hours per week for a fixed term of 2 years. Each trainee has a place on the 13-month NES GPN Programme which provides practice related knowledge, work based learning and clinical skills training to develop an autonomous nurse in the context of General Practice Nursing, at level 5 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.
GPN Trainees Describe Their Experience Through Images

Iona Rendall
I have chosen “Sunflower”. I applied for this post and was successful. I have found sunshine and happiness in this job.

Jo MacIntyre
I chose this card “Sunshine”. I had a lot of sunshine in my day with a spring in my step. I really want to make a difference even if it is one small thing especially if that makes the patients feel better.
Jennifer Jordan
I chose this picture because I see myself as the younger girl and my practice as the gentleman. I felt this practice had a good reputation for training as they have trained many nurses and GPs. So, when I’m in that role I feel like there is always somebody I can go to and they know what they are expecting from me. It is a really nice environment to work in. I have always wanted to be a practice nurse and it was this kind of practice I wanted to go into.

Ann Sant
My picture is of a mountain with a team people at the bottom, who are about to start their climb. I feel like I’ve had a lot of mountains to climb over the past few years. As this programme is completely different, I thought it would be a real challenge but a fantastic developmental opportunity. Whilst it is still a mountain, I feel being part of this team will be very beneficial.
The GPN trainees shared their experiences of General Practice Nursing so far:

“"This practice is lifting me up"

“"Nervous starting but now I feel that I’ve got the support"

“"It can be overwhelming but what is good is the support around, the challenges I’m facing makes me excited"

“"Newly qualified, mentor has been amazing made sure that I’m comfortable, not throwing me in the deep end. That makes me feel I have full support"

“"It’s nice to see how you are helped and this helps your progression"
1. Can you tell me about your role?

I’m a trainee practice nurse and I’m working in Ullapool Health Centre so right at the top of Scotland. I have been there for the last 8 months and really enjoy.

2. Why did you decide to apply for the GPN trainee placement?

When I qualified in 2017, I worked as a community nurse covering maternity leave. After that, I decided that practice nursing was what I wanted to do because I just loved the interaction with people. For somebody who wants to get into general practice nursing there are a number of GP surgeries throughout Scotland who offer training places and I would say it’s brilliant thing to go for.

3. Do you think General Practice Nursing is a good career choice for newly qualified nurses?

When we qualified, we didn’t realise that we could go straight into practice nursing so I do think it’s a great way to go and you can build on it and there’s so many levels, you can go all the way up to advance nurse practitioner, consultant nurse, so you’re always learning. You should consider going into general practice nursing because it’s such an exciting job.

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4. **Tell me about your experience so far?**

I love being a practice nurse and I’m looking forward to building on that and carrying on up the scale. I feel truly happy in the role. I like learning all the new clinical skills that I’m doing. Every day is different. Your learning something new every single day. You get to know people really, really well and they get to know you and I like building that relationship.

5. **Please tell me more about the GPN Training Place for Newly Qualified Nurses**

The GPN training place I’m on is a two-year placement within a practice. We’ve got 13 months of study alongside the programme. They support me in everything. I can go to any of the GPs, any of the nurses for any question at all and they will let me sit in on their consultations so you’re learning different skills from different people, nothing is the same and through that you learn and improve on yourself.
The newly qualified GPN trainee programme has 2 cohorts – the first commenced between September 2018 and January 2019. A second cohort will commence in August 2019.

A national evaluation will be undertaken to share the experience and impact of the GPN training places. Future recruitment to general practice nursing may be influenced by the findings from this evaluation.
General Practice Nursing: An Early Career Choice

This resource may be made available, in full or summary form, in alternative formats and community languages. Please contact us on 0131 656 3200 or email altformats@nes.scot.nhs.uk to discuss how we can best meet your requirements.

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You can read more about the wide range of opportunities for General Practice Nursing on our website at www.nes.scot.nhs.uk.

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