

Nursing in Ealing

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General Practice Assistants (GPAs) (ARRS Role)

Summary of the role

General Practice Assistants (GPAs) form part of a multi-disciplinary team within primary care, and provide a support role, carrying out administrative tasks, combined in some areas with basic clinical duties, helping to free up GPs time and contribute to the smooth running of appointments, improving patients experience in the surgery.

Their main duties are improving patient access and releasing highly qualified staff to concentrate on treating and managing patients with more complex conditions; improving patient flow within surgery hours; increasing the time efficiency of appointments, and reduction of waiting times; supporting patient experience by translating or reiterating information from the GP, have a positive impact of GP retention and job satisfaction reducing the time spent by GPs on managing correspondence.

Entry Requirements/ Training details

Currently, there is **no requirement for GPAs to have Maths and English GCSE** (or equivalent) Grade C or above, to undertake the programme. However, those GPAs who are interested in the accredited programme should be made aware that this is **self-directed learning at Level 4**. Therefore, it will require critical and analytical thinking/reflection, theoretical research, and using examples of personal experience/learnings.

The **'GPA Skills certificate'** is an accredited training programme based on a [competency framework](#).

The framework covers 5 domains (2 clinical and 3 non-clinical):

- o Care (clinical)
- o Clinical (clinical)
- o Communications (non-clinical)
- o Administration (non-clinical)
- o Managing health records (non-clinical)

The training programme is **self-directed, work-based learning** and will require the learner to complete a portfolio of evidence which demonstrates the required knowledge, skills and behaviours and will promote critical thinking and reflection.

For further course details and contact information [click here](#)

Ealing Data

As of Dec 2023 there are 36.54 GPAs in Ealing

Health Care Assistants (HCAs)

Summary of the role

To support the practice nursing team in the delivery of nursing services, working as part of the practice multidisciplinary team, delivering care within their scope of practice to the entitled patient population.

The healthcare assistant will deliver and assist clinical staff in the provision of treatment, preventative care, health promotion and patient education.

For a fuller description of the role [click here](#).

Entry Requirements/ Training details

There are **no set entry requirements** to become a healthcare assistant. Employers expect **good literacy and numeracy and may ask for GCSEs** (or equivalent) in English and maths. They **may ask for a healthcare qualification, such as BTEC or NVQ**.

Employers expect you to have some experience of healthcare or care work. This could be from paid or voluntary work. There are sometimes [apprenticeships](#) in healthcare that can give you experience to apply for HCA posts.

Your **training** as a healthcare assistant will include **basic nursing skills** and you'll work towards the **Care Certificate**, developed by [Skills for Care](#), [Skills for Health](#) and [Health Education England](#) and launched in 2015.

You may also be offered the chance to **study for qualifications through an apprenticeships** such as:

the NCFE CACHE level 2 Certificate in Healthcare Support Services

the NCFE CACHE level 3 Diploma in Healthcare Support

Ealing Data

Unknown

Student Nursing Associates (Apprenticeship)

Summary of the role

You'll undertake academic learning one day a week and work-based learning the rest of the week. You'll be employed in a healthcare setting such as an acute, community or mental health hospital, care home or hospice but also gain experience in other settings. This will mean travelling to placements and working a mix of shifts.

It is very important to plan and manage the competing demands of your job role, study and placements. You'll develop an understanding of all elements of nursing and caring for individuals with conditions such as dementia, mental ill health and learning disabilities/difficulties.

Entry Requirements/ Training details

To begin your training as a Nursing Associate, you'll need **GCSEs grade 9 to 4 (A to C) in maths and English, or Functional Skills Level 2 in maths and English**. You will also need to demonstrate your ability to study to level 5 foundation degree level and commit to completing the Nursing Associate Apprenticeship programme.

Nursing associate training includes a **mixture of hands on experience within the workplace, supported by some learning in the classroom**

At the **end of your training you'll have a foundation degree**, and once you register with the [Nursing and Midwifery Council](#), you'll become a fully registered nursing associate.

Ealing Data

Unknown currently

Nursing Associates

Summary of the role

Nursing associates work across all four fields of nursing: adult, children's, mental health, and learning disability. Your skills and responsibilities will vary, depending on the care setting you work in. You'll need to demonstrate the values and behaviours of the [NHS Constitution](#).

Your duties are likely to include:

- undertaking clinical tasks including venepuncture and ECGs
- supporting individuals and their families and carers when faced with unwelcome news and life-changing diagnoses
- performing and recording clinical observations such as blood pressure, temperature, respirations and pulse
- discussing and sharing information with registered nurses on a patient's condition, behaviour, activity and responses
- ensuring the privacy, dignity and safety of individuals is maintained at all times
- recognising issues relating to safeguarding vulnerable children and adults

Entry Requirements/ Training details

See Student Nursing Associates Page

Ealing Data

Unknown

Registered Nursing Degree Associate (Apprenticeship)

Summary of the role

The nursing degree apprenticeship enables people to train to become a graduate registered nurse through an apprentice route. Apprentices are released by their employer to study part-time in a higher education institution and train in a range of practice placement settings. They learn with Nursing and Midwifery Council (NMC) approved education providers and are expected to achieve the same standards as other student nurses.

Entry Requirements/ Training details

Many people who apply to become a registered nurse apprentice will **already be working in health or care**, usually in a support role, and have significant experience of what it is like to work in the sector. Others **may apply to become a registered nurse apprentice straight from school or college or as a career change from another sector**. It is anticipated that a significant number of registered nurse apprentices will be **progressing from being a Nursing Associate**. The RNDA is at **degree level**, which means that all applicants will need to achieve the same high standards and in-depth study expected from nursing students on traditional degree courses. Before becoming an apprentice, the applicant will typically need to have achieved **English and maths (level 2 or equivalent)**, exceptions to this may be made by the approved education provider. They will also have to **evidence that they meet the academic and/or experiential criteria set out by the employer and their partner education provider**. There will be a selection process that they need to go through to secure their employment as an apprentice and their place on the degree programme.

Most nursing degree apprenticeships will **take 4 years**. It could take more time if the apprentice takes time off for any permitted reason. If the apprentice already has prior learning and experience which is accepted by the approved education institution under Accreditation of Prior Experiential Learning (APEL) arrangements it could take less than 4 years eg has completed Student Nursing Associate apprenticeship could complete this degree in 2 years.

For more details [click here](#)

Ealing Data

Unknown

General Practice Nurse (GPN) Training programme

Summary of the role

General Practice Nursing training programmes are a key investment area for the Workforce, Training & Education Directorate of NHS England, formerly Health Education England (HEE). The training support package for nurses on the general practice nurse (GPN) training programmes included in this guide, incorporates Higher Education Institute (HEI) tuition as well as a training grant and a mentoring grant for the employing practice. This training support package is the same across London to ensure equity of access for any nurse looking to train as a GPN.

Entry Requirements/ Training details

University of London (City) example criteria

1 year full time / 2 years part time

The programme can be taken **at either level 6 (undergraduate degree – BSc (Hons)/Graduate Diploma) or Level 7 (postgraduate degree – Post Graduate Diploma (PgDip))**, contingent on meeting the academic requirements for the level.

The modular composition of the programmes comprises seven modules for level 6 and eight modules for level 7.

Full information [Click Here](#)

NWL SPIN -All GPN Trainees will be signed up for the SPIN Fellowship – see fellowship page

Ealing Data
Unknown

Practice Nurses

Summary of the role

General practice nurses work in GP surgeries as part of the primary healthcare team, which might include doctors, pharmacists and dietitians. In larger practices, you might be one of several practice nurses sharing duties and responsibilities. In others, you might be working on your own, taking on many roles.

Entry Requirements/ Training details

You must be a qualified and registered adult, child, mental health or learning disability nurse to work in general practice. You'll also either need to undertake further training and education or be willing to after being appointed.

Some employers may ask for knowledge or experience in specific areas eg health promotion or working with patients with long-term conditions. We recommend that registered nurses check with local employers and training providers to see what is on offer.

You could take the first step of your general practice nurse career without going to university straightaway. You could enter as a healthcare assistant or assistant practitioner, if you have relevant experience and qualifications, and further develop your skills through additional education and training before starting your degree.

Ealing Data

Unknown

Return to Practice Nurses

Summary of the role

Nurses may need to take some time away from registered practice during the course of their career. When they are ready to return to practice, they can apply for readmission to rejoin the register.

Entry Requirements/ Training details

All applications for readmission need to meet the **NMC general requirements**.

- You must have undertaken registered practice for either: 450 hours in the three years before you start your readmission application, or 750 hours in the five years before you start your readmission application.
- You must have gained 35 hours of learning in the three years before you apply for readmission.
- All registered nurses, midwives and nursing associates must hold appropriate cover under a professional indemnity arrangement.
- We'll assess your application to determine whether or not you meet our [English language requirements](#).
- Health and character declarations
- We'll ask you for references in your application. Your referees need to be three different people.

If you haven't practised for the required hours, you'll need to complete a [return to practice course](#) or complete a [Test of Competence](#).

Full details [click here](#)

Ealing Data

Unknown

Advanced Nurse Practitioners

Summary of the role

Advanced practice is a level of practice, rather than a type or specialty of practice. Advanced practitioners are **educated at masters level in advanced practice** and are assessed as competent in practice, using expert knowledge and skills. They have the freedom and authority to act, making autonomous decisions in the assessment, diagnosis and treatment of patients.

Entry Requirements/ Training details

Registered nurses working at this advanced level must meet the following standards. They must:

- have an active registration with the NMC

practice within the four pillars (Clinical practice/Leadership and management/Education and research/demonstration of core capabilities and specific clinical competence)

- have a Job Plan that demonstrates advanced nursing practice and has equity with peers working at this level
- be educated to Masters level
- be an independent prescriber
- meet NMC revalidation requirements
- demonstrate autonomous evidence

Further details [click here](#)

A **master's-level education** is identified as key in all the frameworks, so you need to find what **advanced practice programmes are offered by local universities**. ([MSc Nursing \(Top-up\) | University of West London \(uwl.ac.uk\)](#)). Many MSc modules require a specified number of supervised practice hours to assess competency. There are likely to be some core modules, such as advanced assessment and diagnostics, pathophysiology and prescribing. If your practice requires you to see children, you should undertake a paediatric module. Funding for these modules varies from area to area.

As well as passing MSc-level modules, you will need to compile a portfolio of evidence to demonstrate your competencies.

Ealing Data
Unknown

Fellowships

Summary of the role

SPIN (Salaried Portfolio Innovation New to Practice Fellowship Scheme) is a programme implemented across London to support all new to practice GPNs to take up substantive salaried roles. It is crucial in the beginning of their careers in General Practice that nurses have a manageable workload, healthy work life balance and educational opportunities to advance their careers.

As a GPN you will have the opportunity to undertake 1-2 sessions in a portfolio role for up to two years and have access to join monthly facilitated peer support groups facilitated by the GPN Programme Director.

All details on Nurse SPIN positions can be found [here](#)

Application Criteria

- Are new to general practice within the last 12 months (18 months if they have taken maternity/paternity/adoptive/sick leave).
- Holds a valid NMC registration.
- Holds a substantive (minimum of 4 session) salaried role in a GP Practice in NW London.

All GPN Trainees will be signed up for the SPIN Fellowship scheme to provide an extra layer of support and experience (and a bit more money!) Basically, they start the GPN Trainee course and at around 6 months, Charlotte and Hanin start to prepare them for the Fellowship plan.

Ealing Data

5 Current

Legacy Nurse Programme

Summary of the role

Legacy mentors are experienced nurses, or colleagues in other regulated professions, usually in late career, who provide coaching, mentoring and pastoral support to our NHS people who are at the start of their careers or who are newly appointed into the NHS.

They provide essential professional advice, education and guidance and pass on a 'legacy' to the next generation. They play a crucial role in supporting staff health and wellbeing and career progression.

Appointing legacy mentors ensures that we do not lose the valuable experience of colleagues in late career through retirement and provides a rewarding career opportunity which celebrates our experienced colleague's contribution to the NHS.

[NHS England » Legacy mentoring](#)

Application Criteria

There are no formal qualifications required. In NWL nurses can apply using a simple [application form](#)

Ealing Data

Unknown

Nurse Education Leads

Summary of the role

Help to develop and support new, existing and trainee roles in PCN network practices. This role is critical in ensuring that staff have received adequate training and have appropriate support to work within their scope. The role also involves supporting staff to develop their skills and enhance their career, at the same time ensuring excellent patient care. The role will mainly be one of overseeing (including coordinating and organising) but this may evolve and develop with the needs of each PCN. You should feel passionate about equipping and enabling GPNs to play a larger part in helping to lead local Health Services.

The post-holder will be well supported by the local Training Hub Manager and Training Hub Professional Lead. It is planned that each PCN will have a GPN Educator role, so you can benefit from support and learning from each other. The Nurse Educators will also become part of the proposed local Multi Professional Educators Group. This will include the new GP Educators (yet to be recruited), as well as other Trainers, Assessors and some Lead colleagues.

Application Criteria

- Must be a Registered General Practice Nurse with at least 2 years' experience of working in General Practice.
- Have an understanding of current and future plans for General Practice Nursing
- Desirable to have some understanding of how Health Education England (HEE) and the local Training Hub works.
- Evidence of Continuing Professional Development.
- Have very good organisational and communication skills.
- Must be willing to liaise at all levels and across the different practices in the PCN.
- Credibility with Clinicians and Managers. Able to gain respect, trust and cooperation from colleagues.
- Must be willing to learn and develop as the role evolves.
- Applications to be the Nurse Educator for more than one PCN in Hounslow will be considered.

Documents

All NWL documents to be found [here](#)

Ealing Data

None currently

Nursing Progression Overview

EFH Nursing in Primary Care Career Hub - Education for Health





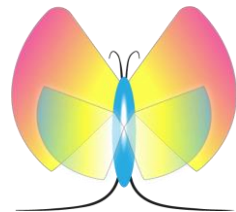


















Thank you for your time

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