



Career Pathway for Nurses Working in Primary Care

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Background

General Practice Now and the Future: A Framework for Northern Ireland (2016) contains a recommendation for the Northern Ireland Practice Education Council for Nursing and Midwifery (NIPEC) to “develop a competency framework for General Practice Nurses” (page 58,59).

General Practice Nursing Workforce

Table 1: Headcount and whole time equivalents of Nursing Staff by Job Title

Job Title	Head Count	Whole Time Equivalents
Advanced Nurse Practitioner	16	9.91
Nurse Practitioner	34	21.86
Specialist Nurse	9	8.75
Nurse	238	158.29
Treatment Room Nurse (non-Trust employed)	68	37.8
Health Care Assistants	71	35.48
Phlebotomists	36	10.2
Others	7	3.8
Total	479 (n=187)	272.4 (n=177)

Literature Review

- Queens Nursing Institute and The Queens Nursing Institute Scotland (2017). - Developed *Voluntary Standards for General Practice Nursing Education and Practice*
- *Nurse Practitioner Core Competencies Content (NONPE) 2017*: Identified core competencies & curriculum content to support competencies.
- *General Practice Nursing in the 21st Century* – QNI (2015): National survey looking at: Patients Workforce, Education and Employment
- *District Nursing and GPN service – Education & career framework* (2015): NHS Health Education England. This report contains a detailed section on General PN key responsibilities /role description Using levels 1-8. Contains a career framework model.
- *RCGP General Practice Nurse Competencies* (Dec 2012): list of roles and diary of meeting dates with sign off date
- *RCGP Health Care Assistants Competency Framework* (Mar 2014)
- *RCGP General Practice Advanced Nurse Practitioner Competencies*(2015): linked with knowledge and skills framework

Literature Review competencies

Queens Nursing Institute and The Queens Nursing Institute Scotland (2017).

- Senior General Practice Nurses

4 core competency domains – Clinical Care, Leadership & Management, Facilitation of learning & evidence research & development

Literature Review

Nurse Practitioner Core Competencies Content (NONPE) 2017: Identified 9 core competency domains & curriculum content to support competencies.

- Scientific Foundation
- Leadership
- Quality
- Practice inquiry
- Technology & Information literacy
- Policy
- Health Delivery System
- Ethics
- Independent Practice

Literature Review

- *General Practice Nursing in the 21st Century* – QNI (2015): National survey looking at: Patients Workforce, Education and Employment

Literature Review

District Nursing and GPN service – Education & career framework (2015): NHS Health Education England.

Applicable to District Nursing and General Practice Nursing.

For General Practice Nursing it identifies the responsibilities /role description, competencies & education framework for the following roles:

- Health care assistant (Band 2 & Band 3)
- Assistant Practitioner
- General Practice Nurse
- Senior Practice Nurse
- Advanced Nurse Practitioner

Literature Review

- *RCGP General Practice Nurse Competencies* (Dec 2012)
- *RCGP Health Care Assistants Competency Framework*
(Mar 2014)
- *RCGP General Practice Advanced Nurse Practitioner Competencies* (Nov 2015)

Literature Review

RCGP General Practice Nurse Competencies (Dec 2012)

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Literature Review - continued

- *PN Competency Framework Derby & Derbyshire* (2014): Essential core competencies with a-z of other competencies with 3 levels. Acknowledged nurses are unlikely to be at level 3 in every area and that no PN will be competent in all areas. The aim was to make it electronic.
- *Career & Development Framework for General Practice Nursing* (July 2012) NHS Education for Scotland. Practitioner, Senior, Advanced & Consultant. Career model, credits and qualifications and core and specific dimensions for role.
- *General Practice Nursing in Australia* (2004): produced in partnership with RACGP and RCNA. Explored the current and future roles of nurses working within the Australian general practice environment and identified the educational needs and the current educational programs available to support their role.

Existing Education Programmes

- CEC - General Practice Nurse Bespoke Courses
- Introduction of Advanced Nurse Practitioners – supported by Down Federation (Ulster University)
- Queens University Belfast –
 - Msc in Advanced Nursing Practice,
 - specialist modules (Level 7).
- Ulster University

- <http://www.nipec.hscni.net/resource-section/emergencycare/>
- Competencies
- JDs
- Podcasts