Introduction – Laura Wheeler

• SW Regional Board for PCWS objectives
• Workforce challenges and profile
• Impact and benefit of this Strategy
• Identification of core competencies within roles
The beginning

NHS England General Practice and Community Nursing Workforce Development Programme Across Devon, Cornwall and Isles of Scilly
July 2014 – March 2016

• Transformational programme of work
• Achieved agreed objectives and delivered on 16 projects outputs
• Rapid changes of NHS England structures (changes in Area Teams to sub regions)
• Publications of new key strategies which had re-shaped its focus; *NHS England 5 Year Forward View* and Health Education England *Shape of Caring Report*
Building on knowledge

• The aim of this programme of work was to ensure consistent and visionary response to challenges faced by community and primary care nursing workforce.

• It was delivered by professional engagement and mobilisation including advancing cultural change and supporting new skills development.
Turning with the tide
Collaborative design

First Devon General Practice Nurse Workforce Strategy Launched to Tackle Staff Shortages

www.devoncepnn.co.uk under News section
The Team
Robust framework

• Provides a robust process to implement national recommendations and outlines a vision for primary care nursing in Devon.

• Identifies twenty-five recommendations, along with specific implementation projects, which focus on addressing the current workforce challenges.
## Areas of focus

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<th>Successes</th>
<th>Gaps</th>
<th>Opportunities</th>
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<td>• Challenges with Recruitment and Retention of Practice Nurses</td>
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<td>• Challenges to Accessing Further Professional Development</td>
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<td>• Challenges to Integrated Workforce</td>
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<td>• Strengthening Leadership and Building Networks</td>
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Evidenced based

• Input from SW AHSN analyst to incorporate GP Census data (from WAT tool) to fully understand current workforce issues

• Raised the profile of GPNs to the wider system ensuring that it is recognised at STP level as part of a primary care discussion
Data used to inform GPN strategy
Perfectly aligned

- Expertise from CCGs’ GPN Leads and a sound understanding of the issues and policy drivers gained by being involved in national work

- Implementation plan is mapped and referenced to national nursing strategies
Fully engaged

• STP wide agreement with a full support of SW Regional Board for Primary Care Workforce Sustainability and CCGs

• A real commitment across the system to work towards pragmatic and sensible solutions
Implementation phase

- The strategy contributes to meeting the key milestones and targets set by the GPN Delivery Board
- Provides a clear plan and vision for practice nursing
- Enabling successful delivery through already existing workstreams such as the CEPN KPIs and STP Workforce strategies
Our aims

• GPN as a destination career,
• improved access to quality training,
• developed career pathway,
• Develop strong leadership and clinical skills to provide safe and excellent patient care
Discussion

• How can we expand the strategy regionally, recognising that General Practice Nurses are fundamental to providing high-quality patient-centred care
Finally...

We recently developed a resource to help with recruitment and retention of nurses in general practice.

The Get In and Get On Practice Nursing document
Thank you for listening!

Looking forward to hearing from you if you would like more information

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Thank you

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