**Somerset New to Practice Programme**

We are pleased to announce our newly developed ‘New to Practice Programme’ for general practice nurses.

The General Practice Fellowship programme is a national commitment announced in the NHS Long Term Plan. The GPN Fellowship Scheme is supported locally by the Primary Care Training Hub and has been running over the past couple of years.

This has several benefits to support GP nurses at the start of their career. The programme encourages working within and across Primary Care Networks leading to opportunities for integrated working and varied portfolio work experience.

It is a two-year programme of support, available to GPNs who are new to working in general practice, with a focus on working within and across a Primary Care Network (PCN).

The programme offers support with PCN portfolio working and learning and development post-registration, supporting nurses to take up substantive roles, understand the context they are working in and become embedded in the PCN, as well as increase and maintain high levels of participation in the primary care workforce.

Participants will receive funded mentorship and funded CPD opportunities of one session per week, and shadowing or placement opportunities within or across PCNs to develop experience and support transition into the workforce.

In October 2022 a national framework for Nursing Preceptorship was published.

**Preceptorship is a widely used term to describe the support offered to newly qualified registered healthcare professionals at the start of their career. It is a period of structured transition for a newly qualified registered professional (Preceptee).**

**As stated by (NMC 2020)**The main aim of preceptorship is to welcome and **integrate newly registered professionals or those transitioning to a new area of practice into their new team and place of work.**

We have now integrated both the GPN Fellowship and core elements of the Preceptorship Programme which is called the ‘New to Practice Programme’.

There are two intakes a year: Spring and Autumn.

We have recently recruited 2 Legacy nurses who are able to support each N2P nurse.

The N2P programme includes:

* Paid CPD time, which is used for personal study, visits to other clinical areas to ensure that the nurse is allocated time to consolidate their learning in practice (NOT mandatory and statutory training).
* Co-ordinated training package – via STH including SGPET courses and other external providers.
* Monthly peer support sessions supported by the Legacy nurses.
* Meetings/mentorship with N2P nurses in practice to plan their learning needs and discuss career goals. Legacy nurses will visit the nurses every 3 months as a minimum, but this can be more frequent if required (including supervised clinics if requested).
* Standardised documentation for preceptor/preceptee including meeting templates and reflective practice templates.
* Use of the QNI induction template and QNI Transition into General Practice documents.
* Digital Handbook for each nurse.

The new autumn cohort will start on 16th November2023.

For more information, please contact the Somerset Training Hub [somersetlmc.sth.office@nhs.net](mailto:somersetlmc.sth.office@nhs.net)