**EXPRESSIONS OF INTEREST – GPN SPECIALTY TRAINING SCHEME**

The GP Task Force, Derbyshire (GPTF) working with Health Education Derbyshire, thanks to funding from Derby and Derbyshire CCG, is seeking expressions of interest from practices/PCNs to participate **in a scheme to recruit and train 4 new General Practice Nurses.**

**INTRODUCTION**

Derbyshire general practice continues to face a significant challenge in nursing recruitment in the face of recent or impending retirements. It is imperative that our practices have the necessary workforce to offer sustainable services into the future, and registered nurses will be a key component of that.

Registered Nurses who want to make general practice their career choice find securing their first role difficult. Most employers prefer nurses with experience, but without experience there’s no job and without a job there’s no opportunity for experience.

GPTF in partnership with D&DCCG, NHS England and Health Education Derbyshire is able to offer an exciting solution: a ‘GPN Specialty Training’ scheme to provide support and funding to a number of participating Primary Care Networks. This offer includes:

1. **A fully funded place on the De Montfort University General Practice Nursing course during the first 9 months for each of the recruits, with an allocated external mentor.**
2. **Providing Peer group support and clinical supervision sessions throughout the programme for the recruit.**
3. **Financial support to allow release of the trainee for study leave.**
4. **Support to access further identified Personal Development training during the second year.**

Each nurse recruited through this scheme will be employed by a practice or PCN. The scheme will be funded for 24 months. Once the training period is completed, the nurses will be supported by HED to apply for identified vacancies. This may be at their training practice, within the same PCN, or in a practice within another PCN.

**SCHEME SPECIFICATION**

**Funding & support:**

1. Each Practice/PCN will receive £3800/year (pro rata) to support the release of their trainee GPN for study.
2. A fully funded place on the De Montfort Practice Nursing course will be guaranteed (using £333/yr of each trainee GPNs CPD funding from HED)
3. In the 2nd year of the programme the trainee will be supported to identify further training needs as part of their PDP, providing them with coaching and supervision training to develop their leadership skills via HED.
4. The trainee will have access to a GPN Peer Support Network and group Clinical supervision sessions throughout

Other terms and conditions will be decided by individual practices; however, this will be taken into consideration during the practice EOI process to encourage fair and equitable T&Cs.

**General Practice Nursing course – De Montfort University, Leicester**

The General Practice Nursing course is well established and is aligned to the RCGP’s General Practice Nurse Competencies 2012. It is designed to equip registered nurses with the core skills required for the role of General Practice Nursing. It is competency focused and will also develop clinical and academic skills and prepare nurses for a career in general practice.

Places will be funded through this scheme at De Montfort University commencing in Jan 2021. The course will take 9 months to complete and the 4 new nurse recruits will be expected to work as a single cohort. The course is part-time, delivered over 16 contact days delivered remotely and/or at the University, alongside other online activities and supervised practice with a General Practice Nurse mentor. Core General Practice Nurse skills will be covered including, venepuncture, immunisation, and cytology. There is a strong focus on consultation, communication and assessment skills as well as chronic disease management, underpinning physiology and motivational interviewing.

The GPN Fundamentals course has been developed alongside Health Education England to provide a quality assured, standardised course for the General Practice Nurse workforce, and has already benefited a number of Midlands practices which have had staff go through the course.

**Practice Nurse Recruitment**

Once accepted, Practices should advertise their vacancy via the NHS jobs website using a provided centralised Job and Person Specification. The GPTF Team will oversee the shortlisting process to ensure all applications meet the eligibility criteria for the programme, but individual practices will arrange their own interviews. Applicants must be new to Practice Nursing and have a current NMC registration to be eligible. The interviews are anticipated to be held end of Oct 2020 (date TBC).

The contract of employment will be agreed between the employing practice and the recruit, and should include study leave, holiday entitlement and fulfil all employer responsibilities including ensuring induction and mandatory training is complete. Sick pay and maternity pay will be the responsibility of the employing practice.

**Requirements from Participating Practices**

The PCN/home practice should be able to demonstrate a track record of providing high quality support and training to ensure a good first experience in general practice. They will provide supervision and preceptorship support so that the Specialty Trainee can achieve the required competencies to be successful as a GPN.

Interested practices/PCNs must demonstrate their commitment to providing a supportive environment for the development of their newly recruited nurse. This will be via Expression of Interest and will include:

* Ensuring the recruited nurse is released to attend agreed training and development events, including but not limited to the GPN Fundamentals course and any GPN education forums; **released time will be from contracted hours.**
* Identify a member of the practice nursing team to be responsible for deliver mentorship and clinical supervision and ensure sufficient, regular time is agreed for this to take place, outlining how this will be delivered.
* PCNs/Practices must fully participate in project evaluation in conjunction with the GPTF.

Successful practices will be required to sign up to a Memorandum of Understanding with GPTF confirming that they meet the necessary criteria and commit to supporting the new nurse.

**Timeline of scheme**

Recruitment will commence in September 2020 and interviewing is anticipated to be October 2020.

New nurse recruits are expected to commence employment by January 2021.

Successful recruits must enrol onto the GPN Fundamentals course by December 2020 to commence training in January 2021. The teaching element of the course will run for a 9 month period.

**NEXT STEPS**

If you wish to express your interest for the above scheme please complete the following Expression of Interest Form and email your completed form to **ddraycott@nhs.net**.

**EXPRESSION OF INTEREST FORM – GPN SPECIALTY TRAINING SCHEME**

**For return to** **ddraycott@nhs.net** **by 30th April 2020** Please provide the following information:

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| --- |
| **QUESTION 1: Please state the name of the Primary Care Network applying and which practice will be the employer.**Response: |
| **QUESTION 2: Identify which specific practice member(s) of staff will be responsible for mentorship of the new nurse recruit, and describe why they are the appropriate person(s) to deliver this (e.g. previous/other mentorship experience, knowledge, professional role etc.) [25%]**Response: |
| **QUESTION 3: Describe how the practice or group/network will offer mentorship, support and supervision to the new recruit during the 18 month scheme. [30%]**Response: |
| **QUESTION 4: How will the practice ensure that the new recruit is supported to attend the GPN Fundamentals course and other training? [15%]**Response: |
| **QUESTION 6: What will be the benefits to the practice from participating in this scheme? How will you deploy this new recruit within your workforce? [20%]**Response: |
| **QUESTION 7: What other terms and conditions or benefits are you able to offer the nurse recruit? [10%]**Response: |
| **QUESTION 8: What is the employing practice’s current CQC rating? And when was it last inspected?** Response: |
| **QUESTION 9: Please provide a brief bio of the employing practice and PCN which will be shared with the shortlisted applicants as part of the interview process. [50-250 words]**Response: |

By signing and returning this form I confirm the employing practice and PCN are able to meet the requirements of the specification.

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| --- | --- |
| **NAME** |  |
| **ORGANISATION** |  |
| **POSITION** |  |
| **DATE** |  |
| **SIGNATURE** |  |

**Please email your completed form to** **ddraycott@nhs.net** **by close of play 30th April 2020**

**Any expressions of interest that are incomplete or not submitted by the deadline will not be accepted.**

**SCORING CRITERIA**

Expressions of Interest will be scored using the following 0-5 scoring criteria for each question. Weighting for scoring is listed after each weighted question.

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| **Assessment** | **Score** | **Interpretation** |
| **Excellent** | **5** | **Exceeds the requirement.**  Exceptional demonstration by the Bidder of the relevant ability, understanding, experience, skills, resource & quality measures required to provide the supplies / services. Response identifies factors that will offer potential added value, with evidence to support the response. |
| **Good** | **4** | **Satisfies the requirement with minor additional benefits.**  Some minor additional benefits by the Bidder of the relevant ability, understanding, experience, skills, resource & quality measures required to provide the supplies / services. Response identifies factors that will offer potential added value, with evidence to support the response. |
| **Acceptable** | **3** | **Satisfies the requirement.**  Demonstration by the Bidder of the relevant ability, understanding, experience, skills, resource & quality measures required to provide the supplies / services, with evidence to support the response. |
| **Minor Reservations** | **2** | **Minor reservations.**  Some minor reservations of the Bidder’s relevant ability, understanding, experience, skills, resource & quality measures required to provide the supplies / services, with little or no evidence to support the response. |
| **Major Reservations** | **1** | **Major reservations**.  Considerable reservations of the Bidder’s relevant ability, understanding, experience, skills, resource & quality measures required to provide the supplies / services, with little or no evidence to support the response. |
| **Unacceptable** | **0** | **Does not meet the requirement.**  Does not comply and/or insufficient information provided to demonstrate that the Bidder has the ability, understanding, experience, skills, resource & quality measures required to provide the supplies / services, with little or no evidence to support the response. |