



Nursing Workforce Planning Workshop



Topics for the workshop

Recruitment and retention

Resilience and wellbeing

Leadership

Upskilling and CPD - skill mix

GPN Fellowship and New to Practice course

ACP Pathway

TNA, RNDA, AP

Recruitment and retention

- Routes into the NHS
- What do nurses want?
- Induction
- Support/clinical supervision

GP Nurses by Age

South West



Health Education England

GP Nurses Headcount: 3,110

96%
Female

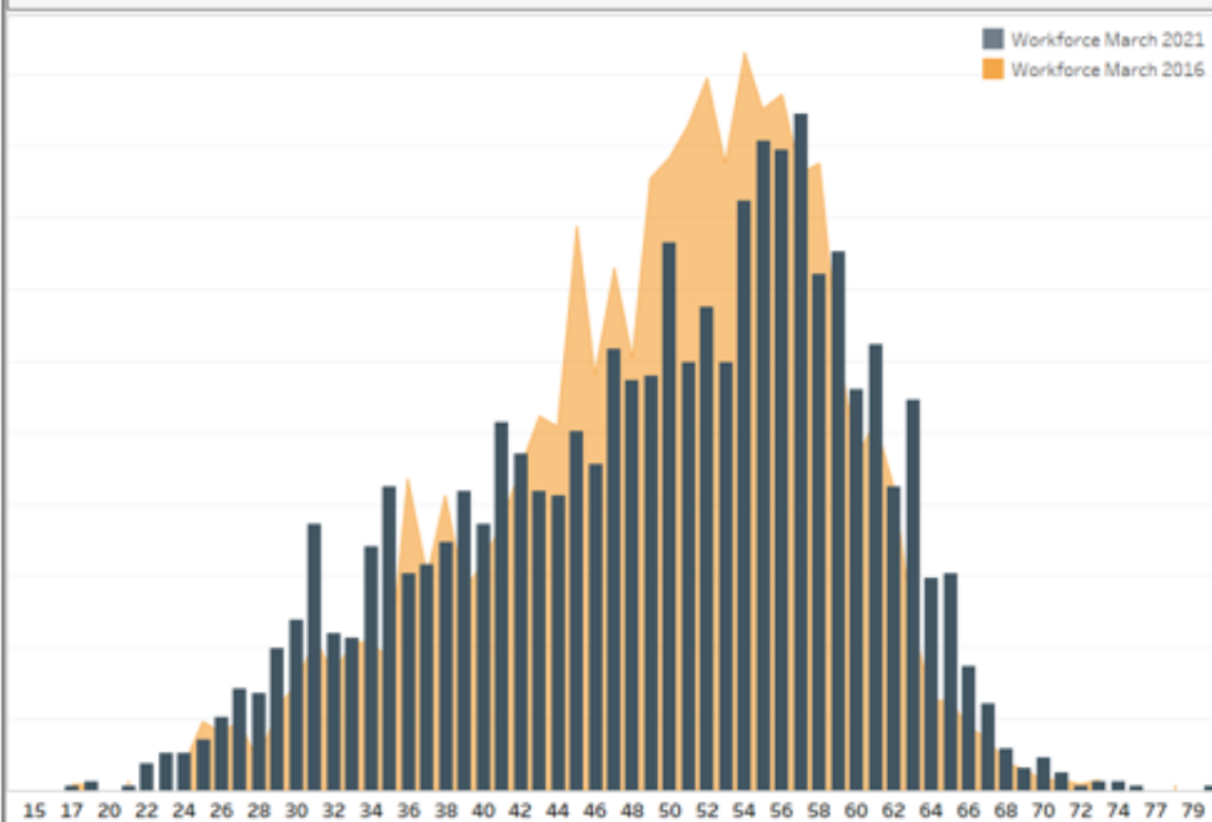
3%
Male

Workforce
Average Age
48

35%
Aged 55
& over

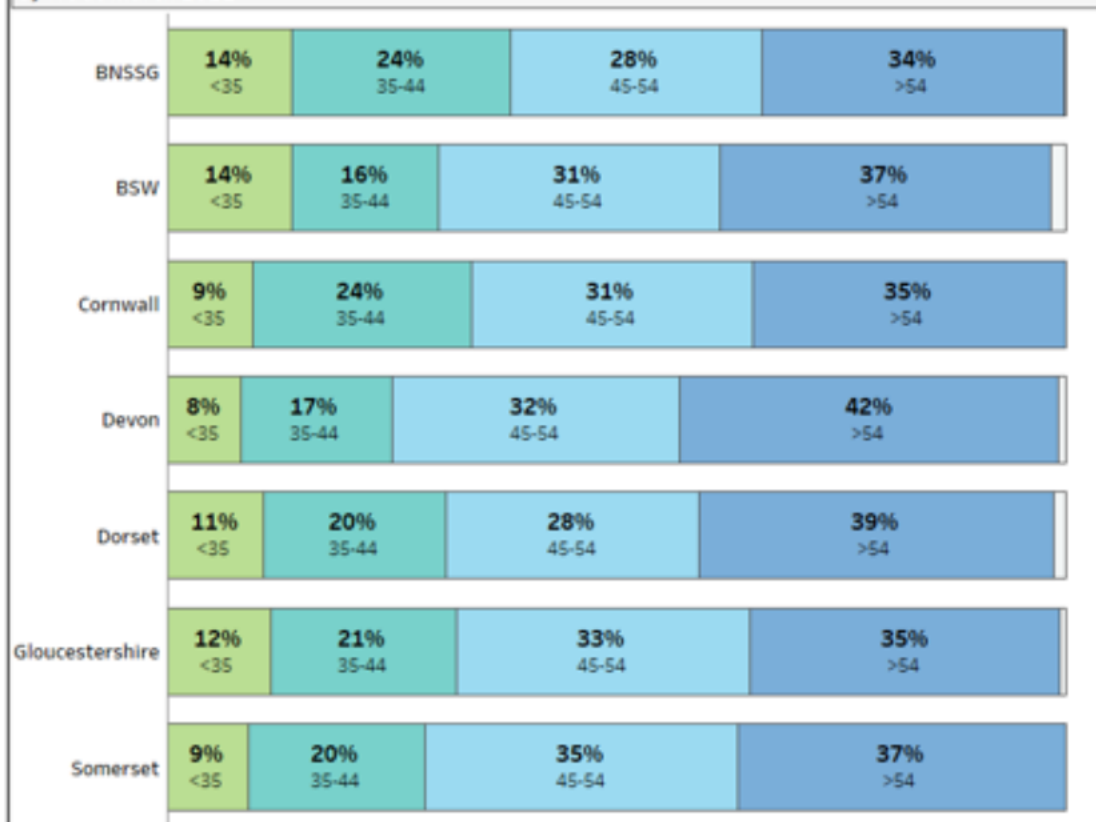
Workforce Age by HC

March 2021 vs. March 2016



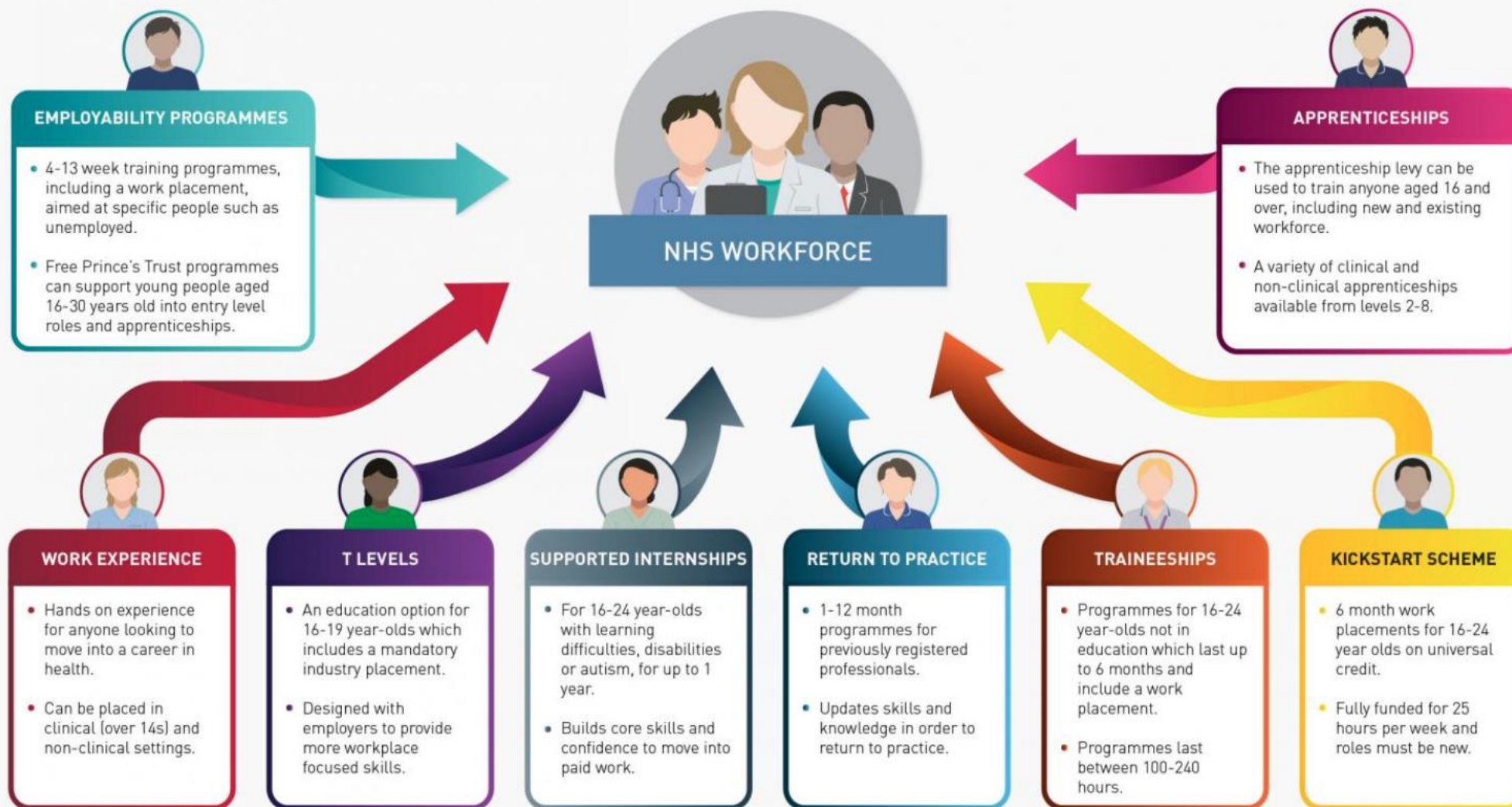
Workforce Age by ICS

by HC at March 2021

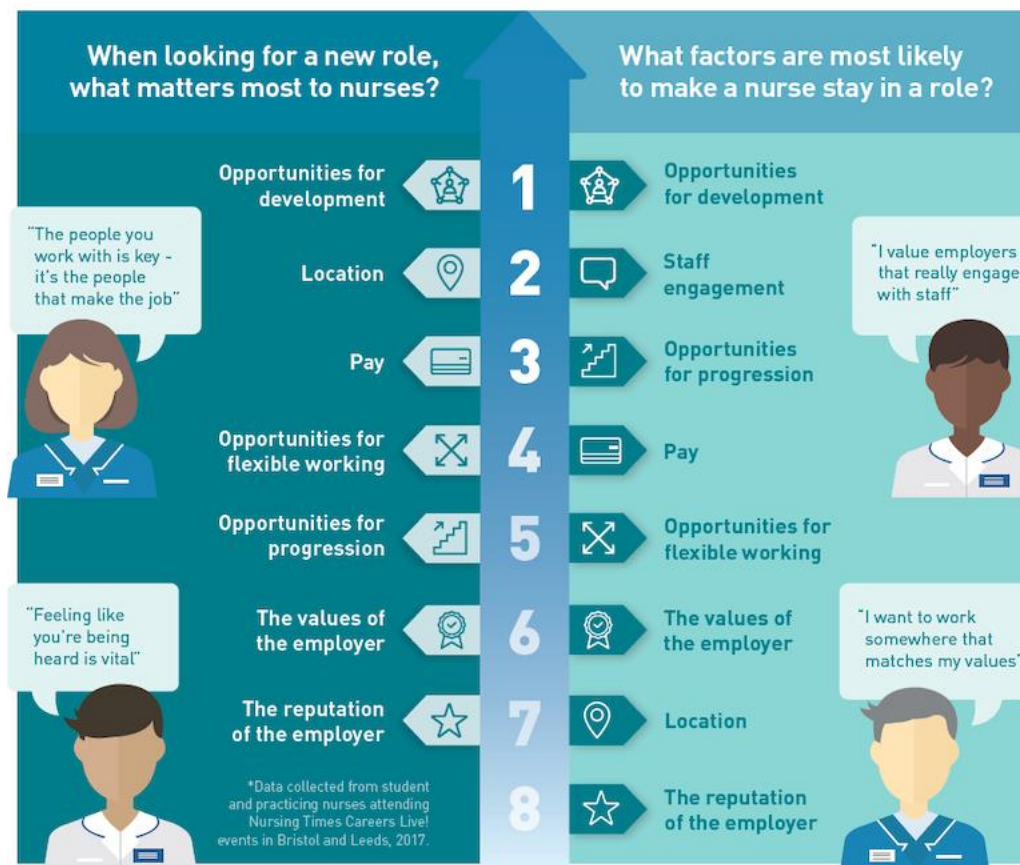


ROUTES INTO THE NHS

Routes to support your traditional talent pipelines and workforce supply.
Many of the routes can work together or be a step to another one.



What do nurses want?



Top tips for employers

- 1 Share your total reward package. Use language that potential new recruits from outside the NHS will understand. ☒
- 2 Be clear about the room to progress. Describe the development and career opportunities that are available beyond the specific role you are advertising for. ☒
- 3 Be less rigid. Have conversations with potential new staff and existing staff about the level of flexibility they need. ☒
- 4 Involve staff. Communicate clearly, seek feedback and act on their suggestions, however big or small. ☒

Resilience and wellbeing

- Is the ability to return to a state of normality or to 'bounce back'
- Lead nurses may benefit from understanding how resilience applies to their staff and how to improve and enhance this concept in others
- Examples of this would be building in time for reflection, clinical supervision, support and daily 'huddles'

Leadership

- Nurses naturally step into leadership roles within the earliest stages of their career, even on their first day as a student on placement.
- <https://www.rcn.org.uk/professional-development/your-career/nurse/leadership-skills>

Upskilling and CPD – skill mix

- Upskilling current staff
- Better use of staff
- Expanding triage, urgent care, chronic disease management
- CPD

GPN Fellowship

- This two year programme is for newly qualified and new to general practice nurses. It is designed to incorporate training covering not just the clinical skills required and specific to general practice but also wider topics affecting general practice. The course aims to cover topics covering a wide spectrum of subjects from clinical to leadership and education to prepare and support new staff in their roles.
- The programme will also offer regular meetings with the course lead, support from experienced nurses and peer support. There is also the opportunity to access 6 sessions with a coach to explore opportunities and support nurses in their career.

New to Practice Course

- Somerset training Hub is also keen to support “new to general practice” nurses. We recognise that general practice is a unique workplace and that it can sometimes be stressful and isolating, especially if working within a small team. We are therefore offering access to some of the training opportunities of the fellowship course to “new to general practice” nurses. Although this will not be funded, as with the HEE fellowship course, it will offer training and support at no cost to the nurse/practice.
- We are also keen to welcome nursing associates and associate practitioners.

ACP Pathway

- Advanced Clinical Practice
- Road map
- What this means for nurses

- ACP (Primary Care Nurse) roles, within general practice/primary care have so far developed without a set standard and this has led to varying levels of attainment, resulting in much disparity. This has created confusion for employers, fellow healthcare staff and people because of variation in titles, qualifications and competency.

- At present the ACP pathway is still under discussion although the framework has now already accepted.
- Advanced practice will cover all of the allied health professions including nurses. However, nurses are in a slightly different position having been employed in advanced practice roles over the past 20 years

So, what does this mean?

- Any nurse working as an advanced practitioner must satisfy all four components of advanced practice- clinical, leadership, research, education.
- Those already in employment in these roles and holding a full masters will be able to apply to be registered on the Somerset Directory.
- Those who do not hold the full masters but do hold the Bsc(Hons) advanced practice qualification at present will be able to remain in post. They have the opportunity to credential with the RCH until Dec 2021 but there are still ongoing discussion with HEE regarding whether this will be accepted by them and therefore be able to apply to be entered onto the Directory. HEE will look to have their own credentialing criteria, but this has not yet been put forward
- Those who hold masters, modules and only require 1 or at most 2 modules to attain full masters can apply to HEE for funding. A scoping exercise will take place early in the new year and application to start sept 2022 will be encouraged
- For those who require more that 1-2 modules they can apply to HEE for funding starting sept 2022 for either the taught route over 36 months or the apprenticeship route. The apprenticeship route requires supervision from a suitable qualified professional (usually a GP trainer)
- The other alternative is to collect individual modules to make up the required credits
- There are still some areas to be “ironed out” but there is expected to be little significant change

TNA, RNDA and AP routes

- Nursing associate is a new role within the nursing team. Nursing associates work with healthcare support workers and registered nurses to deliver care for patients and the public. It is also a stepping stone to becoming a registered nurse.
- Assistant practitioners are experienced staff working in support roles, alongside qualified healthcare professionals.
- The Registered Nurse Degree Apprenticeship offers a new way to plan for your future workforce, and up skill your staff, by investing in their nurse education and retaining their talents in house.

Activity

What workforce is required for the future and what workforce is likely to be available. Gaps can occur not only in the overall numbers of staff needed in the different roles but also in the skills they need.

More subtle gaps can also occur in terms of flexibility, location of working and ways of working.

Undertake a gap analysis and consider how you might bridge gaps identified (solutions)

- Gaps in skills, knowledge and competence of current staff which require development.
- Gaps in skills, knowledge and competence of current staff which may create demand for a different type of worker (new or extended roles)
- Gaps in terms of roles needed (between current and future workforce)
- Gaps in terms of patterns flexibility and ways of working