



Royal College
of Nursing

Lead Practice Nurse and Senior Nurse Conference January 28th 2020

Marie Therese Massey Queen's Nurse

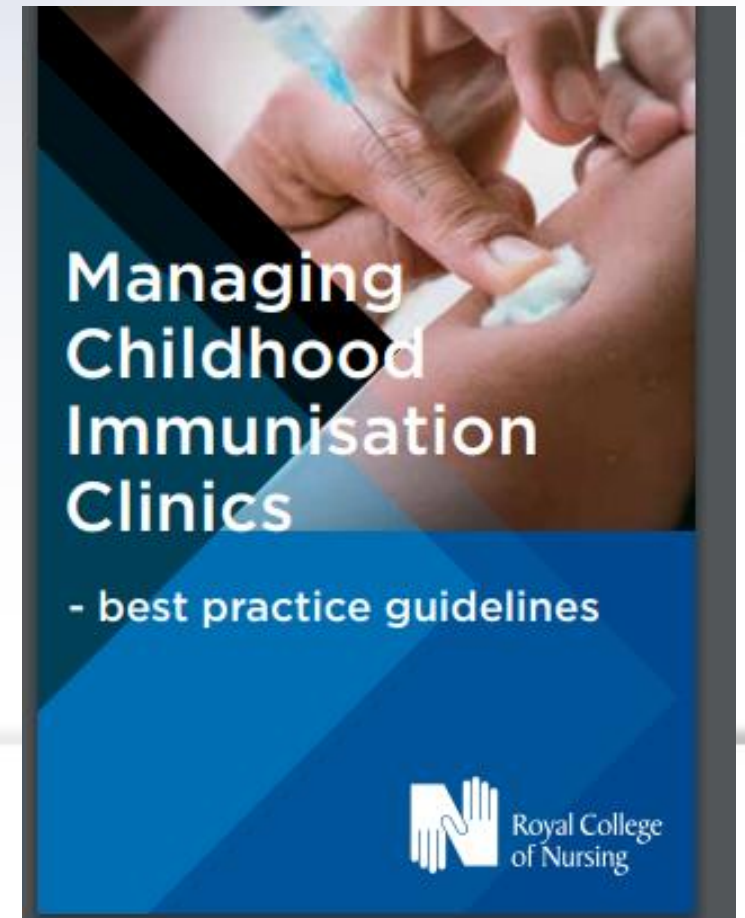
**Professional Lead General Practice
Nursing**

- ◆ Quick look at the RCN resources and support for GPNs including current and future work streams
- ◆ Refresh on accountability and delegation
- ◆ Refresh on Indemnity
- ◆ Share findings of a short survey on good employment

What are the ambitions of a Royal College?

- ◆ To drive up and ensure standards of care
- ◆ To drive up and ensure standards of (nursing) education across the UK.
- ◆ To influence (health and nursing) policy in the UK and globally.
- ◆ For the RCN – to be the voice of nursing: the ‘go to’ place for advice on nursing issues

PL For General Practice Nursing



Podcast

RCN

23 days ago

Sally Bassett And Kate Wells-McCulloch - Critical Conversations



16:48



GPN Forum Facebook Page

RCN General Practice Nursing Forum (members working in general practice)

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Change group cover



The RCN Congress fringe event on social prescribing was live streamed. You can watch a recording of the launch event. If you haven't done so already, you will need to register for a free RCNevents.tv account to access this.

See: [Nurse-led social prescribing: Does it work?](#)



Find out more about social prescribing...

These pages highlight different models and approaches to social prescribing.

- > [Social prescribing in action.](#)
- > [Social prescribing models.](#)

In the video below, Joyce Pickering talks about her social prescribing project.

Together, we can



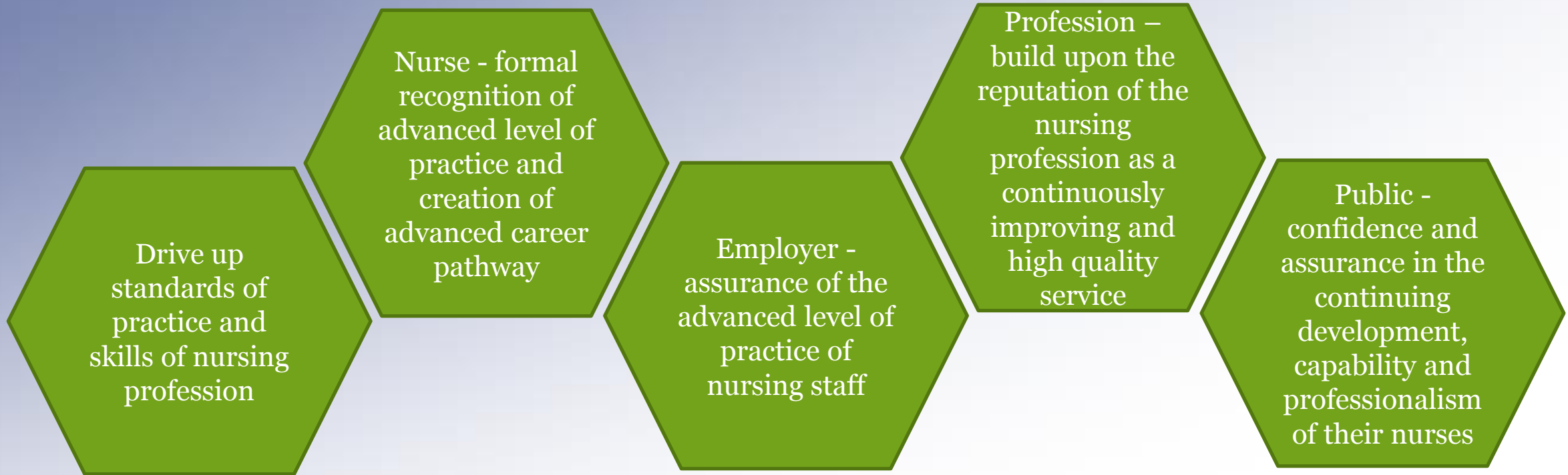
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AND
EFFECTIVE
CARE
CAMPAIGN



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Drivers for credentialing



Advanced Level Nursing Practice Credentialing Models

A

RCN Accredited Msc
Advanced Practice

B

Msc Advanced Practice

C

Other clinical masters +
Health Assessment &
Prescribing

D

Experience+ Health
assessment + prescribing +
assignment

Accountability and Delegation

- The principles of accountability and delegation apply to all members of the nursing team including Registered Nurses Healthcare Assistants, Assistant Practitioners, Nursing and Trainee Nursing Associates and nursing students and Nurse apprentices.
- Whatever your role you need to know what is expected of you, what you can and cannot do and who is delegating that work to you
- Who has assessed your competence to undertake new skills
- You should have a job description telling you what your main duties and responsibilities are and who to report to.

RCN position ..

- Registered Nurses cannot perform every intervention or activity for every patient or client, so they have to decide which tasks to delegate to other members of the wider team
- HCWS work under delegation from registered practitioners and should not be expected to make 'stand alone' clinical judgements. They should work within guidelines and protocols and should be supervised (in varying degrees) by the registered practitioner'
- Nursing associates recognise and work within the limits of their competence and are responsible for their actions. **a registered professional listed under the legislation (registered nurse or GP) will need to supervise the practice of that NA.**

Indemnity



Resolution

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Clinical Negligence Scheme for General Practice



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Current Challenges for GPNs

- ◆ Today's ageing population and the increasing prevalence of multiple comorbidities, combined with the drive to shift patient care from hospitals to the community,
- ◆ All media attention on GP pressures and GP shortages with little media attention to the nursing pressures

Current Challenges

- ◆ GPs are struggling to fill the vacancies with nurses of similar experience. Poaching and recycling of GPNs quite common.
- ◆ Inconsistent orientation and training and lack of career structure for nurses new to general practice
- ◆ Evidence suggests general practice is seen to be a “risky choice” for a newly qualified nurses and this impacts on recruitment
- ◆ Growing confusion of nurse titles in General Practice

A word cloud of nursing-related terms in white cursive font on a red background. The words are arranged in a roughly triangular shape, with the largest word, "Nurse", in the center. Other prominent words include "Practitioner", "Advanced", "Practice", "Nurse", "General", "Clinical", "Minor", "injury", "Long", "managen", "Mental", "safeguarding", "Treatment", "emergency", "Condition", "Health", "care", "Lead", "room", "Term", "illness", and "Minor".

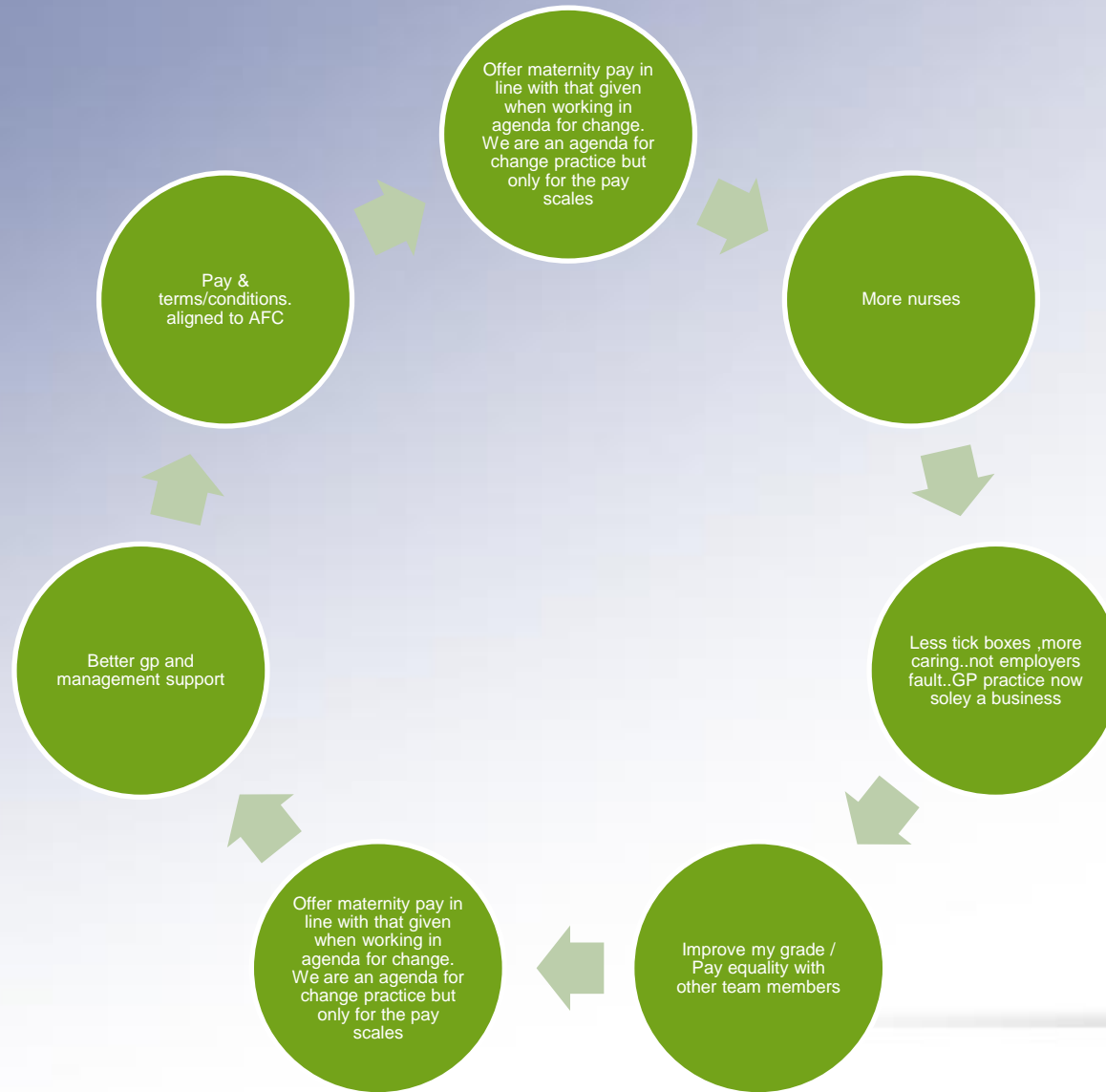
illness
Clinical
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safeguarding
Treatment
emergency

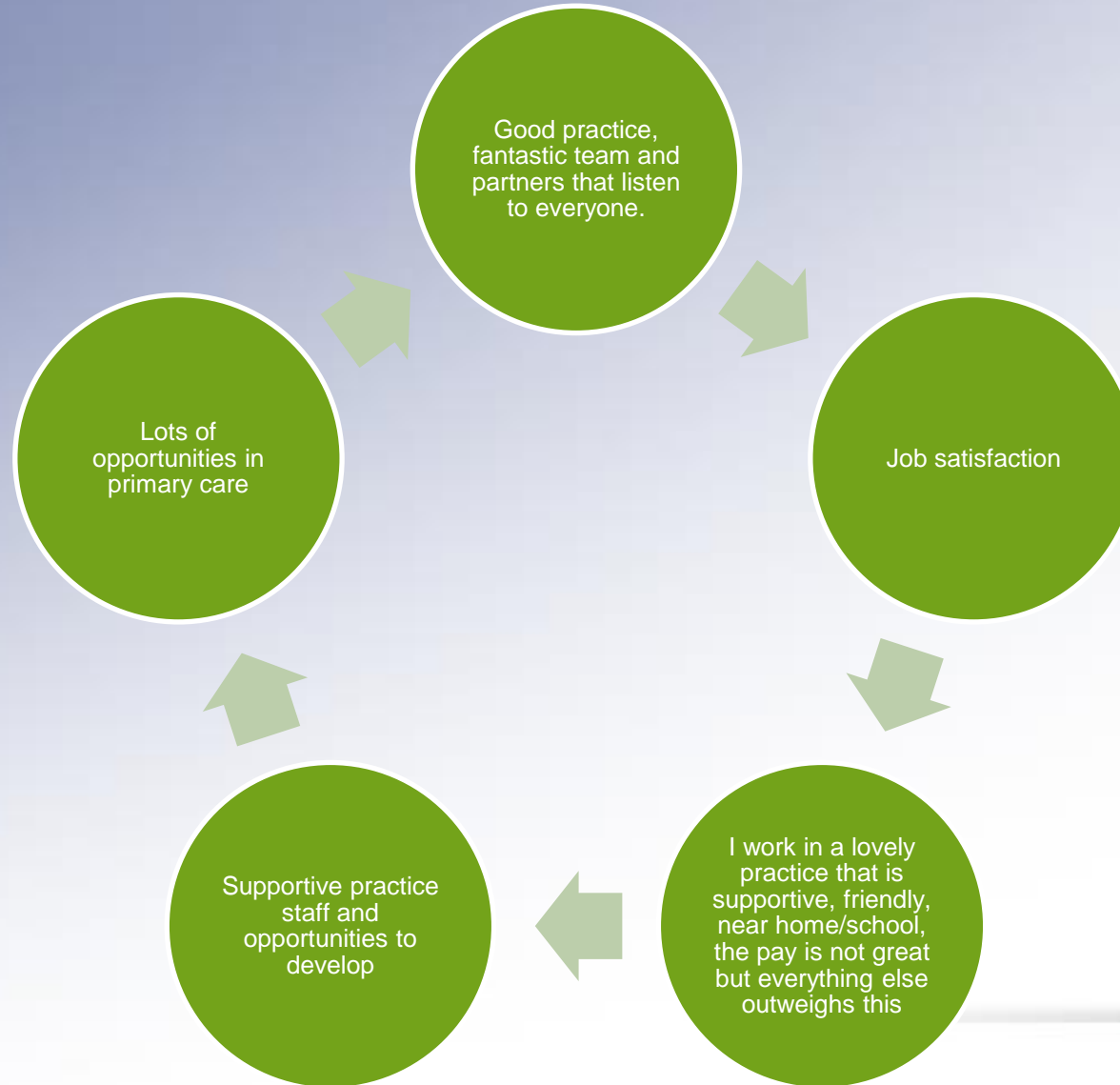
Key Areas of concern

- ◆ New GP Contract and NHS Long term Plan pays only minimal attention to GPNs workforce issues (primarily around Fellowships)
- ◆ Lack of Parity of Pay Ts&Cs with new AHPs to general Practice
- ◆ Eroding of role
- ◆ In some areas lack of nursing involvement in PCNs
- ◆ Growing pressures and demands on General Practice

Three short Question

- ◆ Are you thinking of leaving your employment in the next two years
- ◆ What has influenced your decision
- ◆ What could your employer do to encourage you to remain in Practice





RCN activity

- ◆ RCN supporting GPN Leadership Programmes
- ◆ Working with other stakeholders on 'Good Employment Guidance' in General Practice to include terms and conditions and working towards a clearly defined career framework.
- ◆ Working closely with AAGPNE to provide a consistent approach to GPN Education
- ◆ As part of SSEC policy and evidence programme undertake gap analysis for workforce data across all publicly funded settings e.g. social care, public health, prisons, primary care

Thank you and questions

