



Wessex GPN/CEPN Fellowship Report 2017-2018

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Wessex GPN/CEPN Fellowship Project

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Background and problem

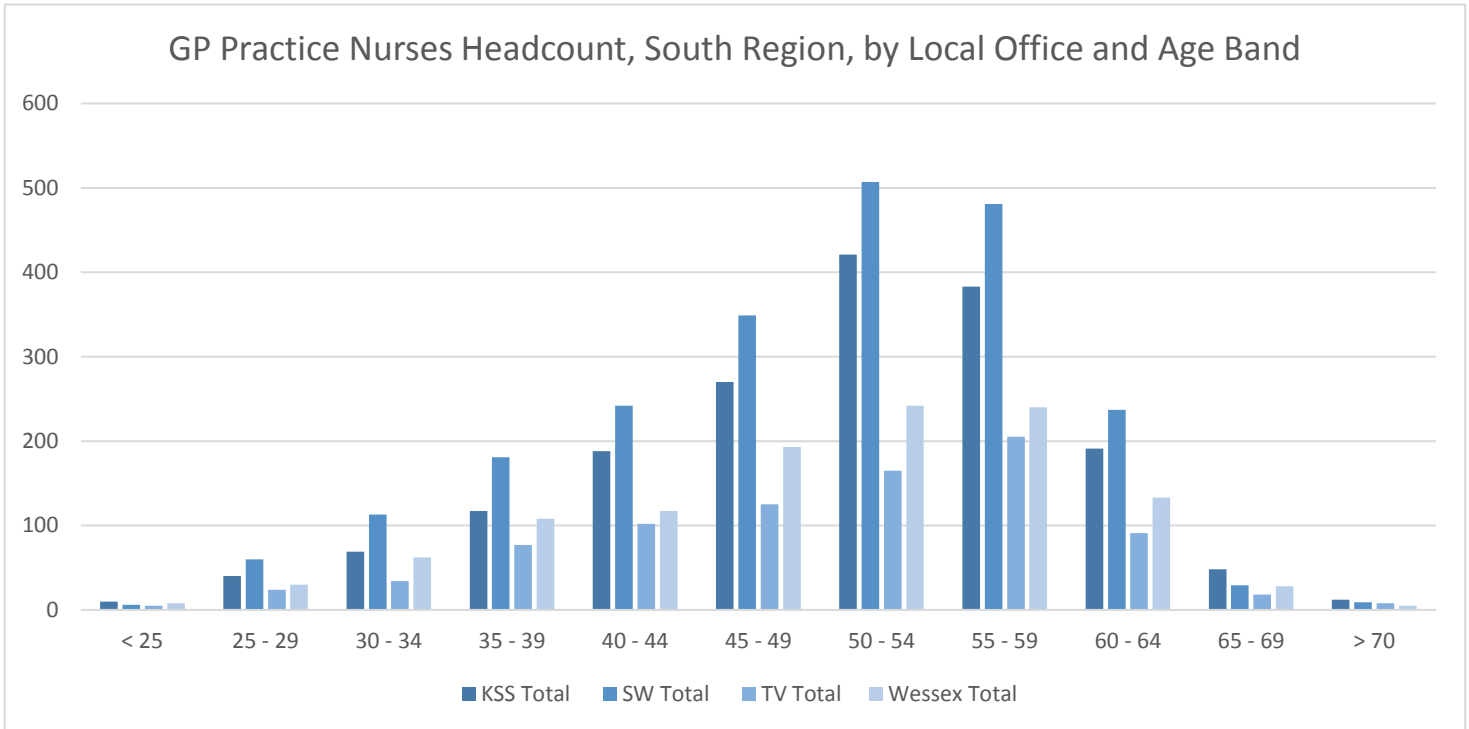
High numbers of nursing staff in primary care are set for retirement in the next five to ten years. The loss of these clinicians with substantial experience, presents workforce challenges for the long-term sustainability of primary care. There is a need for investment in student nurses' education to promote experience and to generate interest in careers in primary care nursing.

Building relationships with and supporting healthcare professionals within a specific geography to lead and support the development of education for the non-medical workforce is vital in increasing the number of pre-registration nurse placements in primary care and to boost workforce numbers.

There is a need to transfer more care from hospital to primary and community settings and this can only be done if there are staff to deliver this care and both these settings need to be positive learning environments to nurture learning.

Aim

The aim of this project was to help raise the profile of practice nursing careers by increasing the number of pre-registration nurse clinical placements in general practices in the Basingstoke area.



NHS Digital website December 2017

There are 12 training practices in the Basingstoke area and when I first started this project there were only 2 that had placement agreements in place with Universities and were taking pre-registration nurses.

Most training practices offer placements to medical students and GP trainees but not to pre-registration nurses. When I went to the practices in Basingstoke there were some concerns about indemnity of pre-registration nurses, however, a supervising GP or nurse has a duty of care to his or her patients and that duty of care is not diminished when allowing the involvement of a student, as the GP or nurse will retain professional responsibility for the consultation.

Some GP's were worried about releasing nurses that are already busy and the impact of training pre-registration nurse would have on the working of the practice.

When I spoke to local Universities they stated that there were not enough primary care placements for the pre-registration nursing students and placement learning is 50% of the programme over 3 years. They were aware of the need to move patient care from secondary to primary care and were in the process of writing a new curriculum in line with the NMC standards which may be used from January 2019. They were aware of the need to raise the profile of community and primary care and that this would need to be supported with placements in primary care.

I sent out a short questionnaire to get some qualitative data on pre-registration nurses placements in primary care. I got 31 questionnaires back and they all said that they would like a clinical placement in primary care and 27 said that they have considered working in primary care once qualified, however, there was a lack of understanding of the role of GPN which emphasises the importance of all pre-registration nurses having placements in primary care during their training.

Outcome

There are now 10 out of the 11 training practices in Basingstoke that have set up contracts with Universities to have pre-registration nurses for placements. Both pre-registration nurses and GP practices where they have their placements for, feedback very positively about their experience in working together to learn and gain valuable experience in primary care. This has also highlighted to the GPN's the high level of skill and care they deliver on a regular basis.

The success of this project emphasises the importance of the work done by the Community Education Provider Network learning environment leads in developing community-based workforce and

improving the quality of training and education. I was a nurse mentor for two pre-registration nurses this year and they both said that they would now consider working in primary care following their placement as it had given them an insight into general practice and the role of the GPN.

Conclusion

Before the current generation of GPN's start retiring, the flow of nurses in to primary care needs to increase so that expert knowledge and skills can be passed on, and the workforce sustained. Pre-registration nurses want placements in primary care and when they have had placements have then considered general practice as a first career destination. There has been a change of culture in the Basingstoke area about having pre-registration nurses on placements and the recruitment of nurse's post-graduation and I hope that this continues, and pre-registration nurses will now consider working and having a career in a general practice setting.

Educational experience

I have been attending the ST1/ST2 joint monthly teaching and have helped with some of the small groups. These have included sessions on dermatology, contraception, exercise and palliative care. These are a valuable part of the Gp training that allows doctors to bring and discuss their own case studies which they can learn from.

Post Graduate Cert. Medical Education

During my GPN fellowship I have completed the post-graduate certificate in Medical Education at the University of Winchester. I have found that the weekly meetings have made me reflect on my own educational practice and as professionals how we learn and develop our practice.

I have completed three assignments, 2 have been on professional education and development and 1 on improving practice and assessment.

Conferences and Courses

Motivational Interviewing study day

Motivational interviewing is a style of communication that uses a guiding/reflective style to engage with patients, clarify their strengths and aspirations, and utilise their own motivations for change, and promote independence of decision making. I have changed my style of communication and now try to use a reflective style with open questions. and affirmations. I sit back and listen to my patients now instead of telling them what to do.

Mentor reactivation training

This highlighted the importance of having student nurses in Primary care. I arranged for the practice I work in to take student nurses which has been a very rewarding experience and we have had excellent feedback from staff and students.

PBSGL Training

I attended the PBSGL training to be able to facilitate a group. I have formed a PBSGL group for nurses from 3 practices that are joining together to help with team building and professional isolation. We have 11 people in our group and we meet monthly and this has been a great success.

Training hubs conference

Poster presentation on my reflections as GPN fellow

I attended 2 workshops, one on Apprenticeships in Primary Care and the other on Physician Associates.

I am now aware of the opportunities within apprenticeships and how they can be used within primary care, how you can spot early talent

and encourage progression. I have shared information about apprenticeships available with other practices in the area I work.

Advance PN Conference

I attended this event with my student nurse to give an insight in to advanced practice in primary care which was an excellent day.

Wessex Practice Nurse conference

I attended this event titled 'leading the way forward'. The session included a range of guest speakers which included the GPN workforce plan, resilience, minor illness and safeguarding update. It was great to network with other GPN's from the area and share about my experience as GPN Fellow.

SCAS training evening

This was a very fun informative evening where we got to listen to 999 and 111 calls. This gave me a good understanding of the skill grades within SCAS and how they are working differently to prioritise calls and be cost effective. I shared this with my practice and have encouraged other staff to attend.

SRH Essentials for practice nurses

SRH Essentials for Practice Nurses is a one-day, interactive course for nurses working in primary care and other community settings. I observed this day to be able to deliver it locally and become an SRH Essentials Facilitator.

GPN leadership course

This course is over 6 days once a month and focuses on developing leadership skills to improve the services we provide to patients and clients. The programme is built around the elements of the NHS Leadership model. This has been a fantastic course so far including professionalism and leadership, effective leadership, leadership styles, negotiating skills, challenging conversations, emotional intelligence, coaching skills, effective appraisals and leading with education.

AMEE

I am excited to attend the International Association for Medical Education conference in Basel Switzerland in August. This is an opportunity to receive feedback on my work and to share best practice in medical education with international & UK colleagues.

Future

I feel proud to have been given the first fellowship role as a nurse in Winchester and hope to inspire other nurses to do this.

This year has given me opportunities to develop skills in leadership, management and teaching. With the encouraging supervision that I have had this year I have learnt how to lead with care and found that resilience can be learnt.

I have felt a real sense of achievement in my project as GPN fellow supporting pre-registration nurses in the area that I work to get placements in primary care and I am excited to see the difference this will make for the future of primary care nursing. I have also loved building relationships with the nurses from the different practices in the area I work to bring us together for education and training.

I intend to continue the MA course at Winchester. I am committed to continue to facilitate the PBSGL nurses group that I set up. I will continue to help facilitate the PN forum in Basingstoke. I am doing the training to become SRH essentials facilitator for practice nurses and would like to become an FSRH registered trainer.