

RCGP General Practice Foundation

Nursing Standards Gap Analysis

| MANIFESTO KEY OUTCOME | INDICATORS | CURRENT & PLANNED ACTION | | | |
|---|--|--|------------------|--|-------------------|
| | | DH ¹ | NMC ² | RCN ³ | RCGP ⁴ |
| 1. Ensuring the numbers and skill mix of general practice nursing teams promote the highest possible standards of care | Workforce planning at a strategic level must include general practice nurses and Health Care Assistants | DH would support | NA | <p>The RCN is currently in the middle of a huge work stream on safe staffing levels. Once completed we will consider how to integrate this document with general practice work force planning.</p> <p>RCN is planning a community nursing summit and will include this issue in its work</p> | |
| | Education contracts with Higher Education Institutions to include needs of general practice staff | DH would support | NA | | |
| | Commissioners to set quality indicators for general practice nursing as part of the service specification within model contracts | <p>DH would support. It is not an urgent agenda as far as the DH is concerned but this could be raised with ministers</p> <p>*Note work with informal networks</p> | NA | | |

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| 2. Clinical and behavioural competency | Establish the clinical competencies required for each role | DH Working on quality matrix | NMC has set standards for specialist education and practice which form the basis of GPN specialist practitioner programmes which lead to a recordable entry on the NMC register. However, this is not mandatory | This work will be exploited next year when the RCN rewrites the WIPP GPN toolkit | RCGP plan to have link on Foundation website to RCN Competencies + link to GPN toolkit RCGP plan to offer access to RCGP revalidation toolkit when available |
| | Maintenance of 'competence files' by individuals – providing a record of what they can and cannot do | | NA | | |
| | Have competence in any new role assessed by a qualified assessor | | NA | | |
| | Regularly update practice protocols based on the latest national guidance | | NA | | RCGP plan information sharing to help with protocol development. |
| | Engage in significant event reviews | | NA | This issue should be addressed in the new accreditation standards | RCGP revalidation toolkit included access to Online learning on Significant events |
| | Carry out regular audits | | NA | | |
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| | Evaluate patient experience with nursing care | | NA | | Will be included in revalidation toolkit when available to Foundation members |
| 3. Access to excellent continuing professional development for all general practice nurses and health care assistants | Study leave policy must be in place within practices | | | | Foundation Web site links to RCN and GPN toolkit which recommend protected paid study Link to GPN toolkit |
| | In-house induction programme to be completed Within first two weeks with an identified member of staff responsible for this | | | | |
| | Complete an accredited general practice nurse foundation course | | | | Discussions with other organisations (LLMC) possible RCGP reduced fee access to foundation course |
| | Complete training courses relevant to the level of the job they are employed to do | | NMC has set Standards for specialist education and practice which form the basis of GPN specialist practitioner programmes which lead to a recordable entry on the NMC register. Not mandatory | | Access to some of these courses via Foundation web site. Others planned + Masterclasses |

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| | | DH ¹ | NMC ² | RCN ³ | RCGP ⁴ |
| | Receive annual mandatory training e.g. anaphylaxis, BLS, infection control, safeguarding Receive appropriate training for any new roles | | | | Access to some training available |
| 4. Ensuring that excellent employment practice is in place within all general practices | Management training for those that have line management responsibility | | | | Plan to do shared learning with Practice Managers |
| | Robust selection and recruitment process which includes job description, person specification and interview | | NMC Advice and information for employers of nurses and midwives | | RCGP has link to GPN Toolkit which includes each of these |
| | System in place for annual check of NMC registration | | NMC Advice and information for employers of nurses and midwives | | RCGP has link to GPN Toolkit which includes each of these |
| | Provide a contract of employment within 2 months of start date | | NMC Advice and information for employers of nurses and midwives | | RCGP has link to GPN Toolkit which includes each of these |
| | Establish clear lines of accountability | | NMC Advice and information for employers of nurses and midwives | | RCGP has link to GPN Toolkit which includes each of these |

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| | Appraisal policy in place and appraisals take place annually with a PDP within which any difficulties have agreed goals and action plans | | NMC Advice and information for employers of nurses and midwives | | RCGP has link to GPN Toolkit which includes each of these |
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