

Evidence Set 2

Report for Suffolk Health Scrutiny Committee, 20 July 2016 from Ipswich and East Suffolk and West Suffolk CCGs

Suffolk Community Education Provider Network

Recruitment and Retention issues for nurses are at the forefront of the challenges being faced in primary care across the Suffolk system. Over the past five years, the ageing population and a rise in complex conditions has resulted in double the amount of consultations; practices are facing severe workforce challenges due to the growing number of experienced GPs and Nurses reaching retirement or leaving earlier than expected due to the stress of their job role.

Ipswich and East & West Suffolk Clinical Commissioning Groups have developed a Community Education Provider Network to bring primary and community care services and education providers together to focus on education and workforce planning to support primary care through these challenging times. This project aligns with the GP forward view that aims to strengthen general practice, improve patient care and access, and invest in new ways of providing primary care.

The project is funded by Health Education England and will be focusing on providing the following to support recruitment and retention in the local area:

Retention

- V300 Prescribing Modules – to enable practices to utilise their nurses more effectively.
- Bespoke workshops covering topics such as COPD, Asthma, Stroke Care, Spirometry and Minor Illness to expand the knowledge of the current nursing workforce.
- Mentorship qualifications for nurses to enable practices to host pre-registration nurse placements to encourage student nurses to pursue a career within Primary Care.
- Phlebotomy Training for HCAs and Receptionists to support practices in making the most of their workforce to support the growing demands of the local population.
- Mental Health Awareness Training for nurses, to support them in signposting patients to the correct services.
- Piloting a Practice Based Small Group Learning initiative that will enable GPs and Nurses to discuss real patient cases and explore how these can be resolved.
- Offering a Foundations Module in Primary Nursing and Community Nursing for those who are new to the GPN role.

Recruitment

- Increasing the number of student placements within primary care to encourage student nurses to consider a career within primary care. We will be looking to explore an integrated model for placements with local residential homes in phase 2 of the project.
- Working closely with HEI and FE providers to ensure students are aware of the development opportunities available to them within Primary Care
- Encouraging Nurses and HCAs to become Health Ambassadors to promote careers within Primary Care
- Encouraging practices to recruit apprentice HCAs who can then progress onto vocational routes into nursing

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