



# Maximising the Nursing Team

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# What is a GPN?

- ▶ *'Practice Nurses are usually female, of about 40, have married and had a family, and a higher proportion of their number have been trained in major teaching hospitals than their peers in other branches of their nursing profession'*

( Reedy et al 1976)

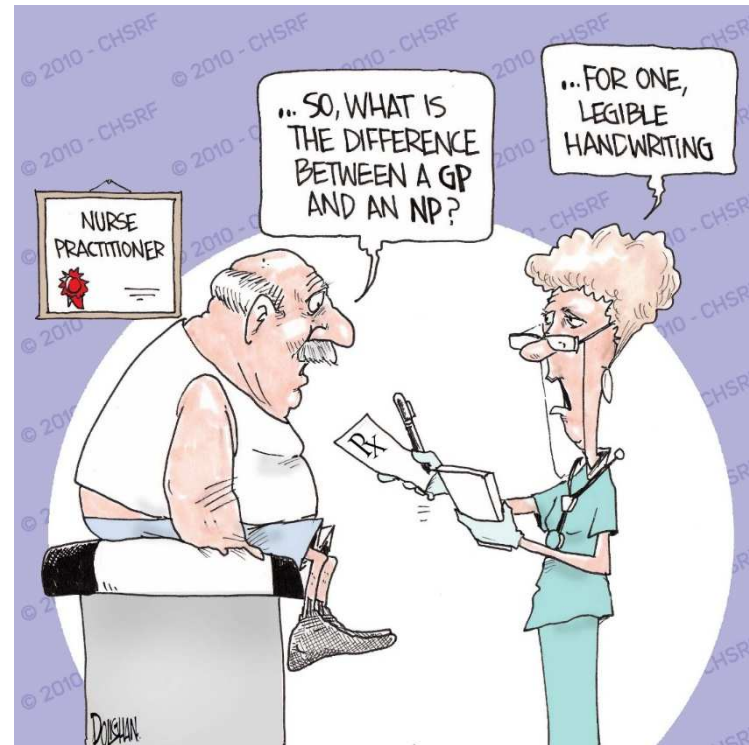


# History of GPN

- ▶ Role was not formally planned - appointed to relieve work pressure on GPs
- ▶ 1990 - change in GP contract to health promotion (UK Department of Health 1997)
- ▶ Increase in GPNs but no defined role.
- ▶ GPNs have varied experiences and qualifications.
- ▶ Lack of consistency in educational opportunities

# The Nursing Team

- ▶ Health Care Assistant
- ▶ Assistant Practitioner
- ▶ General Practice Nurse
- ▶ Senior General Practice
- ▶ Advanced Nurse Practitioner





# How The Nursing Team Fits Into General Practice?

- ▶ GP
- ▶ Community Nurses
- ▶ HCA's
- ▶ Practice Pharmacists
- ▶ Physicians Associates
- ▶ Paramedic

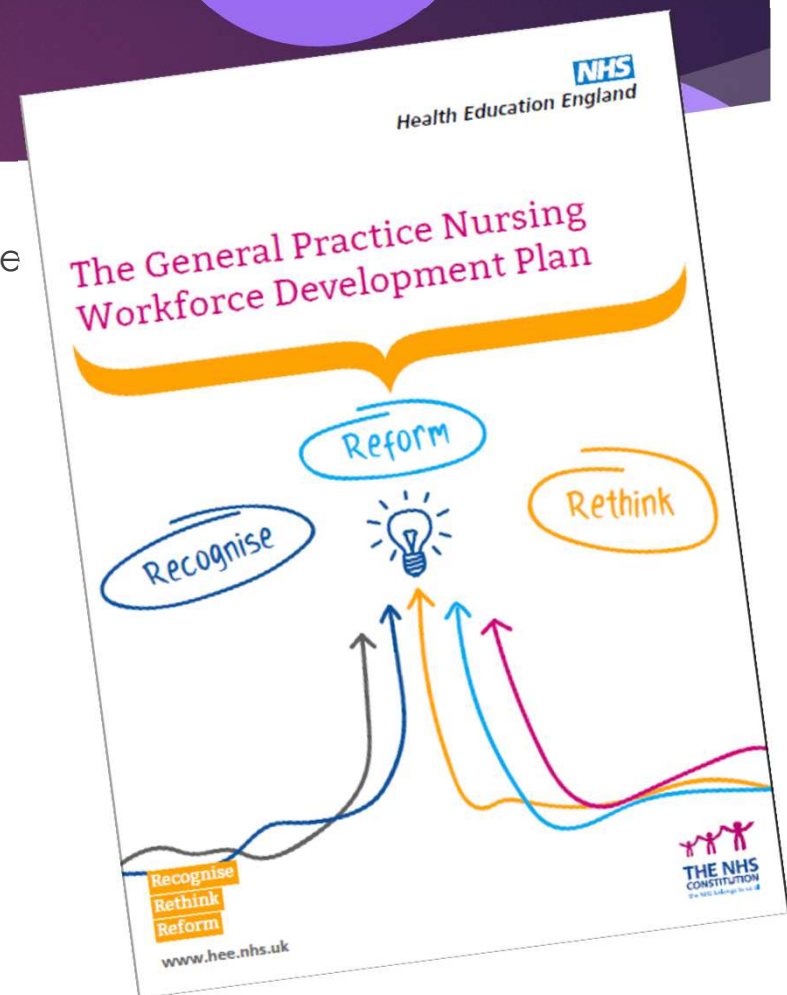
# General Practice Forward View

- £15m national investment
- Improve training capacity for GPN's
- Increase pre – registration nurse placements
- Improve retention for the existing workforce.
- Support return to Practice Nurses



# New Report

- ▶ Increase HCAs in pathway – all with Care certificate
- ▶ Raise the profile of GP nurses
- ▶ Increase pre-registration placements to HEE QA standards
- ▶ GP could be a first destination post-registration
- ▶ Employer provided induction
- ▶ Preceptorship year & Foundation course for new GPNs
- ▶ GPN educators to support and promote mentors
- ▶ Quality assured CPD for all GPNs
- ▶ Enhance retention & national return to practice programme
- ▶ Identifiable professional leaders
- ▶ Promote academic careers





# Student Nurse

- ▶ *The placement has given me an amazing insight into primary care and the role of the Practice Nurse. The placement exceeded my expectations. The nursing team encouraged me to participate in care and gave me many opportunities to learn and work with the whole primary care team. It has been the best placement I have had, and I have never been made to feel so welcome and comfortable”.*
- ▶ Lucy Simpson, Student Nurse, Church Street Surgery.

# A Practice Manager's Experience of a Student Nurse:

- ▶ *"Our student was a joy, enthusiastic & clinically engaged, questioning and very willing to be useful while with us. Very nice manner with patients and staff alike - I have encouraged her to contact us when she qualifies and have spoken to her about a possible part time HCA position with us if she is looking for part time work while she completes her studies! I could not have asked for a better first student". Rachel Hunt, Practice Manager - Wallace House*



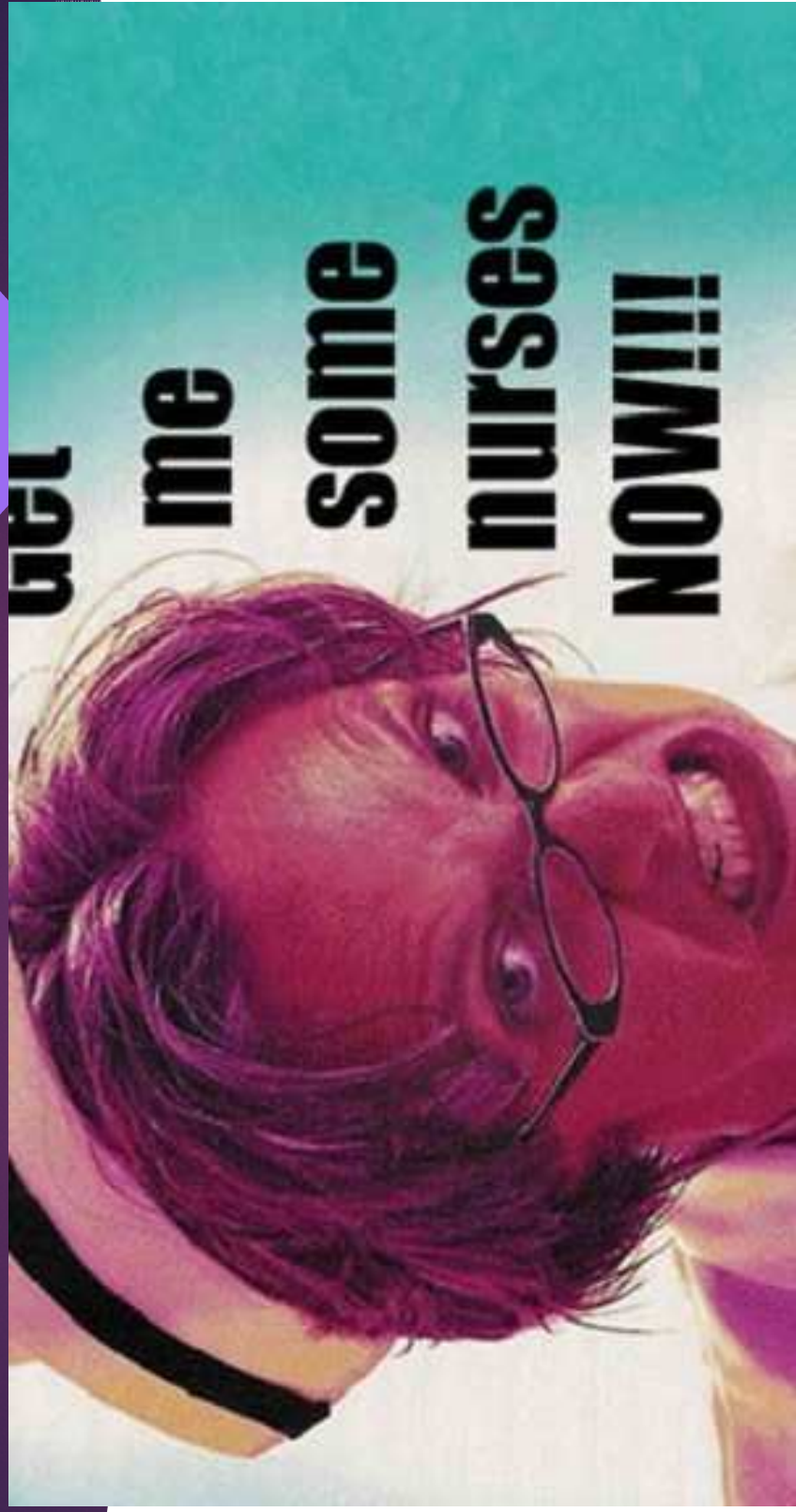
# Return to Practice Nurses

- ▶ Placement at a surgery, bursary £500 surgery £500 student.
- ▶ Hours to meet NMC range from 200 -375 that need to be completed in 14 weeks.
- ▶ Sign off mentor required.

# HCA's



- ▶ Apprentships
- ▶ Care certificates





***‘Ultimately the aim is not to turn GPNs into mini GP’s,  
but for the nurses to be able to reach their full  
potential so they can deliver high quality client  
care that fits the needs of the individuals,  
community, and primary health care team’***



Questions ?

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