



NORTHERN IRELAND PRACTICE AND EDUCATION
COUNCIL FOR NURSING AND MIDWIFERY

CAREER
PATHWAY
FOR GENERAL PRACTICE
NURSING
IN NORTHERN IRELAND



Foreword

Health and Wellbeing 2026: Delivering Together (2016) sets out ambitious plans to transform health and social care. Delivering on this agenda requires all of us to work differently and at the highest standard of our practice.

As Chief Nursing Officer I am delighted that that a Career Pathway has been developed for General Practice Nursing which helps to clarify and strengthen these important clinical nursing roles, which are essential to support the transformational changes required for the world class service described in Delivering Together. Nurses and Senior Nursing Assistants have a vital role in ensuring that General Practice services meet the needs of their populations, through the delivery of high quality care/treatment, collaborative engagement, impact measurement of outcomes and effective co-production with service users.

Similar Pathways have been developed for Nurses and Nursing Assistant roles in Health and Social Care HSC Trusts and the General Practice Nursing Career Pathway is designed to facilitate a consistency of approach to the development of nursing roles in General Practice. I am committed to ensuring that the contribution of all nurses across health and social care, regardless of where they are located, are equally recognised and valued. I therefore recommend the adoption and implementation of this Career Pathway in General Practices across Northern Ireland.

The Career Pathway comprises core competencies, education requirements and Job Descriptions to ensure there is a standardised approach to the continued development of clinical roles within General Practice Nursing, whilst recognising and valuing the nursing roles already in existence within Primary Care.

I would like to thank all those involved in the development of the Career Pathway in particular to the Executive Director of Nursing of the General Practice Federation Support Unit, for chairing the Steering Group and to the Northern Ireland Practice and Education Council for Nursing and Midwifery (NIPEC), which led the project management. Thanks also for the commitment and contribution of the Steering Group members, made up of representation from: Nurses working in General Practice, HSC Trust Nurse Leads for Treatment Room services, General Practitioners, Royal College of Nursing, Department of Health (DoH), Public Health Agency (PHA), Nurse Educators from Clinical Education Centre, Queen's University Belfast and Ulster University. In addition, it is important to acknowledge the role played by the senior nurses and educators who chaired the sub-groups and the Senior Nursing Assistants, Treatment Room Nurses, General Practice Nurses, Advanced Nurse Practitioners and General Practitioners who developed the resources including all those who promoted their roles in General Practice Nursing. All the resources are available to view and download on <https://nipec.hscni.net/resource-section/gpnursing>

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CHIEF NURSING OFFICER

- core competencies,
- educational requirements
- job descriptions

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1.0

PURPOSE OF CAREER PATHWAY FOR GENERAL PRACTICE NURSING ROLES



transform
health and
social care...

Health and Wellbeing 2026: Delivering Together (DoH 2016) set out ambitious plans to transform health and social care. This Career Pathway for General Practice Nursing is designed to help clarify and strengthen these important roles to continue to provide high quality support, treatment and care in clinical practice.

The Career Pathway is designed to be used as a guide for:

- those working in a nursing or support role in General Practice;
- employers/managers: and
- education providers.

The Career Pathway identifies the core competencies, educational requirements and job descriptions for all those who are employed in the following roles: Senior Nursing Assistant; Treatment Room Nurse; General Practice Nurse; Senior General Practice Nurse; and Advanced Nurse Practitioner. The pathway allows for each of the core components to be tailored to suit the needs of the local population, whilst ensuring that the minimum competence and education for each role is standardised for Northern Ireland (NI).

2.0 GENERAL PRACTICE NURSING ROLES

The nursing and support roles that have been agreed as core to General Practice in NI are as follows:

SENIOR NURSING ASSISTANT

The Senior Nursing Assistant works as a member of the General Practice Team and assists in the provision of safe, effective, person-centred care under the direction of a registered practitioner. They take responsibility for delegated activities including defined clinical or therapeutic interventions, within the limits of their competence¹. Senior Nursing Assistants may also consider the option to progress to become a Registered Nurse².

TREATMENT ROOM NURSE

Treatment Room Nurse is a useful introductory role for Registered Nurses who are interested in a career in General Practice and Primary Care. The Treatment Room Nurse works as a member of the General Practice Team and receives patient referrals from the Team and other Health Care Professionals aligned to the Practice. They undertake clinical consultations and deliver care adhering to patient specific directions and patient group directions. The Treatment Room Nurse also delivers anticipatory and preventative care in line with regional public health priorities.

GENERAL PRACTICE NURSE

The General Practice Nurse works as a member of the General Practice Team and is responsible for providing nurse led clinics and delivering anticipatory and preventative care in line with regional public health priorities. They also provide formal and informal education activities to support the development of the General Practice Team.

SENIOR GENERAL PRACTICE NURSE

The Senior General Practice Nurse works as a member of the General Practice Team and may lead the Nursing Team. They are responsible for the development, co-ordination and provision of nurse led clinics, including supporting the General Practice Nurse. They prescribe care and treatment for patients and/or appropriately refer on. The Senior General Practice Nurse contributes to the education and development of the General Practice Nursing Team and leads on quality improvement activities, research and audit.

ADVANCED NURSE PRACTITIONER

The Advanced Nurse Practitioner works as a member of the General Practice Team. They work autonomously within their expanded scope of practice in keeping with the Advanced Nursing Practice Framework (DHSSPS 2016). The Advanced Nurse Practitioner undertakes comprehensive and holistic health assessment of patients with undifferentiated health conditions, makes differential diagnoses, undertakes diagnostic investigations, formulates a diagnosis and negotiates a management plan with the patient and their family. This includes: prescribing treatment; monitoring health outcomes; making onward referrals and/or discharging patients; and using expert decision-making to care for people presenting with clinical complexity and co-morbidities. In addition, the Advanced Nurse Practitioner provides leadership and education to General Practice teams, contributes to research and promotes innovation, leads service improvement and works collaboratively to influence policy development.



CORE JOB DESCRIPTIONS

Core job descriptions have been developed for each of the roles identified in the career pathway. Each job description comprises the minimum core elements required of individuals employed in that role. Each employing organisation can build on the job description and personnel specification when recruiting and selecting to specific posts. The job descriptions are accessible at <https://nipec.hscni.net/resource-section/gpnursing>

Note: Each role title has been allocated a salary banding which has not been matched against NHS Agenda for Change (AfC) terms and conditions but is deemed to be equivalent.

¹Senior Nursing Assistants must have the relevant education and/or supervision before undertaking clinical care

²For more information visit <http://www.nursingandmidwiferycareersni.hscni.net/nipecareers/how-to-apply.html>

3.0

CORE COMPETENCIES AND EDUCATION/DEVELOPMENT



Core Competencies have been developed for each of the five roles identified as relevant to General Practice Nursing.

The core competencies have been organised around four domains:

- Clinical Practice
- Education and Learning
- Research and Evidence-Based Practice
- Leadership and Management

The Advanced role is developed against similar domains: Direct clinical practice; leadership and collaborative practice; education and learning, research and evidence-based practice.

It is important that individuals acquire all the competencies relevant to their specific job and are supported to develop through relevant education and development including mentorship, supervision and continuous professional development (CPD).

See Figure 1 for the core components of the family of nursing roles³ in General Practice.

Core competencies organised into:

- Clinical Practice
- Education and Learning
- Research and Evidence-Based Practice
- Leadership and Management

³The Treatment Room Nurse may be employed by either the General Practice or by a HSC Trust and may also be paid at Band 6 equivalence when undertaking a managerial and/or enhanced clinical role.

⁴General Practice Nurse Programme is an Advanced Certificate/Post-graduate Certificate in General Practice Nursing.

⁵Nursing and Midwifery Council (NMC) recordable Specialist Practice Qualification in General Practice Nursing.

CAREER PATHWAY FOR NURSING PRACTICE NURSING

SENIOR NURSING ASSISTANT

SALARY EQUIVALENT - BAND 3

QUALIFICATIONS AND EXPERIENCE NEEDED TO APPLY FOR THIS ROLE

Hold NVQ/VRQ/QCF/RQF level 3 Certificate in Health/Health & Social Care or an equivalent qualification

Or

Hold NVQ/VRQ/QCF/RQF level 2 Certificate in Health/Health & Social Care or an equivalent qualification, and 1 years experience of delivering direct care in a care environment

Or

Hold 4 GCSE's at grade A-C including English and Maths (or equivalent qualifications) and 1 years' experience of delivering direct care in a care environment

Or

Have 2 years' experience of delivering direct care in a care environment

EDUCATION AND CPD DURING THE ROLE

Complete a Senior Nursing Assistant Induction and Development Programme

It is anticipated that the necessary resources will be available in the future to enable Senior Nursing Assistants to access pre-registration nursing programmes and progress through the General Practice Nursing Career Pathway if interested.

SCOPE OF THE ROLE

Works as a member of the General Practice Team and assists in the provision of safe, effective, person-centred, care under the direction of a registered practitioner taking responsibility for delegated activities within the limits of their competence.

TREATMENT ROOM NURSE

SALARY EQUIVALENT - BAND 5

QUALIFICATIONS AND EXPERIENCE NEEDED TO APPLY FOR THIS ROLE

Registered Nurse: first level, on the NMC register

EDUCATION AND CPD DURING THE ROLE

The Treatment Room Nurse programme should be commenced within the first six months of taking up post and aim to be completed within the first year. May obtain an NMC recordable Community Practitioner prescribing qualification V100/150 to support an enhanced clinical role.

For those practitioners who would like to further explore a General Practice Nursing career, the Treatment Room Nurse role is a useful platform to step onto the career pathway for General Practice Nursing, with additional education and development.

Treatment Room Nurses may undertake a managerial role for example as a Treatment Room Sister/Charge Nurse supported by management skills training.

SCOPE OF THE ROLE

Works as a member of the General Practice Team. Receives patient referrals from the Team and other Health Care Professionals aligned to the Practice.

Undertakes clinical consultations and delivers care adhering to patient specific directions and patient group directions.

Delivers anticipatory and preventative care in line with regional public health priorities.

GENERAL PRACTICE NURSE

SALARY EQUIVALENT - BAND 6

QUALIFICATIONS AND EXPERIENCE NEEDED TO APPLY FOR THIS ROLE

Registered Nurse: first level, on the NMC register

1 year post registration experience.

EDUCATION AND CPD DURING THE ROLE

The General Practice Nurse should undertake the General Practice Nurse programme⁴, within the first year of taking up post, aiming to be completed within an academic year. Q2020 Attributes Framework Level 2 programme should be undertaken to further enhance their role.

The General Practice Nurse may choose to complete further qualifications to become a Senior General Practice Nurse or an Advanced Nurse Practitioner.

SCOPE OF THE ROLE

Works as a member of the General Practice Team and is responsible for providing nurse led clinics and delivering anticipatory and preventative care in line with regional public health priorities.

Provides formal and informal education activities to support the development of the General Practice Team

SENIOR GENERAL PRACTICE NURSE

SALARY EQUIVALENT - BAND 7

QUALIFICATIONS AND EXPERIENCE NEEDED TO APPLY FOR THIS ROLE

Registered Nurse: first level, on the NMC register

3 years post registration experience.

EDUCATION AND CPD DURING THE ROLE

The Senior General Practice Nurse will complete NMC V300 (Independent/Supplementary Prescribing Course).

In addition, they should undertake further study of modules at Level 6 or Level 7 to support them in their role of managing patients with long-term conditions and co-morbidities. This may include a Specialist Practice Qualification in General Practice Nursing⁵. Q2020 Attributes Framework Level 2 programme should also be completed.

The Senior General Practice Nurse may choose to complete further study to become an Advanced Nurse Practitioner.

SCOPE OF THE ROLE

Works as a member of the General Practice Team and may lead the Nursing Team.

Responsible for the development, co-ordination and provision of nurse led clinics, including supporting the General Practice Nurse.

Prescribes care and treatment for patients and/or appropriately refers on. Contributes to education and development of the General Practice Nursing Team and leads on quality improvement activities, research and audit.

ADVANCED NURSE PRACTITIONER

SALARY EQUIVALENT - BAND 8A

QUALIFICATIONS AND EXPERIENCE NEEDED TO APPLY FOR THIS ROLE

Registered Nurse: first level, on the NMC register

In order to be eligible to apply for the MSc - Advanced Nursing Practice, applicants must have a degree or equivalent, be a Registered Nurse on NMC register and hold a V300 recordable qualification.

EDUCATION AND CPD DURING THE ROLE

Advanced Nurse Practitioners must have successfully completed an MSc Nursing programme designed to meet the requirements for advanced nursing practice as set out by the Department of Health NI (DHSSPS 2016)

SCOPE OF THE ROLE

Works as a member of the General Practice Team.

Works autonomously within their expanded scope of practice.

Undertakes comprehensive and holistic health assessment of patients with undifferentiated health conditions; makes differential diagnoses; undertakes diagnostic investigations; formulates a diagnosis. Negotiates a management plan with the patient and their family, including prescribing treatment, monitoring health outcomes and making onward referrals and/or discharging patients.

Uses expert decision-making to care for people presenting with clinical complexity and co-morbidities.

Provides leadership and education to General Practice Teams. Contributes to research and promotes innovation. Leads service improvement and works collaboratively to influence policy development.

CORE EDUCATION AND DEVELOPMENT

The core education and development requirements have been identified for the five key roles in General Practice Nursing. Each General Practice will have its own local induction, including mandatory training, which will complement the core education requirements for each role.

The core education and development will ensure that the individuals are adequately prepared for their roles and supported in their ongoing continuous professional development.

CORE GENERIC INDUCTION CONTENT FOR ALL ROLES IN GENERAL PRACTICE NURSING

The following elements are core to all induction for those working in a role in General Practice Nursing. Each role will then have additional learning and development specific to the role:

- Introduction to the General Practice, practice population, and General Practice Registers.
- Recording data in General Practice including the GP Clinical System.

- IT security and data protection.
- Dealing with complaints.
- Employment contract including terms and conditions.
- Overview of Practice policies and procedures.
- Communication skills and basic introduction to consultation models
- Consent, chaperones and confidentiality
- Safety in General Practice.
- Use of social media.

Additional induction particular to each role should be included by General Practices as required. The core professional education and development requirements for each role is identified in Figure 2.

ONGOING CPD

In addition to the educational requirements specific to the roles, individuals should also have access to a range of ongoing professional development activities to enable them to continue to enhance their knowledge and skills throughout their career.

These include:

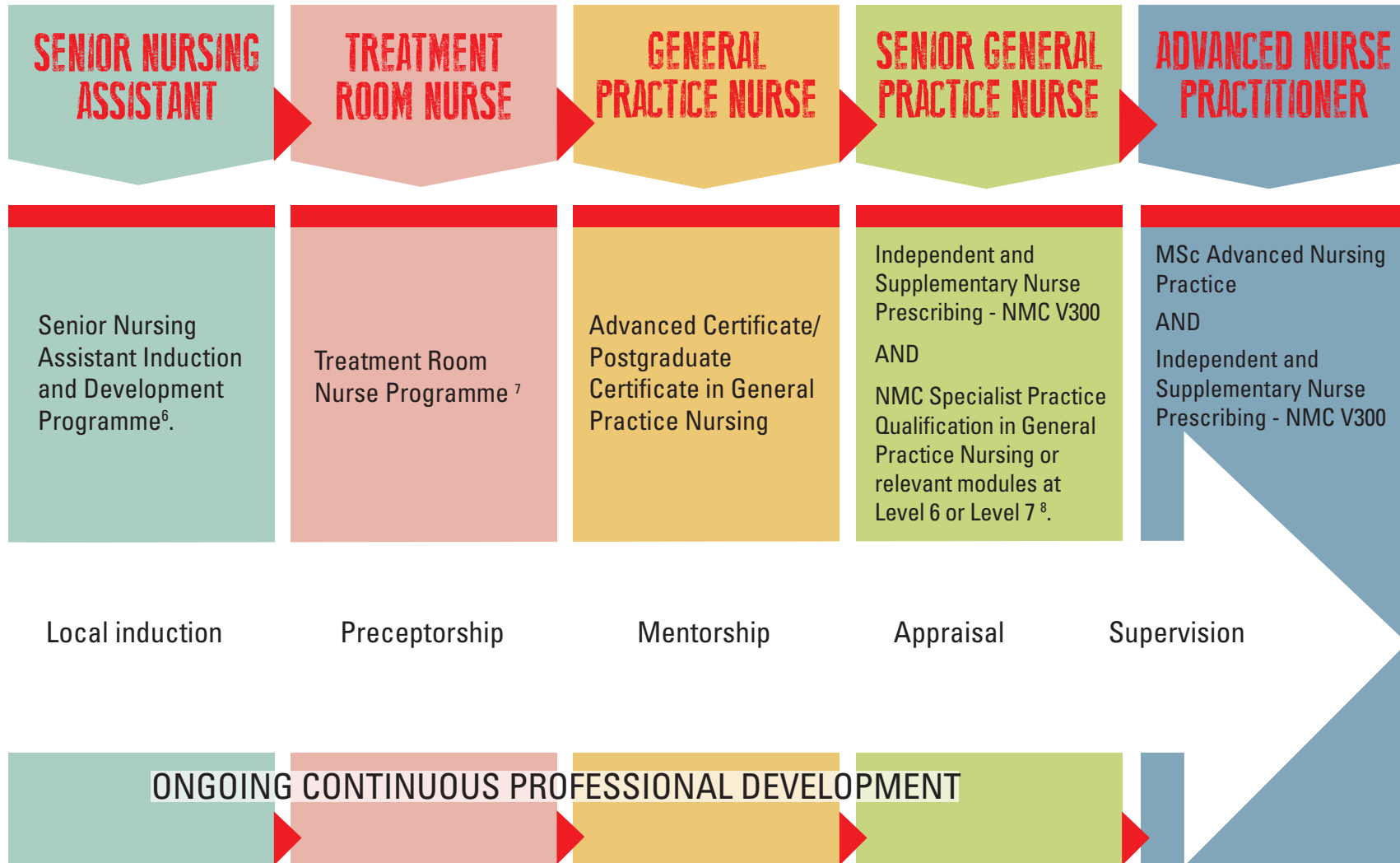
- Mandatory training
- Appraisal and personal development planning
- Opportunities to participate in multi-disciplinary team education.

Registered Nurses should also engage in the following:

- Supervision with access to peer support and professional networks relevant to the role;
- Preceptorship or mentorship processes;
- Engagement in local and national initiatives.
- Management and leadership development

Figure 2:

CAREER DEVELOPMENT PATHWAY FOR NURSING ROLES IN GENERAL PRACTICE



⁶ Senior Nursing Assistant Induction and Development Programme and that meets the requirements identified for the role pages10-11.

⁷ Treatment Room Nurse Programme that meets the requirements identified for the role pages12-14.

⁸ Modules at Level 6 are only for those Nurses who do not have a Primary Degree.

3.1

SENIOR NURSING ASSISTANT ROLE

These are the specific core competencies relevant to the Senior Nursing Assistant role in General Practice, and have been developed with reference to the following:

- Standards for Nursing Assistants employed by HSC Trusts in Northern Ireland (DoH 2018);
- Induction and Development Pathway for Nursing Assistants Employed by HSC Trusts in Northern Ireland (DoH 2018);
- District Nursing and General Practice Nursing Service Education and Career Framework (HEE 2015);
- Healthcare Assistants (General Practice) Competency Framework (RCGP 2014) ;
- Q2020 Attributes Framework: Supporting Leadership for Quality Improvement and Safety (2014).

The core competency domains have also been mapped to the relevant DoH (2018) Standards for Nursing Assistants which are:

STANDARD 1:

Support the delivery of safe, person-centred and compassionate care to people who use our services.

STANDARD 2:

Communicate openly and honestly to promote the health and wellbeing of people who use our services.

STANDARD 3:

Maintain your knowledge, skills and experience to enable you to do your job properly, in order to improve the quality of care to people who use our services.

STANDARD 4:

Respect and protect at all times the right to confidentiality, privacy and dignity for people who use our services.

CORE COMPETENCY DOMAIN:

CLINICAL PRACTICE

The Senior Nursing Assistant uses effective clinical and communication skills when carrying out safe, effective, person-centred-care which has been delegated by a registered practitioner, within the limits of their competence (DoH 2019).

The Senior Nursing Assistant will:

- Provide care in line with the relevant guidelines, protocols, policies and procedures.
- Document care in line with the NI Record Keeping Guidelines (NIPEC 2016) and the General Practice's IT system.
- Be aware of the Legal and Professional issues⁹ pertinent to working as a Senior Nursing Assistant, including:
 - Accountability and delegation (DoH 2019)
 - Access to Health Records
 - Chaperoning
 - Consent
 - Mental Health and Capacity
 - Duty of Candour
 - Record keeping
 - Safeguarding children and adults
 - Female Genital Mutilation
 - Statutory child health procedures and local guidance
 - Indemnity insurance
 - Infection prevention control measures
 - COSHH regulations (HSE 2018)
 - Waste management.
- Measure the following as directed by a registered practitioner: vital signs (temperature, pulse, blood pressure, oxygen saturation, pain score); height; weight; and Malnutrition Universal Screening Tool (MUST).
- Undertake the following for patients as directed by a registered practitioner: urinalysis; venepuncture; ambulatory blood-pressure; and electrocardiogram.
- Follow the guidelines and protocols associated with the safe storage, cold chain, management of stock and disposal of all medications including vaccines.

CORE COMPETENCY DOMAIN: EDUCATION & LEARNING

The Senior Nursing Assistant participates in relevant education and learning opportunities and is supported to improve knowledge, skills and behaviours.

The Senior Nursing Assistant will:

- Undertake work-based induction and relevant education/training.
- Engage with line manager to identify professional education and development needs and undertake appropriate learning and development.
- Reflect on practice with line manager as part of appraisal and personal development planning.
- Undertake mandatory training and relevant professional updates including: Basic Life Support; Anaphylaxis; Safeguarding Adults; and Safeguarding Children and Young People.

CORE COMPETENCY DOMAIN: RESEARCH AND EVIDENCE-BASED PRACTICE

The Senior Nursing Assistant follows relevant guidelines, protocols, policies and procedures and understands the need to provide evidence-based care.

The Senior Nursing Assistant will:

- Follow the direction of registered practitioners in accordance with the relevant evidence-based guidance.
- Participate in quality improvement activities and audits as directed by the registered practitioner.

CORE COMPETENCY DOMAIN: LEADERSHIP AND MANAGEMENT

The Senior Nursing Assistant is a vital member of the primary care team and works with other Health Care Professionals and agencies to provide quality, patient-centred care and services.

The Senior Nursing Assistant will:

- Understand their role within the Primary Care Team.
- Contribute as a member of the Primary Care Team and practise within the limits of their competence.
- Be able to manage their clinical workload and effectively prioritise delegated duties.



SENIOR NURSING ASSISTANT EDUCATION REQUIREMENTS

An individual employed in the role of Senior Nursing Assistant in General Practice is required to complete the Senior Nursing Assistant Induction and Development Programme (six days) which has been designed to reflect the Regulations Qualifications Framework (RQF) Level 3 Certificate¹⁰. In order to undertake and successfully complete the Programme the Senior Nursing Assistant should be partnered with a Registered Nurse who will act as a supervisor.

¹⁰ Level 3 RQF is a requirement for Senior Nursing Assistants employed in HSC Trusts and this programme is designed to reflect it without the external assessor component and RQF award

3.2

TREATMENT ROOM NURSE ROLE

These are the specific core competencies relevant for Treatment Room Nurses and have been developed with reference to the following:

- Health Education England (2015) District Nursing and General Practice Nursing Service Education and Career Framework;
- Scottish Government (2017) Transforming Nursing, Midwifery and Health Professions' (NMaHP) Roles: pushing the boundaries to meet health and social care needs in Scotland. Paper 3 The district nursing role in intergraded nursing team;
- Royal College of General Practice (2012) General Practice Nurse competencies.

The core competency domains are relevant to the themes of the current Nursing and Midwifery Council's Code. Other competency frameworks relevant to the Treatment Room Nurse's role are:

- Q2020 Attributes Framework: Supporting Leadership for Quality Improvement and Safety (2014)
- Adult Safeguarding Competency Framework (DoH 2019);
- Child Safeguarding Learning and Development Strategy and Framework (SBNi 2015).

CORE COMPETENCY DOMAIN

CLINICAL PRACTICE

The Treatment Room Nurse uses effective clinical and communication skills in the assessment and management of patients in General Practice settings, ensuring care is planned in partnership with patients, their families/carers and relevant Health Care Professionals. All information clearly, accurately and contemporaneously recorded, as required by local policies. They also deliver anticipatory and preventative care in line with regional public health priorities.

The Treatment Room Nurse will:

- Have an awareness of the current Department of Health, Strategies, National Institute for Clinical Excellence (NICE) guidelines, other national and local policies, including the Quality and Outcomes Framework (QoF) and how they impact on their role.
- Demonstrate an understanding of the Legal and Professional issues pertinent to working as a Treatment Room Nurse.
- Awareness of the demographics of the practice population including General Practice Registers.
- Understand the principles of health literacy and how this affects a patient's ability to understand, participate and act on health information and its impact on their health outcomes.
- Guide and support patients to access local voluntary and statutory services.
- Demonstrate effective communication skills to support patients with a wide range of conditions, to understand and self-manage their condition when appropriate.

- Accurate record keeping in line with current NMC Code, local guidelines and General Practice clinical systems.
- Demonstrate holistic assessment skills, which take account of available social support and relevant environmental factors.
- Be able to develop an agreed, person-centred, evidence-based care plan in partnership with the patient, carer and relevant health care professionals.
- Manage routine consultations with patients including:
 - use a holistic approach to gather information and record a history;
 - identify possible courses of action to undertake and/or refer as appropriate
 - effective time management of clinics.
- Identify clinical risks and recognise signs of deterioration in patients including emergency situations and manage these appropriately to optimise patient safety.
- Communicate effectively with other disciplines to enhance patient care.
- Adhere to and follow relevant patient specific directions and patient group directions.
- Manage the safe storage, cold chain, management of stock, administration and disposal of all medications including vaccines.
- Demonstrate clinical skills using local care pathways and local guidelines underpinned by evidence-based practice.
- Be able to recognise patients whose health, including mental health, could be at risk and offer lifestyle advice to enable self-management using brief interventions.
- Engage in public health campaigns at an individual and population level.

CORE COMPETENCY DOMAIN: EDUCATION & LEARNING

The Treatment Room Nurse is able to recognise personal development needs and also facilitate learning for patients, carers, other staff and students. They participate in relevant education and learning opportunities and are supported to improve knowledge, skills and behaviours and maintain requirements for NMC revalidation.

The Treatment Room Nurse will:

- Facilitate students and other members of the General Practice team, in a supportive learning environment.
- Participate in local or regional Treatment Room Nursing networks and events.
- Use reflective supervision and other learning and development opportunities to support and maintain safe and effective person-centred care.
- Participate in appraisal and the development and implementation of a personal development plan to ensure continued professional development.
- Maintain a personal portfolio and meet requirements for NMC revalidation.
- Participate in local or regional Treatment Room Nursing networks and events and disseminate learning to other team members.
- Support colleagues sensitively to reflect on difficult situations in order to enhance self-awareness, learning and practice.

CORE COMPETENCY DOMAIN: RESEARCH AND EVIDENCE-BASED PRACTICE

The Treatment Room Nurse has an enquiring approach to practice and updates their knowledge to ensure best quality care is provided within any constraints of the service.

The Treatment Room Nurse will:

- Engage actively in data collection, audit, quality assurance and service development activities.
- Be able to source and critique evidence to underpin practice.
- Use patient-experience information/stories to implement improvements to care and services.
- Recognise ethical implications when participating in audit, research, clinical trials or quality improvement activities and act appropriately.
- Keep up-to-date with new innovations and developments locally and nationally, identifying those that will enhance your practice.

CORE COMPETENCY DOMAIN: LEADERSHIP & MANAGEMENT

The Treatment Room Nurse is a vital member of the primary care team and works with other Health Care Professionals and agencies to facilitate the delivery of quality, patient-centred care and services.



The Treatment Room Nurse will:

- Recognise and understand the roles and responsibilities of individuals working within the Team and relevant agencies to enable effective collaboration and onward referral where appropriate.
- Practice within the limits of competence in line with the current NMC Code (2018).
- Use effective strategies to manage stress, develop practice and promote resilience.
- Be able to delegate clearly and appropriately including assessment of clinical risk and application of the principles that underpin delegation.
- Manage their time and work effectively.
- Recognise personal accountability and responsibility to monitor and evaluate the provision of quality care against General Practice governance arrangements.
- Contribute to Team meetings and other multi-disciplinary forums.
- Recognise and report any adverse incidents, accidents or near misses and undertake significant events analysis, in line with local policies and professional duty of candour.
- Demonstrate the ability to recognise and challenge poor practice and/or performance and know how to raise and escalate concerns.

TREATMENT ROOM NURSE EDUCATION REQUIREMENTS

The education and development requirements have been identified as essential for all Treatment Room Nurses, whether General Practice or HSC Trust employed. The Treatment Room Nurse programme is essential for all nurses wishing to work as a Treatment Room nurse in General Practice. It is recommended that the programme should be commenced within the first six months of taking up post; aim for completion within the first year.

The Treatment Room Nurse Programme should focus on the following:

- Orientation to Primary care culture, DoH Delegation Framework (2019) and current NMC Code, General Practice IT systems and Record Keeping, Practice population demographics and trends, health needs and social determinants of health, Primary Prevention, screening programmes and recognition of co-morbidities.
- Interpersonal and communication skills essential for General Practice
- Safeguarding Adults and Children and Young People.
- Venepuncture.

- General wound care to include wound care formulary, burns, nutrition.
- Introduction to Leg ulcer management (Doppler scanning - ABPI and Compression bandaging)
- Ear care.
- Emergency situations including: abdominal pain; acute asthma attack; anaphylaxis; bleeding; breathing difficulties; burns; cerebrovascular episode; chest pain; choking; convulsions; sepsis; traumas; vasovagal syncope.
- Identification and management of patients with sepsis in the community.
- Identification of patients with mental health issues including suicide awareness and appropriate sign posting.
- 12 lead ECG procedure.
- 24 hour blood pressure monitoring.
- Seasonal vaccination programme for the elderly and patients with Chronic Diseases
- Principles and practice protocols for triaging patients.
- Effective management of Treatment Room and team.
- Building resilience and wellbeing
- Q2020 Level 1 Attributes Framework

Following completion of the Treatment Room Nurse programme, the practitioner should continue to develop their knowledge and skills in all of the above including the competencies for the role. Supervision, appraisal and ongoing development are essential processes which can facilitate practitioners to achieve effective CPD.

TREATMENT ROOM NURSE CONTINUOUS LEARNING AND DEVELOPMENT

Treatment Room Nurses may wish to continue in this important role and may also wish to obtain an NMC recordable Community Practitioner prescribing qualification V100/150 to facilitate them in an enhanced clinical role. It is also possible for Treatment Room Nurses to undertake a managerial role for example as a Treatment Room Sister/ Charge Nurse. Management skills development should be undertaken to prepare the individual for this role.

The Treatment Room Nurse role is a useful platform for those practitioners who would like to progress along the General Practice Nursing career pathway.

3.3

GENERAL PRACTICE NURSE ROLE

The General Practice Nurse will have all of the core competencies relevant to the Treatment Room Nurse role and the following additional clinical practice requirements core to the General Practice Nurse role.

The core competencies have been developed with reference to the following:

- Health Education England (2015) District Nursing and General Practice Nursing Service Education and Career Framework;
- Scottish Government (2017) Transforming Nursing, Midwifery and Health Professions' (NMaHP) Roles: pushing the boundaries to meet health and social care needs in Scotland. Paper 3 The district nursing role in intergraded nursing teams;
- Royal College of General Practice (2012) General Practice Nurse competencies.

The core competency domains are relevant to the themes of the current Nursing and Midwifery Council's Code. Other competency frameworks may be relevant to the General Practice Nurse's role such as:

- Q2020 Attributes Framework: Supporting Leadership for Quality Improvement and Safety (2014).
- Northern Ireland Standards for Nurse and Midwife

Education Providers: Cervical Screening Sample Taking (PHA 2016).

- Respiratory Competence Assessment Tool (R-CAT) (2012).
- Diabetes Competency Framework for General Practice Nurses (PHA 2017).

CORE COMPETENCY DOMAIN:

CLINICAL PRACTICE

The General Practice Nurse uses clinical and advanced communication skills in the assessment and management of patients in General Practice settings. They ensure care is planned in partnership with patients, their families/ carers and relevant Health Care Professionals and that all information is clearly, accurately and contemporaneously recorded as required by local policies. The General Practice Nurse delivers anticipatory and preventative care in line with regional public health priorities.

The General Practice Nurse will:

- Demonstrate advanced communication skills that enhance shared decision-making, supporting patients with a wide range of conditions to understand and when appropriate encourage self-management of their condition.
- Provide nurse-led clinics for a range of long term conditions and public health activities such as:
 - Diabetes;
 - Asthma and Chronic Obstructive Pulmonary Disease;
 - Cardiovascular Disease;
 - Chronic Kidney Disease;
 - Hypertension.

- Have an awareness of sexual and reproductive health.
- Have knowledge of the strategies and interventions necessary for:
 - health promotion and prevention of ill-health;
 - well women/well men's health;
 - vaccination and immunisation adhering to patient specific directions and/or patient group directions.



- Be able to plan ahead for potential scenarios to ensure anticipatory care needs of patients are understood and met.
- Have an awareness of NI Population Screening Programmes.
- Have knowledge of local care pathways and evidence-based management strategies to facilitate long term condition management.
- Recognise signs of deterioration in patients including emergency situations and manage these appropriately to optimise patient safety and where possible avoid hospital admission.

CORE COMPETENCY DOMAIN: EDUCATION & LEARNING

The General Practice Nurse is able to recognise personal development needs and also facilitate learning for patients, carers, other staff and students. They participate in relevant education and learning opportunities and are supported to improve knowledge, skills and behaviours and maintain requirements for NMC revalidation.

The General Practice Nurse will:

- Facilitate students and other members of the General Practice Team, in a supportive learning environment.
- Use reflective practice, supervision and other learning and development opportunities to support and maintain safe and effective person-centred care.
- Participate in appraisal and the development and implementation of a personal development plan to ensure continued professional development.
- Maintain a personal portfolio and meet requirements for NMC revalidation
- Participate in local or regional general practice nursing fora and events and disseminate learning and information gained, to other team members.
- Support colleagues sensitively to reflect on difficult situations in order to enhance self-awareness and learning and practice;
- Use various learning methods to keep up to date including use of the primary care intranet.

CORE COMPETENCY DOMAIN: RESEARCH AND EVIDENCE-BASED PRACTICE

The General Practice Nurse has an enquiring approach to practice and updates her/his knowledge to ensure best quality care is provided within any constraints of the service.

The General Practice Nurse will:

- Engage actively in data extraction and collection, audit, quality-assurance and service development activities.
- Have an awareness of how population data from General Practice Information Systems contributes to an understanding of health intelligence and how it can be applied to patient care.
- Be able to source evidence and critique it to underpin practice.
- Engage in the development of General Practice evidence-based protocols.
- Use patient-experience information/stories to implement improvements to care and services;
- Keep up-to-date with new innovations and developments locally and nationally, identifying those that will enhance your team's practice;
- Be able to communicate to patients the evidence underpinning their care;
- Consider ethical implications when participating in audit, research, clinical trials or service-user involvement.

CORE COMPETENCY DOMAIN: LEADERSHIP & MANAGEMENT

The General Practice Nurse is a vital member of the General Practice team and works with other Health Care

Professionals and agencies to facilitate the delivery of quality, patient-centred care and services.

The General Practice Nurse will:

- Engage with public health campaigns at an individual and population level aimed at addressing public health issues both locally and nationally.
- Co-ordinate the management of patients with long term conditions and maintain and/or update chronic disease registers as appropriate.
- Manage their time and work effectively.
- Have knowledge of General Practice contracts, enhanced services and how targets impact on the various patient groups. Facilitate General Practice work to enable the delivery of quality, person-centred care and services.
- Recognise personal accountability and responsibility to monitor and evaluate the provision of quality care against General Practice governance arrangements.
- Demonstrate leadership through assessment of clinical risk, appropriate delegation and supervision of the team including non-registered staff.
- Contribute to team meetings and other multi-disciplinary fora.
- Recognise and report any adverse incidents, accidents or near misses and undertake significant events analysis, in line with local policies and professional duty of candour.
- Demonstrate the ability to recognise and challenge poor practice and/or performance and know how to raise and escalate concerns.
- Collaborate effectively with a range of other healthcare professionals and agencies that may be involved in patients' interdependent care, recognising various roles and responsibilities, facilitating correct onward referral.

GENERAL PRACTICE NURSE EDUCATION REQUIREMENTS

The General Practice Nurse programme is essential for all nurses wishing to work as a practice nurse. The course is designed to enhance knowledge, skill and competence as a practice nurse. It is a 2 module programme, offered at Level 6 and 7¹¹, with the aim to be completed within one academic year.

The programme will:

- deliver theoretical learning;
- be supplemented by expert practitioners from the primary care setting; and
- be supported by mentors in practice.

The programme should be undertaken within the first year of taking up post and will incorporate the following:

- NI Strategic context for Health and Social care
- Structures and systems within General Practice
- Local population health needs and social determinants of health. Primary Prevention, screening programmes, recognition of co-morbidities Interpersonal and communication skills essential for General Practice
- Focused lifestyle advice to enable self-management using motivational interviewing and brief interventions;
- Assessment and management of a range of Long-Term Conditions

- Diabetes
- Asthma & COPD
- Cardio-vascular Disease
- Chronic Kidney Disease
- Understand and recognise the additional needs of patients in regard to the following:
 - mental health and wellbeing;
 - learning disabilities;
 - sexual and reproductive health;
 - dementia and delirium;
 - minor ailments, common infections and sepsis.
- Vaccination campaigns
- Understanding of the diagnostic tests and clinical investigations carried out in General Practice
- Awareness of women's and men's health; neurological conditions; and palliative and end of life care for cancer and non-cancer conditions,

At the end of the programme the General Practice Nurse will be able to: manage groups of patients; set-up and manage nurse-led clinics, with support from senior practice clinical staff and undertake the assessment and management of Long-Term Conditions; set up review clinics; search registers etc. A General Practice Nurse may also set-up and manage Cervical Screening Clinics and Spirometry Clinics following completion of approved programmes.

GENERAL PRACTICE NURSE CONTINUOUS LEARNING AND DEVELOPMENT

The General Practice Nurse should be supported through annual appraisal and clinical and professional supervision to continue to develop their skills in the following:

- Health assessment skills
- Awareness of mental health and risk of suicide and sign posting
- Assessment of Dementia and appropriate referral
- Assessment and management of Long term conditions, includes screening and management of clinics as relevant to the local General Practice population
 - Diabetes
 - Asthma & Chronic Obstructive Pulmonary Disease¹²
 - Cardiovascular Disease including Atrial Fibrillation & Coronary Heart Disease, Heart Failure, Peripheral Vascular Disease
 - Chronic Kidney Disease
 - Hypertension.
- Point of care testing
- Sexual and Reproductive Health
- Identification, management and treatment of patients with sepsis
- Q2020 Level 2 Attributes Framework (DHSSPS 2014)
- Application of evidence-based practice and the development of protocols.
- Resilience, emotional intelligence; influencing; negotiation; ability to challenge; organisational development; and change management.

The General Practice Nurse may choose to specialise in a specific area of practice and undertake the relevant education and development. It is essential that the General Practice Nurse is supported in their ongoing learning and development to meet the NMC requirements for revalidation.

¹¹ Offered at Level 6 until the majority of registrants have degree level qualifications

¹² If undertaking spirometry then the registrant must have training that meets the relevant NI guidelines

3.4

SENIOR GENERAL PRACTICE NURSE ROLE

The Senior General Practice Nurse will have all of the core competencies relevant to the General Practice Nurse role. The following additional clinical practice requirements are identified as core to the Senior role. These core competencies have been developed with reference to the Queen's Nursing Institute competencies for Senior General Practice Nurses (2017).



CORE COMPETENCY DOMAIN:

CLINICAL PRACTICE

The Senior General Practice Nurse is responsible for the provision of aspects of care, such as minor illnesses, acute and longer term health problems, preventive health care and support for behaviour change. The Senior General Practice Nurse role will need to adapt to a range of models of care provision. They have a vital public health role enabling people to make health choices which maximises self-care and promotes independence and health and wellbeing at home. They also need to understand population health and be familiar with resources available to empower the local community.

The Senior General Practice Nurse will:

- Demonstrate holistic clinical and health assessment skills.
- Be able to take a comprehensive health history and undertake physical examination using appropriate assessment tools to determine health status.
- Identify variation in individuals with a diagnosis, ensuring care pathways are followed including correct onward referral.
- Prescribe treatment and care across a range of interventions within scope of competence.
- Understand the connection between physical health and mental health issues.
- Identify patients with mental health issues and develop strategies to provide emotional support mental health and well-being for patients and their carers.
- Collaborate with mental health professionals and General Practitioners when using recognised assessment and referral pathways to identify patient needs and their mental capacity.

- Promote the use of digital technologies to support patients'.
- Develop specialist nursing skills to meet the needs of the General Practice population.
- Develop and implement risk management strategies which promote patient and staff safety and prevent avoidable harm.

CORE COMPETENCY DOMAIN:

EDUCATION & LEARNING

The Senior General Practice Nurse role is complex and includes leading and contributing to the learning, teaching and assessment of the General Practice Nursing Team. The Senior General Practice Nurse is responsible for developing and maintaining a creative learning environment using effective coaching and teaching skills.

The Senior General Practice Nurse will:

- Create a positive teaching and learning environment that enhances the development of nursing students, nursing staff and other Healthcare Professionals.
- Evaluate the impact of educational interventions for students, staff and patients.
- Develop systems to assess the learning and development needs of the General Practice Nursing team and negotiate strategies with the Practice to meet these needs.
- Facilitate the practice assessment of nurses undertaking "foundation/fundamental" or NMC approved "specialist practice" general practice nursing courses and ensure effective liaison with approved education institutions.
- Facilitate the ongoing development of the Senior Nursing Assistant role.
- Role model non-judgemental and value based care in practice creating a culture of openness and recognition

- of the duty of candour, promoting these values in other members of the General Practice Nursing Team.
- Support Registered Nurses through the NMC revalidation process.

CORE COMPETENCY DOMAIN:

RESEARCH AND EVIDENCE-BASED PRACTICE

The Senior General Practice Nurse is responsible for ensuring the General Practice Nursing Team applies an evidence-based approach to practice and uses up-to-date research as applicable.

The Senior General Practice Nurse will:

- Contribute to the development of local guidelines, protocols and policy and where appropriate at regional and national level.
- Use research related approaches to assess how evidence is used to inform the quality of care of individuals by self and others.
- Support staff to ensure all care is evidence informed and based on best practice.
- Contribute to and/or participate in research and quality improvement activities and disseminate information as appropriate to the General Practice Team.
- Contribute to the collation, monitoring, analysis and evaluation of data relating to audits, service provision and projects identifying trends that may impact on the General Practice Nursing service and, where appropriate, produce plans to support service development.
- Contribute to the ongoing development of systems, to capture patient/family/carer feedback to improve services.
- Contribute to the development of systems which value and utilise staff feedback to influence improvements to the

working environment.

- Ensure governance systems are in place for General Practice Nursing staff that ensures safety alerts are actioned and patients followed-up as required.

CORE COMPETENCY DOMAIN:

LEADERSHIP & MANAGEMENT

The Senior General Practice Nurse provides professional and organisational leadership to the General Practice Nursing Team. They will articulate the unique contribution and value of the Nursing Team to both the business objectives of the Practice and to improved health outcomes for patients.

The Senior General Practice Nurse will:

- Demonstrate professional and clinical leadership of the General Practice Nursing Team and provide clinical supervision support.
- Use effective communication skills to enable confident management of complex interpersonal issues and conflict management.
- Promote and model effective team work enabling staff to feel valued.
- Facilitate opportunities to develop the Nursing Team, in order to enhance their: knowledge, skills and behaviours; resilience and improve the overall care and services for the General Practice population.
- Manage the Nursing Team within regulatory, professional, legal, ethical and policy frameworks.
- Analyse the clinical caseload for the Nursing Team, ensuring a safe and effective distribution of workload.
- Ensure the Nursing Team are familiar with the safeguarding legislation, policies and procedures for vulnerable adults, children and young people and understand their responsibilities.
- Work with health and social care teams, community and

voluntary sectors to engage in initiatives to empower the General Practice population and enhance their health and wellbeing.

- Respond flexibly and innovatively to the changing primary care environment and related service developments.
- Analyse the practice population, undertaking risk stratification where appropriate, to ensure effective case management of patients with complex needs.

SENIOR GENERAL PRACTICE NURSE EDUCATION REQUIREMENTS

The Senior General Practice Nurse will complete the NMC non-medical prescribing V300 (Independent/ Supplementary Prescribing Course). In addition, they should undertake further study at Level 6/Level 7 to support them in their role, managing patients with Long-Term Conditions and co-morbidities. They should also complete Q2020 Attributes Framework (DHSSPS 2014) Level 2 programme.

SENIOR GENERAL PRACTICE NURSE CONTINUOUS LEARNING AND DEVELOPMENT

The Senior General Practice Nurse should be supported through annual appraisal and clinical and professional supervision to continue to develop skills in their role.

The Senior General Practice Nurse may wish to progress onto the Advanced Nurse Practitioner pathway.

3.5

ADVANCED NURSE PRACTITIONER ROLE

The core competencies for the Advanced Nurse Practitioner role in Northern Ireland are stipulated in the Advanced Nursing Practice Framework (DHSSPS 2016) <https://www.health-ni.gov.uk/sites/default/files/publications/health/advanced-nursing-practice-framework.pdf>

The Advanced Nursing Practice role is supported by a set of four core competencies and related learning outcomes, which have been developed from the work already completed nationally and internationally in Republic of Ireland (2005), Scotland (2007), Hamric et al (2009), Wales (2010), England (2010), Australia (2011) and RCN (2012, revised).

Direct Clinical Practice is the first core competency of Advanced Nursing Practice and is supported by three additional competencies:

- Leadership and Collaborative Practice
- Education and Learning
- Research and Evidence-Based Practice

The Advanced Nurse Practitioner will undertake comprehensive health assessments, and will manage a range of illnesses and conditions that frequently present in the care settings within which the individual works.

The Advanced Nurse Practitioner will:

- practise autonomously within an expanded scope of practice.
- demonstrate a person-centred approach to care delivery.
- develop and sustain partnerships and networks to influence and improve healthcare outcomes and healthcare delivery.
- educate, supervise or mentor nursing colleagues and others in the healthcare team.
- contribute to and undertake activities, including research, that monitor and improve the quality of healthcare and the effectiveness of practice.

It must be noted that only those who meet the requirements of the role and who are employed as Advanced Nurse Practitioners, will be able to use the title.



ADVANCED NURSE PRACTITIONER EDUCATION REQUIREMENTS

The core education requirements for the Advanced Nurse Practitioner role in Northern Ireland are stipulated in the Advanced Nursing Practice Framework (DHSSPS 2016). Advanced Nurse Practitioners must have successfully completed an MSc Nursing programme designed to meet the requirements for advanced nursing practice as set out by the Department of Health (DHSSPS 2016)

Students undertaking the MSc Advanced Nursing Practice programme will be supported in practice by a clinical practice supervisor who will be a nurse with an Advanced Nurse Practitioner qualification or doctor (GP or Consultant) who meet the criteria for this role.

In order to be eligible to apply for the MSc Nursing - Advanced Nursing Practice, applicants must be on the NMC register, have a degree or equivalent, and a NMC V300 recordable qualification.

The Advanced Nurse Practitioner should be supported through annual appraisal and supervision to continue to develop skills in their role.

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