**Greater Manchester General Practice NURSE (GPN) Specialty Training (PCN Pilot) FAQ**

**Introduction**

The GM General Practice NURSE (GPN) Specialty training (PCN Pilot) programme is a 2year funded training offer for PCN’s to recruit newly qualified nurses who are interested in working in primary care. The aim is to equip the newly qualified Nurse with the skills and knowledge required to support local population health needs with the ambition of reducing health inequalities.

This role supports the delivery of the Network Contract Directed Enhanced Service (DES) 2022/23.

**What is a GPN?**

A General Practice Nurse (GPN) is a registered nurse who works autonomously within a Multidisciplinary Team (MDT) within General Practice (GP) surgeries as part of a Primary Healthcare Team

**What is the aim of the GM GPN Specialty Training programme?**

The GM GPN Specialty Training Scheme is a Greater Manchester programme, which includes 2 training offers, the GM GPN Foundation and GPN Fellowship. The programmes are structured to support nurses transition into their general practice nursing role and aims to support:

* + PCN’s recruit a newly qualified nurse
	+ Provide accredited training and development to improve knowledge and skills specific to primary care
	+ Support with retention of newly qualified nurses
	+ Understanding of population health and health inequalities to deliver the PCN DES

**What is the application criteria?**

* Newly-qualified nurses who are within their first 12 months since qualifying and hold a substantive contract to deliver GMS services
* Newly Qualified Nurse (NQN) is defined as a NMC Registered Nurse (RN) newly qualified or in their first 12 months post qualification.
* One place per Primary Care Network (PCN)
* PCN’s should complete the following Expression of Interest form and confirm their commitment to support the candidate for the 2 year period to support learning and development and improve knowledge and skills specific to primary care. <https://rb.gy/r3nzim>



**What is the package of support?**

* Two year (24month) GPN Foundation and GPN Fellowship training / Preceptorship programme\*SEE BELOW
* Greater Manchester funding available to support a Newly Qualified Nurse (NQN) role:
	+ Agenda for Change Band 5 [Pay scales for 2022/23 | NHS Employers](https://www.nhsemployers.org/articles/pay-scales-202223) £13.84 per hour plus 30% on costs: **£18 per hour**

**Year 1:**

2 days (15hrs) reimbursed at £18 per hour; totalling **£14,040**

**Year 2:**

0.5 days (3.75hrs): reimbursed at £18 per hour totalling **£3,510**

**TOTAL investment: over 24mths/2years £17,550**

*Please note should the candidate’s employment or participation in the learning and development end, payment will cease.*

**I have a nurse employed who fits the criteria, can they access the programme?**

Yes, however the nurse must be within 12mth of being qualified

**Can I employ a nurse straight from university?**

Yes, however the nurse needs to hold a NMC pin.

**Can I employ a nurse who has been employed elsewhere?**

Yes; however the nurse must be within 12mth of being qualified.

**What funding is available?**

This is a 2 year / 24mth funded programme.

Funding is available for each PCN participant on the following basis:

* Agenda for Change Band 5 [Pay scales for 2022/23 | NHS Employers](https://www.nhsemployers.org/articles/pay-scales-202223) £13.84 per hour plus 30% on costs: **£18 per hour**

**Year 1:**

2 days (15hrs) reimbursed at £18 per hour; totalling **£14,040**

**Year 2:**

0.5 days (3.75hrs): reimbursed at £18 per hour totalling **£3,510**

*Please note:*

* should the candidate’s employment or participation in the learning and development end, payment will cease.
* Funding is linked to the candidate: where they move within Greater Manchester and have PCN support, funding can follow the learner.
* Funding is available to start in 2023 and will run for 2 years as described within the programme outline

**What is the training commitment?**

This is a **2 year / 24mth programme**, however commitment varies over the 2 years:

**In year 1**, participants to the scheme should be released from their practice/PCN clinical role for 2 days / 15hrs\* per week in order to participate in the activities relating to the **Foundation Digital training programme** and **Fellowship programme**. This includes learning through a likely mix of training days and self-directed online sessions, mentorship / supervision sessions and peer support conversations. (The funding provided covers this training time out).

**In year 2**, participants to the scheme should be released from their practice/PCN clinical role for 0.5 days / 3.75hrs\* per week in order to participate in the activities relating to the **Fellowship programme**. This includes learning through a likely mix of training days and self-directed online sessions, mentorship / supervision sessions and peer support conversations.

\*1 session is 3.75hrs . (The funding provided covers this training time out).

**What is the GPN Fellowship?**

* Participation on the 2 year GPN Fellowship programme

Guidance can be found here: [PowerPoint Presentation (england.nhs.uk)](https://www.england.nhs.uk/wp-content/uploads/2020/08/general-practice-fellowship-2021-22-operational-guidance.pdf)

* Commitment of 1 session (3.75hrs) each week for 24mths
* Live from March 2023

The fellowship framework includes:

* Support and networking
* Learning and development
* PCN portfolio working
* Health inequalities / Population Health

**What is the Greater Manchester GPN Digital Foundation?**

* Flexible learning with immediate enrolment: [Nursing Foundation Programme enrol - Greater Manchester Primary Care (gmprimarycare.org.uk)](https://gmprimarycare.org.uk/primary-care-passport/foundation-programme-enrol/)

Includes Foundation in:

* Cardio Vascular Disease (CVD)
* Diabetes
* Respiratory

Live from January 2023

*Please note, it is the expectation that the GPN Digital Foundation Programme will be completed within 12mths.*

**Who is the programme aimed at?**

Newly Qualified Nurse (NQN).

NQN - newly qualified nurse is defined as a NMC Registered Nurse (RN) newly qualified or in their first 12 months post qualification

**How do I express interest in the offer?**

Please complete the following Expression of interest form <https://rb.gy/r3nzim>



**What is the expectation around the PCN Role?**

Participants of the programme should have the opportunity to work on a rotational basis outside of their usual practice environment, working across the PCN, experiencing other ways of working and stretching their skills.

The intention of this aspect is to create interesting roles through building variety, whilst exposing newly-qualified clinicians to different settings and other ways of working. As well as developing clinicians, this variation to traditional working should support clinicians to remain in substantive roles. This flexibility is aligned with the expanded role PCNs are taking in delivering out of hospital activities, such as providing enhanced support to care homes. As the delivery responsibilities for PCNs grow, programme GPNs can contribute to the PCN by taking each of these things forward as their PCN portfolio working opportunity. Thus, it is expected the breadth and volume of local PCN portfolio working opportunities will grow in time.

**What is a GM GPN Speciality Training agreement?**

The **GM GPN Speciality Training agreement** defines the commitment required, roles and responsibilities of each party. It includes commitment to support:

* Protected time to participate in the training programme known as GPN Speciality Training
* Completion of the GPN Digital Foundation Training pathway
* Participation in the GPN Fellowship scheme
* Accept support and allow learner access from Locality Training Nurses (LTN) / locality Training Pods (LTP)\*see below for more information about training pods
* Learner and employer agree on education/ Training contract (hours of study/support in accordance with payment)

**Employment**

Contracted to work within the PCN for a minimum of 2 years @ 22.5hrs a week or more. Please note of the 22.5hrs a total of 18.75hrs are committed to the training within year 1 and 3.75hrs in year 2 (please see ‘**What is the training commitment’** for more information).

* Payment Band 5 £13.84 per hour level for 2 years [Pay scales for 2022/23 | NHS Employers](https://www.nhsemployers.org/articles/pay-scales-202223)
* EOI- January – March 2023
* Posts to commence March 2023 onwards with enrolment on GPN foundation & fellowship on commencing post.

*Please note should the candidate’s employment or participation in the learning and development end, payment will cease.*

You can access help with recruitment through the Primary Care Greater Manchester workforce Connect: [Greater Manchester Workforce Connect - Greater Manchester Primary Care Careers (gmprimarycarecareers.org.uk)](https://gmprimarycarecareers.org.uk/greater-manchester-workforce-connect/)

**What is the PCN employer commitment?**

* Recruits’ individual
* Pays salary of individual
* Ensures protected time for individual to undertake Fellowship and Foundation-related sessions, which may be within or outside of the practice
* Provides and releases individual for PCN portfolio/ rotational working opportunities
* Provides a supportive environment to individual, and supports participation in the programme
* Provide feedback to support evaluation of the programmes

**What is Greater Manchester’s commitment?**

* Provides funding to support the GPN Speciality programme in 2023
* Maintain and support the Digital Foundation training programme and the GPN Fellowship in line with National funding
* Share best practice
* Support with recruitment through GM Workforce Connect
* Evaluation of the programmes

**What is a ‘Locality Training Pod’?**

A locality Training pod is a *local* based education/ training resource for the GPN Speciality programme.

* Each Locality training pod is staffed by experienced practice nurses as trainers and supervisors throughout the GPN Specialty training programme
* Access by learners to the training pod will be free
* The training is delivered mainly through a virtual offer but there will be the need to also meet face to face where applicable depending upon programme elements
* Training programmes will be aligned to the GM Passport and any other GM offers which compliment.

The Locality Training Nurses (LTN) will support the learner through a number of programmes:

* Provide peer support
* mentorship
* clinical supervision
* competency approval

The following areas have established locality Training pods and can go live from January 2023:

* **Salford**
* **Stockport**
* **Manchester**
* **Tameside**

Greater Manchester is committed to working with the remaining localities to establish Training Pods; it is the expectation that all 10 localities will have a training pod in 2023.

**Timeframe**

**Phase 1:** Expression of interest open to established Locality Training Pods from January 2023 until March 2023

Applications to be reviewed and confirmed within 2 weeks of submission.

Funding reimbursement made on a monthly basis. *Please note should the candidate’s employment or participation in the learning and development end, payment will cease*

Places are linked directly to Locality Training Pods.

**Is this role part of the ARRS funding?**

No, the GPN role is not funded through the DES ARRS.

**Is there help with recruitment?**

Yes, employers are encouraged to use GM Workforce CONNECT to post GM GPN Specialty training posts.

There is a sample JD/PS which can be amended to support advertising the role.

We are also working with Greater Manchester Training Hub (GMTH) to work liaise with Higher Education Institutes (HEI’s) to target nurses ahead of qualification.

**What are the benefits of this programmes?**

* Supports recruitment and retention of GPNs across Greater Manchester
* Quality Clinical GPN Foundation training programme (CPD Accredited)
* GPN Foundation training programme is co-produced by a leading PC educator
* GM Developed GPN Fellowship programme supported by GM Training Hub
* PCN’s to Grow your future nursing workforce
* Attract and retain PCN nurses through education and development
* Retention of a skilled PCN nursing workforce
* Clinical Skills and development support available from an experienced Locality Training NURSE (LTN)
* Supported transition into Primary Care
* Awareness of Primary Care Networks / ICSs / STPs and their role
* Connected to Training Hub
* Personal development plan in place
* Individual’s ambitions understood
* Supportive network built around the individual
* Network of support grows contextual confidence
* PCN portfolio rotational opportunity
* One portal for advertising (GM Workforce Connect)

**Contacts?**

If you need help, please email: **england.primarycarecomms@nhs.net**and reference GM GPN Speciality Training