

*Articulating the role and the value of nurses in general practice in England: Summary of Interim report January 2021* – This project has been commissioned by NHS England and NHS Improvement, and undertaken by Sonnet Impact, **with Nottingham and Nottinghamshire GPN participation.**

The GPN role remains a well-kept secret, with no common understanding across the NHS. The true value that nurses bring to primary care is not recognised.

It is at risk of under-investment - financially, in on-going education and training, in its own networks and capabilities, and in how other parts of the NHS work with and through it and without a pipe-line of nurses coming into the role.

This project was designed to articulate the value of general practice nurses (GPNs), and to catalyse a step change in appreciation of the profession, in order that it may be enabled to grow and contribute to its greatest potential.

## How do GPNs add Value (Drivers)?

### Leadership – at multiple levels

- Largely self-initiated, recognises a need and responds
- Sharing results, better widespread outcomes

### Developing and enabling self-care

- Help to identify health concerns
- Keeping people well, keeping conditions under control
- Avoiding frequency, severity of acute episodes

### Strategic and system approaches for prevention

- Large focus of GPN workload proactive practice generate income
- Systemic approaches recalls, observation of indicators
- Managing and delivering key public health programmes

### Networked approach

- ‘Super-connectors’
- Patients getting the help they need –practice or elsewhere

### Developing communities of support

- Recognising when group settings will be helpful
- Connecting patients with others

### Skilled delivery of care

- Broad and unique
- Upskilling needed by the practice
- Deploying skills which attracts income to the practice

### Improving diversity of access and engagement

- Works ‘with’ patients, not ‘on’ them
- Appointment times and engagement tailored
- Active management of attendance, including outreach

### Specialist areas of responsive care

- Linked to population health management

## Who Benefits from GPNs?

### Practice

- Financially sustainable
- Viewed as a leader – adopting innovative staff-led approaches
- Effectively reaches and delivers care to its patients



### Patients

- Receive holistic, joined up care
- Trust their doctors and nurses
- Listened to
- Feel empowered



### Community

- Patients benefit from non-medical therapies
- Support networks created



### NHS

- Runs efficiently
- It can shoulder the demands placed upon it
- Viewed as a top employer

# What is needed to fulfil value of GPNs?



## Risks Mitigated

- Variation in terms and conditions, development
- Lack of System-wide structure of support
- Online delivery of training reduces ability to network and share learning
- Not having the skills to give specialist support needed



## Barriers Overcome

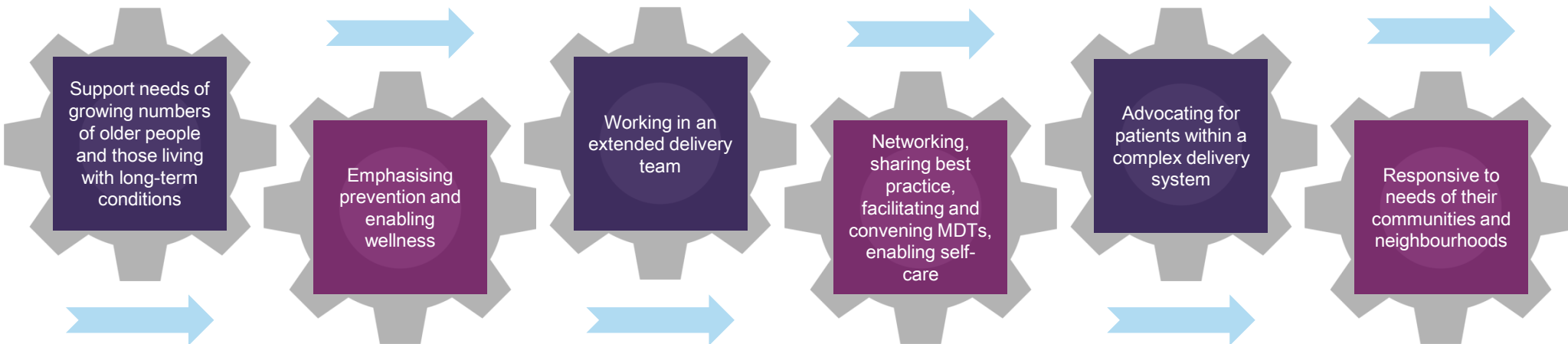
- Perception of what a GPN role is
- Not seen as equal status to other clinicians
- Media coverage
- GPNs not valuing their own skills
- Need to be recognised and rewarded appropriately



## Enablers Enhanced

- Facilitation skills needed
- Development of consultation skills
- Better and more current awareness of wider systems
- Better awareness of what GPNs do

GPN skills are the future of changing NHS requirements



Conclusion

Reference

If the role that GPNs play in providing primary care is expanding to meet future NHS requirements then their role will need to be properly resourced.

<https://sonnetimpact.co.uk/wp-content/uploads/2021/03/Sonnet-Articulating-the-role-and-value-of-nurses-in-general-practice-Interim-report-22-March-2021.pdf>