

General Practice Nurse Development Programme GPN Careers Plus Pilot FAQ

Who is this retention opportunity for?

The GPN Careers Plus scheme is aimed at General Practice Nurses who are looking to leave or have left a permanent position in Practice, but who still want to provide a service on a flexible self-employed basis. This FAQ is intended to be useful for any Practice or Nurse that is considering utilising the GPN Careers Plus scheme.

Overview

The GPN Careers Plus scheme is a retention programme that will offer greater employment flexibility for General Practice Nurses who are looking to retire or leave their substantive position within General Practice; to help retain and utilise their skills, knowledge and experience within the Primary Care system. Practices will be able to book sessions from skilled and experienced General Practice Nurses who are signed up to the GPN Careers Plus scheme via a locum 'bank' developed and coordinated by OneNorwich General Practice Provider Organisation.

The scheme is currently in its pilot stage, running from August 2019 to August 2020.

Benefits for the Nurse

The GPN Careers Plus scheme offers a flexible 'locum' employment model and includes the following benefits to General Practice Nurses who wish to continue their work in General Practice, but with a different work-life balance as they move towards retirement:

- Flexibility of hours
- Personal training and education allowance
- Peer group support
- Administration support
- Opportunity to use specific clinical skills
- Working across different Practices and Populations

Benefits for the Practice

These experienced nurses will be able to offer a wide range of expertise through clinical sessions to Practices that are in need of support. This includes the following areas;

- **Practice capacity:** covering vacancies, annual leave, parental leave and sick cover.
- **Specific clinical work:** long term condition management, access hub sessions, home visits.
- **Leadership:** supporting clinical training, individual supervision and coaching, innovation & change leadership and support for Practice with resilience issues.

Funding

Practices that wish to engage with the scheme will be required to pay an hourly locum rate:

- **General Practice Nurse:** £25 per hour
- **Enhanced General Practice Nurse:** £30 per hour
- **Advanced Nurse Practitioner:** £35 per hour

Each nurse signed up to the scheme will receive a £500 training fund for mandatory training, appraisal, CPD or other educational needs.

Nurses signed up to the scheme will be covered under the CNSGP indemnity scheme for clinical negligence liabilities. However nurses may want to consider alternative indemnity arrangements for other risks or liabilities that may arise, e.g. fitness to practise investigations and inquests. Please note alternative indemnity arrangements are **not** funded by the GPN Careers Plus scheme.

For more information about delivery of the GPN Careers Plus scheme contact Sarah Ambrose, Head of Nursing and Clinical Governance, OneNorwich:

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