



GREATER  
MANCHESTER  
TRAINING HUB

# General Practice Nurse (GPN) Fellowship Programme

The GPN fellowship is a two-year programme that supports transition into primary care for both newly qualified and new to primary care nurses.

The GPN fellowship is open to NMC registered nurses who hold a substantive salaried or partner role and are working in Greater Manchester. The programme is designed to support induction into general practice, with an explicit focus on working within a Primary Care Network (PCN) and the integrated care system (ICS) whilst providing access to a peer support group and coaching.

The programme offers one paid session (approximately four hours) per week and is delivered through a blend of self-led learning and flexible sessions across four modules over two years.



## Who is the GPN Fellowship for?

The programme is for newly qualified NMC registered nurses and new to primary care nurses who have the drive to develop into competent GPNs and invest in shaping the future of general practice. The programme encourages working within and across PCNs, leading to opportunities for integrated working and relationship building, enabling the sharing of experiences and have the support of experienced mentors to facilitate the transition into general practice.

## Eligibility for GPN Fellowship

You can access the fellowship programme if you:

- Are an NMC registered Nurse
- Have a substantive salaried or partner role within primary care within the Greater Manchester (GM) area
- Are newly qualified or qualified within last 12 months
- Have joined primary care within the last 12 months from another area of nursing

## Benefits of the GPN Fellowship

You will receive

- A structured supportive induction
- Sessions of learning, tailored to the needs of a GPN
- Access to networks and peer support
- Coaching and mentorship
- Access to development opportunities
- Leadership development, support, and quality improvement

## How long are the GPN fellowship sessions?

The sessions are approximately four hours per week, with some variation, dependant on the session content and delivery. For example during the fellowship participants will receive a two day coaching course, specially designed masterclasses, podcasts, support and mentorship. During the month they undertake this course they will spend less time on Fellowship activities in other weeks.

## Do nurse fellows undertake the fellowship within their clinical time?

Fellows may reduce their clinical time to partake in the fellowship, or if they are part time, add it onto their salaried hours for the duration of the fellowship. This should be negotiated with the practice prior to commencing the programme.

## Do I need to be employed?

Yes, learners on the fellowship need to have a substantive salaried or partner role within GM. (This can be either full or part-time.)



Months  
1–6

- Focus on support and building peer relationships
- Build networks and relationships
- Build confidence
- Embed skills and apply learning
- Supporting GP Nurses at the start of their career in primary care
- Job shadow

Months  
7–12

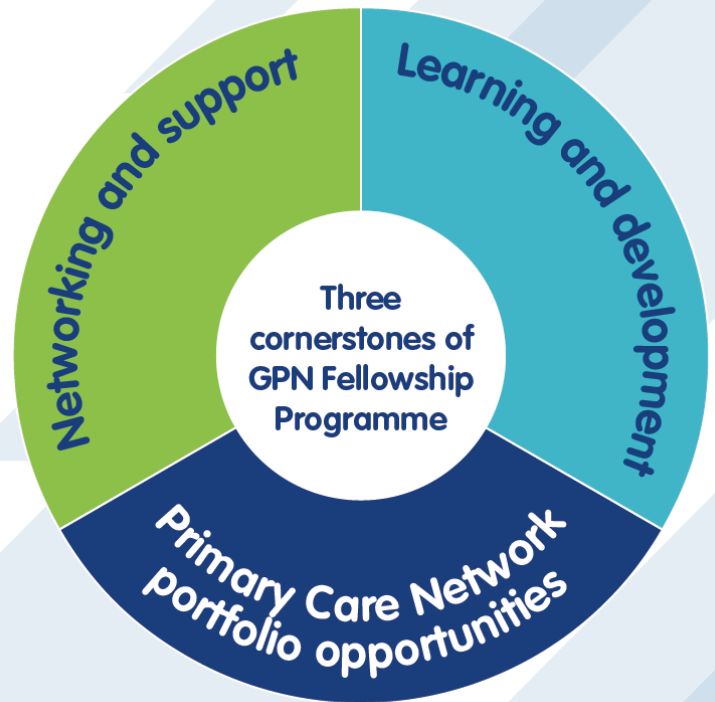
- Embed skills
- Benefit from a supportive environment
- Development plan
- Carry out action learning and restorative supervision
- Receive support and mentorship
- Develop individual coaching and mentoring skills

Months  
12–18

- Develop new ways of working
- Embed quality improvement
- Embed skills and learning within a Fellows Primary Care Network (PCN) MDT (Multi-Disciplinary Team)
- Develop PCN project

Months  
18–24

- Establish future career plans
- Further develop leadership skills
- Further clinical skills
- Undertake PCN portfolio working
- Undertake the supervisor and assessor training



Facilitating networking opportunities with others in GM to help support career development. This includes access to:

- MDT working opportunities
- GPN Network
- Mentoring
- Coaching
- 1:1 sessions with GPN Leads
- Locality Peer Support Groups

Additional training to enhance fellow's primary care knowledge and skills.

Fellows will develop skills in:

- Population health management
- Leadership and management
- Coaching and supervision
- New ways of working including digital skills
- Group consultation

Multi-disciplinary and integrated working is key to the future of primary care. To support this the programme will help fellows develop system level thinking and working. Fellows will have opportunities to:

- Job shadow within a Primary Care Network
- Develop a project that addresses a population health need



## Attending sessions

There are a range of sessions available, from small group discussion with peers, to lecture style sessions with guest speakers. Participants will have the opportunity to attend local leadership development courses and presentation skills workshops, focusing on the ability to lead, influence and deliver results.

## Coaching

Fellows will have access to the Greater Manchester Training Hub (GMTH) Institute of Leadership and Management (ILM) assured, two-day 'Coaching Skills' training, which includes:

- Discussions on the differences between coaching and mentoring
- Explore the full coaching process
- Explore effective communication and self-awareness (Strength Deployment Inventory)
- Explore effective goal-setting strategies
- Understand how to use a coaching development plan and evaluate coaching goals
- Plan coaching next steps

## Mentoring

GPN fellows will be supported by an experienced GPN who will offer one hour of mentorship per month throughout the duration of the fellowship.

## Projects/portfolio work

There are a number of different projects and portfolio options you could explore as part of your fellowship. These can be tailored around the areas that are of interest to you or the practice you work within.

## Application process and funding

Prior to application

The applicant will:

- Hold a substantive salaried or partner role within general practice (or a secure offer) within the Greater Manchester area
- Be an NMC registered nurse, new to primary care or a newly qualified nurse, within the first 12 months of qualifying
- Have agreement from the employer to support your application and participation of the fellowship

Once practice approval is obtained:

- Complete the GPN Fellowship Programme registration form available on the GMTH website <https://gmthub.co.uk/gpn-fellowship>
- Email the completed registration form to [gmth@gmfeds.co.uk](mailto:gmth@gmfeds.co.uk).