

Transforming Roles-General Practice Nursing

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GMS 2018: policy context

- Wider system benefits of primary care and general practice.
- Lessons learned from 2004 GMS contract.
- Distinctive collaborative approach to negotiation in Scotland.
- A joint vision and principles.
- The key elements of change between now and 2025.

GMS 2018: shape of new contract (1)

Contract offer:

- *A practice based contract* providing care to *registered patient list*.
- *Role* –
 - narrowing service provider role, expanding role in complex care and leadership. Expert Medical Generalist.
 - Widen role of GP multi-disciplinary team. Based in practice, where possible.
- *Quality* – QOF removed but required to provide data, be part of GP clusters focused on local population health.
- *Transparency* – required to provide workforce, activity/demand data.
- *Consolidation* – simplified and consolidated regulations.

GMS 2018: GP services redesign 2018-21

Memorandum of Understanding SG/BMA/IAs/HBs

- 3 year phased transition.
- Agreed principles.
- Resources – how the money flows ('ring-fenced').
- Oversight – national/local.
- Delivery – 31 local plans.
- Priorities:
 - Pharmacy/prescribing – extending current programme.
 - Vaccinations.
 - Community Treatment and Care Services.
 - urgent care
 - Other services (physio; links workers; mental health)
- Need to engage with public and patients.



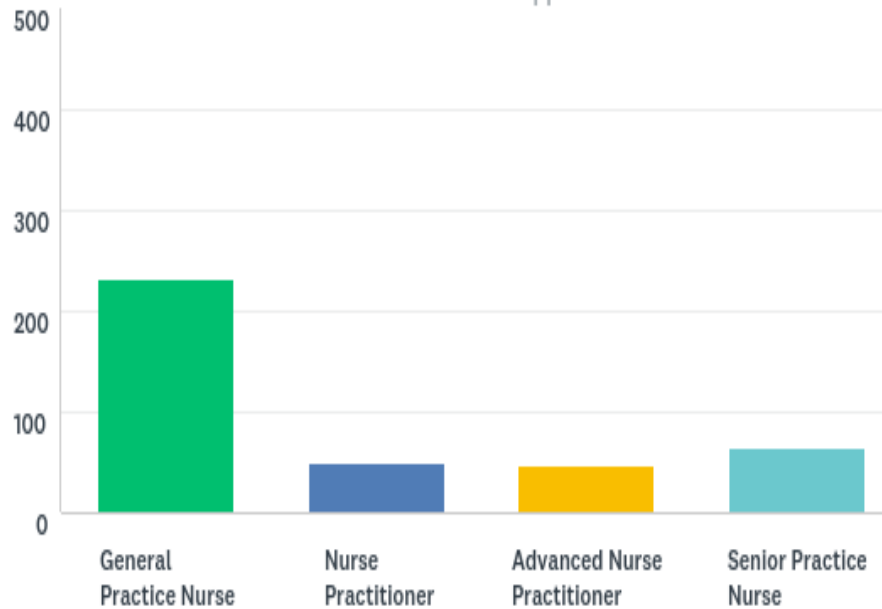
**Change brings
opportunity.**
Nido Qubein

- Part 1
Support up-skilling of General Practice Nurses
- Part 2
Work to refresh the role and educational requirements of General Practice Nurses
- Part 3
Wider implementation

Current State

Q1 What is your title ?

Answered: 395 Skipped: 21

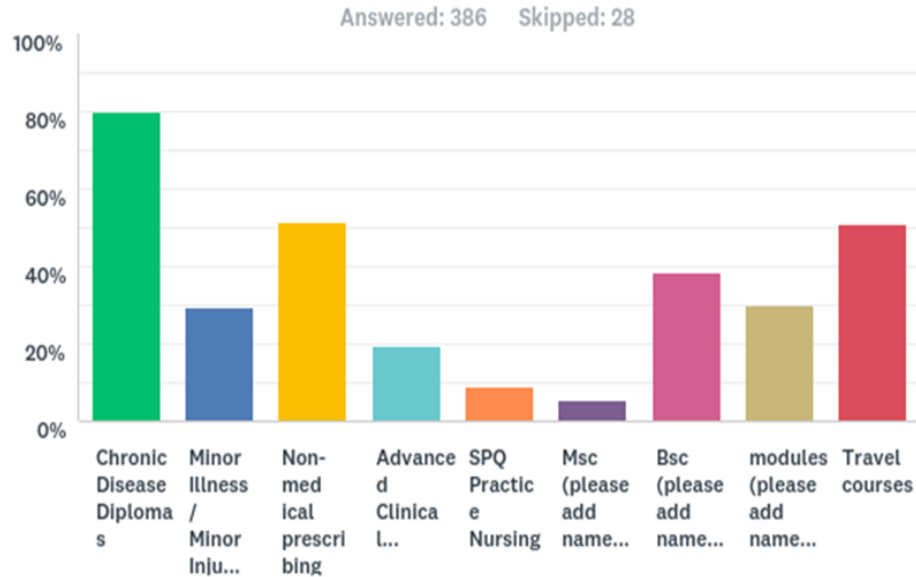


Current State - Variation

- Primary Care Nurse
- triage practice nurse
- Practice Nurse Manager
- treatment room nurse
- Practice Nurse
- practice sister
- Specialist Practitioner in Practice Nursing
- Lead General Practice Nurse / Nurse Practitioner
- community and emergency nurse
- community specialist practitioner
- aesthetic nurse
- A&E/Practice Nurse
- Triage nurse
- Respiratory Nurse
- Chronic Disease Management Nurse
- Practice Nurse Prescriber
- Team Leader and Cardiac Nurse Specialist
- Practice Nurse Sister
- practice nurse team leader
- community nurse
- Clinical Manager as well
- GP nurse specialist

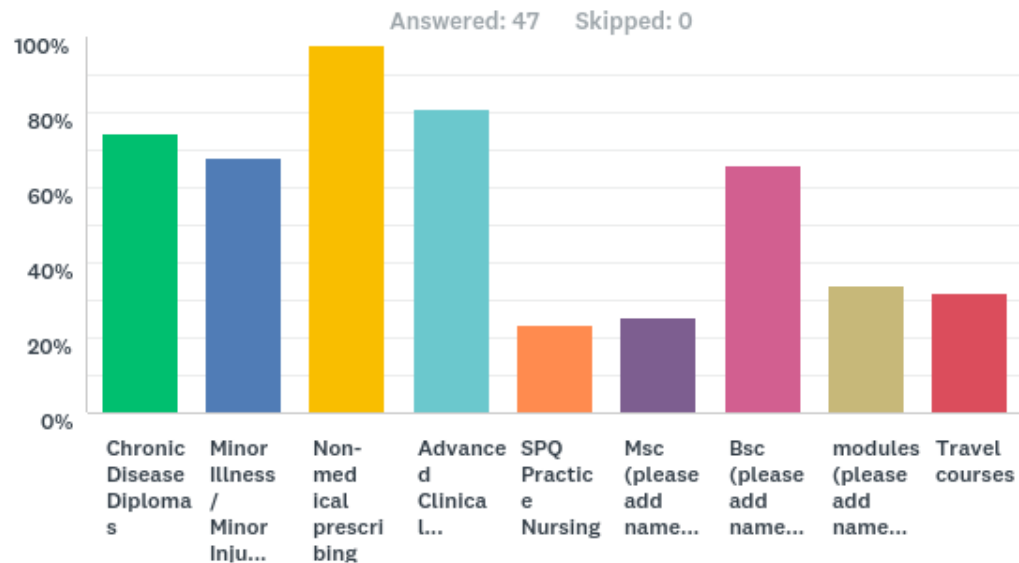
Current State – Education

Q2 What educational qualifications do you have at the current time? (Tick all that apply)



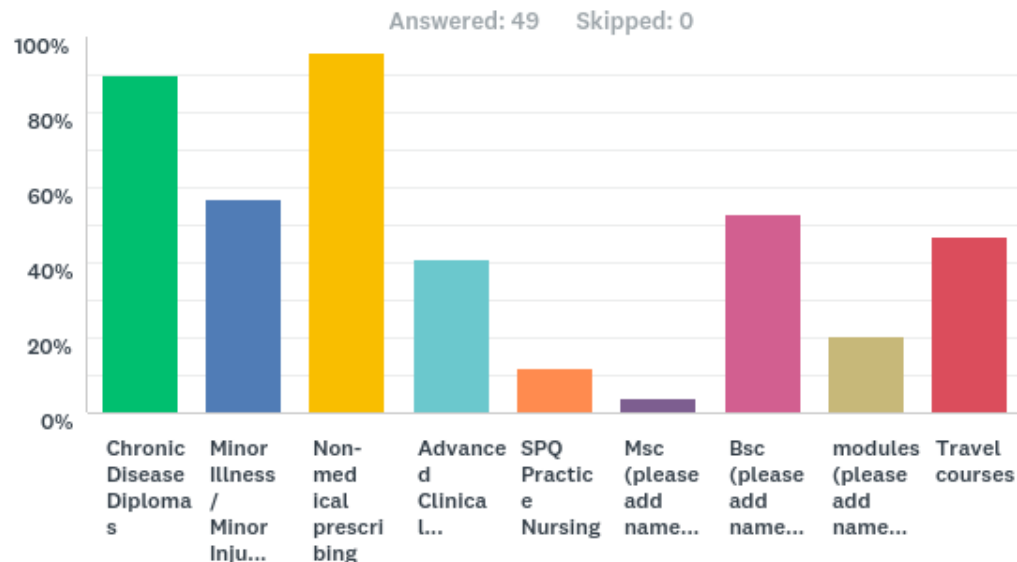
Advanced Nurse Practitioner

Q2 What educational qualifications do you have at the current time? (Tick all that apply)



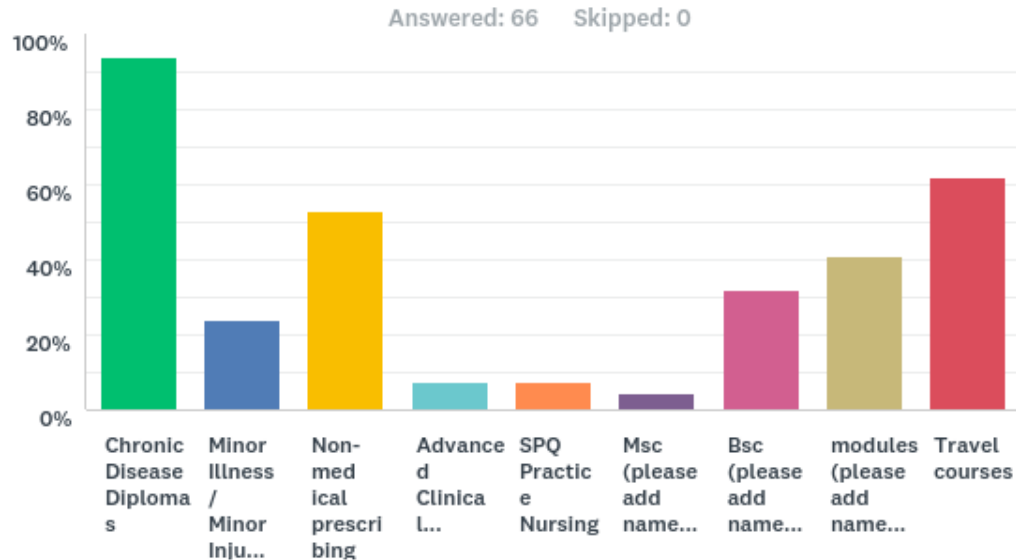
Nurse Practitioner

Q2 What educational qualifications do you have at the current time? (Tick all that apply)



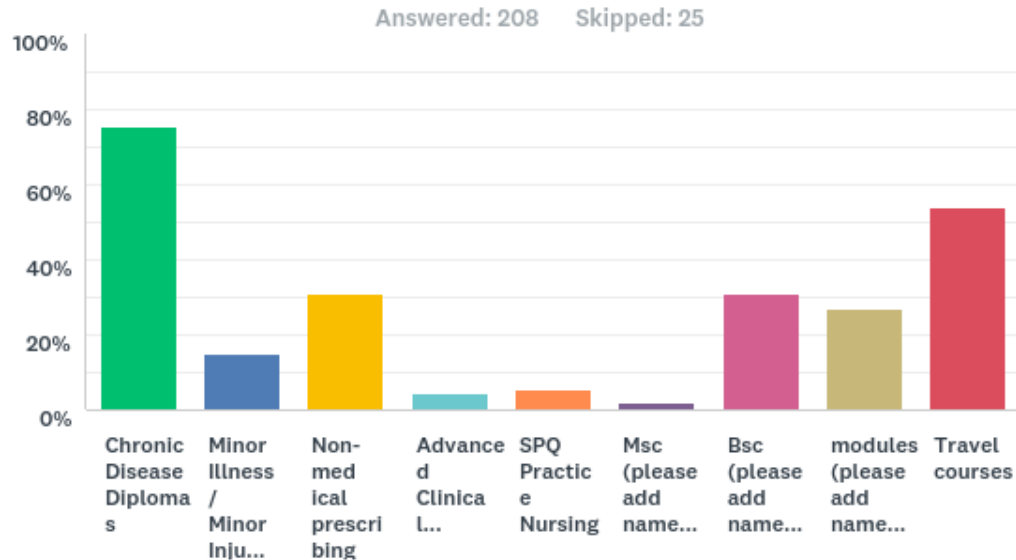
Senior Practice Nurse

Q2 What educational qualifications do you have at the current time? (Tick all that apply)



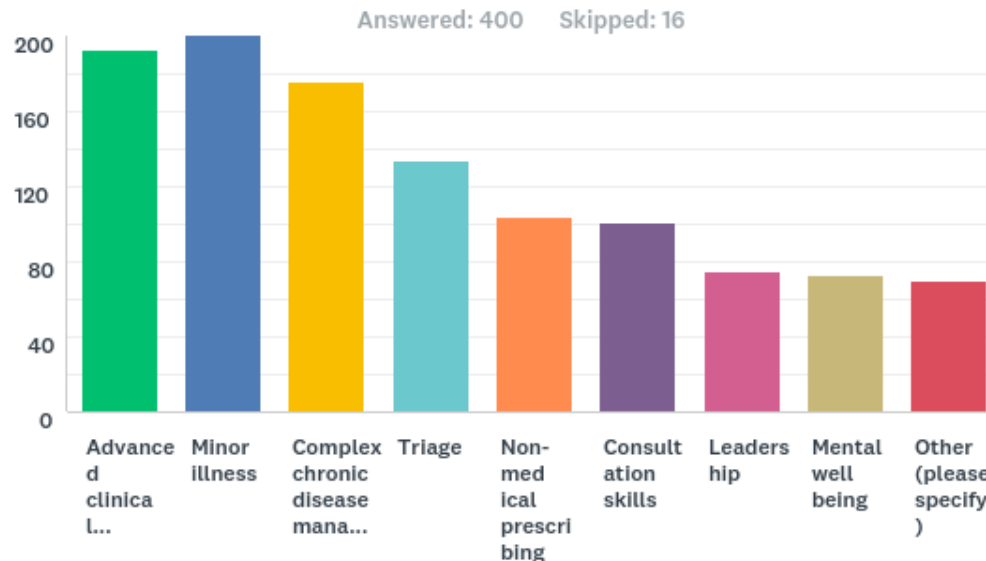
General Practice Nurse

Q2 What educational qualifications do you have at the current time? (Tick all that apply)



CPD training

Q3 In discussion with your practice, what CPD would you be interested in undertaking? (tick all that apply)

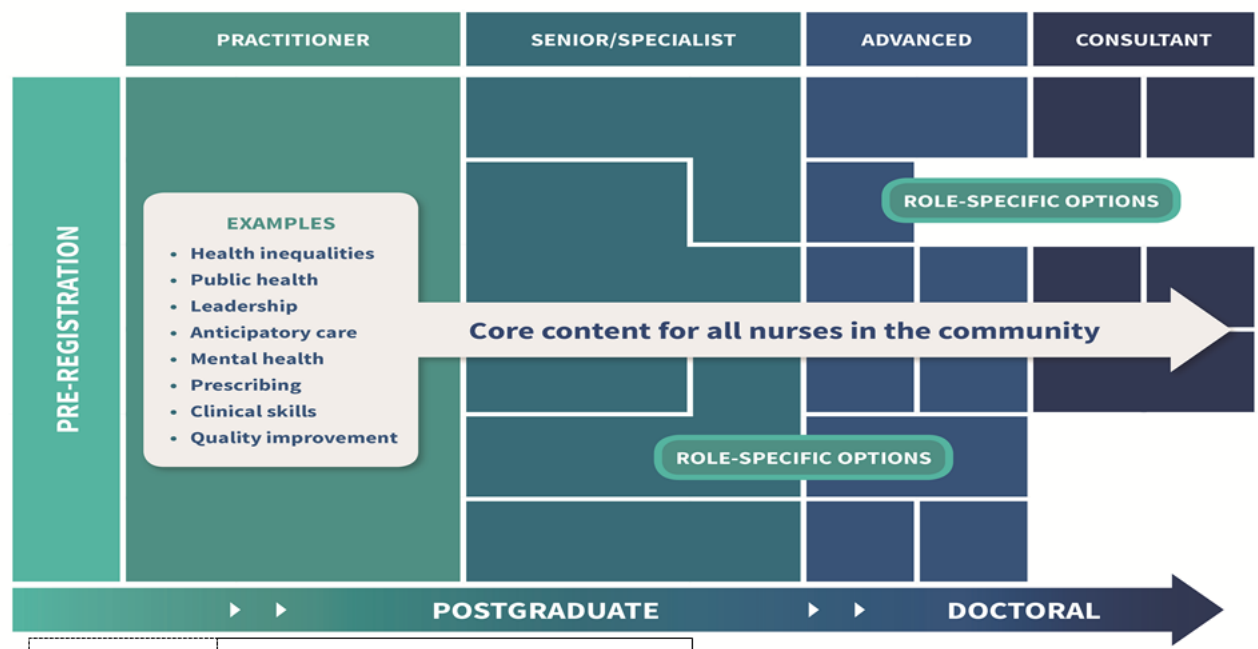


- Core role definition
- Role parameters/competencies
- Educational levels and requirements
- Governance structures and processes
- Baseline numbers
- Potential service and educational needs analysis
- Implementation and engagement

Role Definitions

Level	Level of Learning	Job Title/Role/responsibilities
7	Masters (SCQF Level 11)	Advanced Nurse Practitioner
7	Masters (SCQF Level 11)	Lead (GPN) Nurse or Practitioner
6	Masters (SCQF Level 11)	Senior (GPN) Practitioner
5	Degree (SCQF Level 9)	General Practice Nurse
4	SVQ	Senior Health Care Support Worker
2-3		Health Care Support Worker

Education pathway for DN/GPN within integrated community nursing team



- EXAMPLES**
- Health inequalities
 - Public health
 - Leadership
 - Anticipatory care
 - Mental health
 - Prescribing
 - Clinical skills
 - Quality improvement

Stage 1 All practitioners & Pre-requisite for Stage 2

- Assessment and Clinical Examination
- Independent Prescribing (V300)
- Clinical competency development (Work based learning)

Stage 2 Leads to PGDip and option to MSc

- Clinical leadership/management of long term conditions
- Clinical decision making advanced practice(WBL)
- Evidence into Practice

Dissertation

Positive Contribution






Questions



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