

Nursing Career Pathways in Primary Care

Equality, Diversity and Inclusion and Freedom to Speak Up

Improving Equality, Diversity and Inclusion within the workplace is a an on-going priority. Inhouse engagement and learning for all staff will be available via our LMS. Don't forget to visit dedicated website pages from our system: JUCD

Joined up Care Derbyshire Equality, Diversity and Human Rights



YOUR VOICE MATTERS!

Freedom to Speak Up is about encouraging a positive culture in our workplace, where we feel comfortable speaking up and know that our voices will be heard, suggestions acted upon and we will be valued for taking a brave step in the interests of protecting patients and wellbeing of staff.

The Freedom to Speak Up Guardian for Derbyshire is Linda Cross at The Hub Plus, for more information contact: linda.cross@nhs.net

Nursing Team Wellbeing

Working collaboratively with JUCD Wellbeing, we're dedicated to your wellbeing and the wellbeing of your team. We understand that providing great care starts with self-care. In alignment with the NHS People Plan, we offer a variety of services, apps, and resources designed to support your individual wellbeing and team wellness.

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| 1. Attend regular nurse meetings | 2. Access to timely and effective appraisals | 3. Protected daily tea breaks (15-20 minutes) | 4. Block out catch-up slots during busy clinics | 5. Take lunch breaks away from your desk (take a walk, share your break with colleagues) | 6. Take adequate admin time away from clinical appointments to undertake the additional parts of your role |
| 7. Protected learning time in normal working hours for mandatory training and CPD | 8. Get the nursing team's voice heard via a Nurse Lead within Practice and a PCN Lead Nurse | 9. Have access to and support to access mental health services if required | 10. Receive respect for days off with no interruptions from work where possible | 11. Receive support to take time off when sick and not made to feel guilty to attend when not appropriate to do so | 12. Feel safe in an inclusive workplace which promotes equality |

Royal College of Nursing



JUCD Activities booking platform



Staff Health Improvement



Self-help and Resources



Primary Care Wellbeing



ShinyMind for Nurses, Midwives and Healthcare Support Workers



Co-created with the NHS, ShinyMind is already helping thousands of healthcare professionals improve their wellbeing to feel and cope better. It provides over 100 interactive science-backed masterclasses, tools and activities accessible 24/7, all in the palm of your hand.



Sign-up and download the app for FREE!

Student Nursing Associate (sNA) Career Mapping in Primary Care

Starting your journey as an sNA apprentice

Nursing Associate is a stand-alone role as well as also providing a route to Registered Nurse. It's intended that the role will enable registered nurses to focus on more complex clinical duties. Nursing associates work in the public, independent and voluntary sectors and it is a statutorily regulated profession. Nursing associates are trained to work with people of all ages and across all four fields of nursing: adult, child, mental health and learning disability.

The broad purpose of the occupation is to provide care for people of all ages and from different backgrounds, cultures and beliefs. Nursing associates contribute to the promotion of health, health protection and the prevention of ill health. They do this by empowering people and communities to exercise choice, take control of their own health decisions and behaviours and by supporting people to manage their own care where possible.

BPP University - Level 5 Nursing Associate Foundation Degree Apprenticeships



University of Sheffield - Nursing Associate Apprenticeships



University of Derby - Nursing Associate Apprenticeships



2-year apprenticeship funded through gifted levy. NMC registration post qualification.

Entry Requirements:

- 4 or 5 GCSEs at grades 9 to 4 (A* to C), or equivalent by the time you finish (You can complete these on the apprenticeship)
- You may also have Level 2/3 Health and Social Care qualifications.
- You will also need to have completed the care certificate.

Nursing Associate (rNA) and New to GPN Career Mapping in Primary Care

Further upskilling routes after your NA apprenticeship and for RNs new to the GPN role



University of Derby- Nursing Associate 18-month top up to Registered Nurse



Join our Nursing Associate WhatsApp Group!

Health Promotion

- NHS health checks
- Smoking cessation
- Behaviour change advice
- Weight management advice

Immunisations and Vaccinations

- Childhood and adolescent
- Vaccinations
- Adult vaccinations
- B12 injections

Long Term Condition (LTC) Care

- Diabetes
- COPD and asthma
- Cardiovascular disease
- Spirometry
- Other LTCs



Women's Health

- Cervical cytology
- Contraception
- Family planning
- Sexual health advice and screening

Wound Care

- Acute and chronic wound management
- Post operative wound care
- Suture and clip removal

Practical Skills

- ECGs
- Phlebotomy
- Blood pressure
- Therapeutic injections and monitoring
- Ear care



Birmingham City University- GPN Fundamentals module



De Montfort University- Practice Nursing PG cert

Education Routes in Primary Care

For nurses who want to share their existing knowledge or develop their teaching/ training skills

Becoming a nurse educator is a rewarding career path for those passionate about teaching and shaping the future of nursing. It requires dedication, ongoing learning, and a commitment to excellence in both clinical practice and education.

Whether you aspire a new career in education or want to take your existing career to the next level, completing additional qualifications in education will give you the insight, skills and knowledge to become a high-calibre and dynamic education professional. It could be a vital stepping stone to management and leadership roles.

Level 3, 4 or 5
award in Education
and Training



NMC SSSA training
(supervisor and
assessor)



Education MA with
optional specialist
pathways- Uni of
Derby



NEPSEC Assessor

NEPSEC offer training to
be a cytology assessor.
If interested contact
sht-tr.nepsec@nhs.net

Research and Leadership opportunities

The programme equips professionals working in Primary Care with skills in Research, Leadership and Team Building.

From Nurse to Partner stepping into a new territory

The changing nature of running a GP practice, with all its pressures and complexities, means that most GP partnerships recognise the need and benefit of having skilled managers supporting them. While it is still relatively rare, it is becoming more common for non-GPs- such as nurse practitioners, business managers or practice managers – to be offered partnership.

The first step to becoming a nurse partner is to gain the necessary skills and competencies to undertake the role. Training in leadership is an essential element as well as self-belief and commitment.

Excellent communication skills are also vital.

Future nurse partners may also consider undertaking a master's degree to become an advanced nurse practitioner, as well as a community specialist degree, before applying to be a partner.

Nurses wanting to be partners need the ability to think outside the box, push traditional boundaries and work hard.

As with any healthcare organisation, there are risks to the nurse's finance, clinical governance and reputation when taking on a partnership. It is advisable to have some savings, medical indemnity insurance and an accountant.

For more information see thehubplus.co.uk/partnership-development

University of Birmingham-

Primary Care Research and Leadership MSc/PGDip

The programme is aimed at primary care professionals (clinicians and non-clinicians) who are assuming leadership roles in primary care. This includes clinicians taking on wider responsibilities for a clinical team; or managers with an administrative team or those responsible for the entire organisation. These new roles require a more strategic outlook, informed by an understanding of research, as well as leadership and team building skills. The programme equips these new leaders with the skills needed for these roles.



For more information or to apply click here!

Mid-Career GPN

Further upskilling routes for nurses who have been practicing as a GPN for more than 2 years

FSRH Implant Insertion

FSRH Contraception Diploma

FSRH coil fitting

Older persons; Frailty, Ageing well, Palliative care

Mental Health; Neurodiversity, SMI, Dementia and Neurocognitive disorders

Acute services; minor illness, advanced physical assessment and consultation skills

Respiratory; Asthma, COPD, Spirometry – ARTP



Cardiovascular Disease; Diabetes, HF, AF, Hypertension, Lipids, CVA, CKD, CHD

Women's health; Menopause & HRT, Contraception & Sexual Health - including Implant and Coil fits, Pessaries

Public Health; Immunisations, Infection Prevention and Control

Education for Health- Long term conditions

ARTP Spirometry



Mid-Career GPN continued...

Other areas which can be developed in Primary Care

NHSE- PNA and
A-EQUIP model



Professional Nurse Advocate (PNA)

A professional nurse advocate is a registered nurse (RN) who serves as a voice for patients, families, and the nursing profession itself. Their role involves advocating for the best interests of patients, ensuring they receive appropriate care, respect, and support. The professional nurse advocates play a crucial role in promoting patient-centered care, protecting patient rights, and improving healthcare outcomes. PNAs do this by providing Restorative Clinical Supervision (RCS).

Clinical Supervision

Clinical supervision plays a crucial role in supporting the development, well-being, and professional practice of nurses, ultimately leading to better patient care and outcomes. As part of the ICB Quality schedule all staff require 1 hour per month of Clinical Supervision.

More information can be found on The Hub Plus Website

PGDip Specialist Community Nursing (GPN)

Full time- 1 year, Part-time- 2 years

The course aims to develop you as safe, competent and Professional Specialist Community Nurse, fit for practice in the field of General Practice Nursing. On successful completion of the course you will be able to register as a Specialist Practitioner on the NMC register.

For more information email amy.yeoman1@nhs.net

Non-Medical Prescribing

Nurses can undertake non-medical prescribing (NMP) qualifications. These qualifications enable nurses to prescribe certain medications independently, without the need for a doctor's authorisation.



University of Derby
NMP



Sheffield Hallam University
NMP



University of Sheffield
NMP



The Hub Plus website
Nurses Section

Enhanced GPN

Mid Career upskilling routes after your Foundation/N2GPN Programme



Network Contract
DES- page 111
onwards

ECPs in Primary Care are employed by independent General Practices, or they can be employed on behalf of Primary Care Networks (PCNs).

Enhanced Practice can be a step towards Advanced Clinical Practice or a role within itself, allowing GPNs to be a generalist with a special interest and/or have management and leadership responsibilities. Enhanced GPN is now included in the ARR's roles at PCN level.



University of
Nottingham ECP

ECP pathways can be completed as a Post Graduate Certificate (Apprenticeship) over 1-2 years (apprenticeship levy applications can be used to fund the training). Along with Core modules, you may be able choose a speciality module such as: minor injuries, diabetes, palliative care, ageing well, infection prevention and control, mental health, respiratory diseases, dementia and neurocognitive disorders, clinical education.



University of Derby
ECP

Other requirements include prescribing, a Quality Improvement project, and evidence of capabilities in the form of a Portfolio of evidence (based on the Core Capabilities Framework 2022)

The Hub Plus offer ongoing support through your training. Contact them via ddlmc.thehubplus@nhs.net



**Primary Care and
GPN Care and
Core Capabilities
Framework**

Advanced Clinical Practitioners (ACP)

Advancing practitioners in primary care are employed by independent General Practices, or they can be employed on behalf of Primary Care Networks (PCNs).

Advanced Practitioners are experienced clinicians (in Derbyshire the eligibility for applying for the ACP MSc Apprenticeship is 5 years post qualification with 2 years working at a senior level).

- Pharmacists must complete the Centre for Pharmacy Postgraduate Education (CPPE) pathway prior to undertaking any advanced practice pathway.
- The First Contract Practitioner (FCP) pathway must be completed before entry to the ACP MSc Apprenticeship is approved.

Advanced Practitioners work as part of the multi-professional team, masters level qualifications are needed to provide a sound knowledge base across the four pillars of advanced practice as defined by HEE in the Multi-professional framework for advanced clinical practice in England (2017).

All advanced practitioners need to provide a portfolio of triangulated evidence of capability against the appropriate framework. In Derbyshire we have the Joined Up Care Derbyshire (JUCD) ePortfolio.



If you would like any further information or to express an interest in applying for the ACP MSc Apprenticeship then please contact:
 irenka.arroyo-goodman@nhs.net

Advanced Clinical Practitioners (ACP) continued...

3 Year ACP MSc Apprenticeship

Derbyshire Training Hub Plus can support employers with the gifted levy to fund the training.

Local programmes are available at the following Universities, or you can choose to study at another University with an accredited programme:

ePortfolio (supported) Route

The ePortfolio (supported) route is voluntary and has been specifically designed to enable recognition with the Centre for Advancing Practice of existing, experienced advanced practitioners. Further information is available here: [ePortfolio \(supported\) Route - Advanced Practice \(hee.nhs.uk\)](https://www.hee.nhs.uk/ePortfolio-supported-route-advanced-practice).



University of Derby



University of Sheffield



Nottingham Trent University



Sheffield Hallam University



University of Nottingham



Manchester Metropolitan University

Late Career GPN

Aimed at Practice Nurses who are within 5 years of retirement.

Legacy Nursing

The Legacy Nurse role specifically draws from lengthy careers, sharing all forms of knowledge (e.g. tacit, intuitive, experiential and propositional), gained from their extensive practice experience.

This new role ensures accumulated clinical wisdom is not lost (through retirement) to the employing organisation but can be used within the new 'legacy' roles, to have a lasting impact on future workforce knowledge, skills and expertise.

Across Derbyshire we are aiming to offer Legacy Nurse posts as part of the GPN Reservist Bank - offering 'real time' support, through clinical supervision and coaching to colleagues, working alongside them in practice, with flexible working options. This will provide Senior GPNs with the opportunity to impart their invaluable knowledge and skills as clinical leaders and specialist practitioners, on the future workforce. It recognises and celebrates their contribution to the NHS throughout their lengthy careers, whilst imparting their knowledge, wisdom and expertise onto others who might be starting or are being 'challenged' by the extent and scope of their roles in and across different healthcare settings.

If you would like to get involved as a Legacy Nurse, please contact ddraycott@nhs.net

Understanding your pension training can be found on our Learning Portal.

You can access this by scanning the QR code



GPN Mentoring Pilot

New to Practice or Newly Qualified nurses currently enrolled on the Derbyshire new to practice scheme have access to up to 12 hours of mentoring to aid the transition between training and independent practice. As a late career nurse you could have the opportunity to share your knowledge and experience by becoming a GPN mentor.

For more information please contact laura.bentley2@nhs.net