



# Primary Care Careers Flexi-skilled workforce solution – You Said, We Did



Joining the dots across health and care

# Summary and Contents

SCW was commissioned by Primary Care Careers to carry out a piece of research to outline the perspectives of primary care nurses towards a flexi-skilled workforce solution and identify whether there is an appetite for such arrangements.

The research aimed to provide qualitative and quantitative insights into the nursing workforce perspectives at both operational and strategic levels.

To gather this data, a survey, focus group and interviews were conducted with nursing professionals. These methods captured detailed views on key topics, including:

- Perspectives on the perceptions of primary care nurse recognition, value and worth.
- Attitudes towards flexible and flexi-skilled working arrangements.
- Challenges and barriers to implementing such approaches.
- Opportunities to maximise workforce satisfaction, skills and engagement when implementing flexi-skilled solutions.

As a result, we have identified an overall picture of nursing workforce perceptions into flexible and skills-matched roles, based on the insights gathered.

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## Acknowledgements:

Thank you to all parties who contributed to this report and supported in the delivery of this work.



# Survey Overview

## Understanding career flexibility and role opportunities for the nursing profession within primary care

Our survey was responded to by 163 healthcare professionals. Of these 68.1% were GPNs and 31.9% were ANPs. Of these, 96.4% are working within primary care currently. The respondents represent a range of experience with 57.6% having worked in nursing outside of the primary care environment. Of the nurses surveyed 57.1% are over the age of 50 with 29.4% planning for their retirement.



77%

77.7% of respondents showed an interest in working flexibly with 50.9% responding that they are unsure where to start



85%

85% consider job satisfaction to be one of the most important aspects of working in primary care

75.8% have a specific area of responsibility in their primary care setting



These include: respiratory conditions, diabetes and cardiac conditions

## WHAT WE FOUND



### Understanding of flexible working



61.9% agree to a moderate or great extent that definitions of flexible working include a workforce that is based on skills rather than profession.

80.3% agree to a moderate or great extent that definitions of flexible working include matching skills to roles and the right person



76% of respondents feel they could offer more to primary care based on their skills. This includes topics such as:

- Women's health
- Minor injuries
- Palliative care



### Career Intentions



45% of respondents were interested in exploring options for increased career responsibility or flexibility

60%

60% of respondents makes their own job and career opportunities



Only 29% use NHS job boards in order to find job and career opportunities

29%

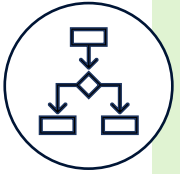
# Defining Worth and Recognition

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## You Said:



Nurses feel highly valued by patients but less so by colleagues and leadership.



Many feel they lack representation in decision-making and career development opportunities.



There's a need for clearer role definitions to ensure nurses' contributions are recognised.

## We Did:

We are co-designing a "**Defining the Worth**" framework to highlight the critical role of primary care nurses and advocate for better recognition.

We are working to develop **what worth and recognition mean** at a leadership, team and individual level.

We are considering how we **improve nurse involvement in decision-making** through the co-design sessions.

We are developing mapping to **clarify nursing roles** and support visibility in workforce planning.

# Flexi-Skilled and Flexible Working

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## You Said:



There is strong interest in flexible and flexi-skilled roles, but many are unsure how to access them.



Employer support varies, leading to uncertainty about requesting flexible working.



Flexibility should go beyond remote working and include skills-matched roles and career progression.

## We Did:

We are conducting **co-design sessions** focused on **role clarity and flexi-skills** to ensure that flexible and flexi-skilled roles are well-defined and practical for both nurses and employers.

A **leadership and strategy** co-design session will explore how flexible working can be embedded into career progression and professional development.

We are conducting **desktop research** into existing career and competency frameworks for General Practice Nurses (GPNs) and Advanced Nurse Practitioners (ANPs) to inform the development of flexi-skilled pathways and informed understanding of key skills.

# Barriers to Adoption

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## You Said:



Time and workload management remain major concerns.



Limited awareness of career pathways is preventing nurses from exploring flexi-skilled options.



Representation and leadership opportunities for nurses need improvement.

## We Did:

A **co-design session on investment in the profession** will explore how to address workload challenges while supporting professional growth.

A **skill perception co-design session** will focus on how nurses' skills are understood and utilized within primary care, ensuring that flexi-skilled roles are developed in a way that maximizes nurses' expertise.

Our **desktop research into existing career frameworks** will help develop the understanding of consistency in career development opportunities and what career progression can look like in primary care nursing.

# What's Next: Phase 3 Development

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Building on your insights, we are moving into **Phase 3**, focusing on:



**Co-design sessions** on role clarity and flexi-skills, leadership and strategy, investment in the profession, and skill perception.



Finalising the "**Defining the Worth**" framework to enhance recognition.



**Desktop research** into career and competency frameworks to support the development of flexi-skilled career pathways.

We will continue working together to ensure these changes support a stronger, more empowered nursing workforce.

**Thank you for your contributions – your voice is shaping the future of primary care nursing.**

**Sign up to the co-design sessions:** <https://jointheconversation.scwcsu.nhs.uk/embeds/projects/36881/survey-tools/43804>

**Further information on phase 3 of the project can be found here:** [Understanding career flexibility and role opportunities for the nursing profession within primary care | Join the Conversation](#)