



General Practice Nurse Network **'Thriving in Primary Care'** Webinar SUMMARY

Tuesday 3 September 2024
1pm - 2.30pm, via Zoom



Angie Hack, Assistant Director of Nursing Programmes (Primary Care), The QNI

- A very warm welcome to the General Practice Nurse Network's first webinar!
- Thank you to the National Garden Scheme for funding this network
- My passion is General Practice Nursing and I am so delighted to offer you a network just for General Practice Nurses
- This network is open to all GPNs in England, Wales and Northern Ireland and offers you:
 - quarterly webinars
 - a private, closed Facebook group
(join here: <https://www.facebook.com/groups/generalpracticenursenetwork>)
 - quarterly newsletters + updates
- Our next webinar is taking place on Wednesday 4 December and the theme will be 'Menopause', to find out more and book your free place, go to: <https://qni.org.uk/news-and-events/events/general-practice-nurse-network-webinar/>
- I am delighted to represent all of you at the QNI as it's very important that General Practice Nurses have a voice, I'm hoping that these webinars and the Facebook group will you articulate your value within your primary care team, you're key to general practice.
- Contact me at angie.hack@qni.org.uk if you have any questions.



1. Supporting General Practice Nurses at the QNI

Dr Crystal Oldman CBE, Chief Executive, The QNI

- I am so grateful to Angie for leading on this, we've been using Facebook for our Care Home Nurses network and that's been the blue print for this, it's given a very safe space for nurses to link with each other, which is what we want for General Practice Nurses.

National Garden Scheme - our funder

- A massive thank you to the National Garden Scheme for supporting us in the development and ongoing work of the GPN network.
- We actually created the NGS in 1927 - we are the oldest nursing charity in the world, founded in 1887 - and we formed the NGS to raise funds to support nurses who deliver care in the community.
- After 50 years we separated and they are now a huge charity and a massive supporter of nursing and health charities like the QNI.

QNI Strategic Plan

- Our 'plan on a page' strategic plan can be found here:
<https://qni.org.uk/wp-content/uploads/2021/02/Strategic-Plan-2021-2025-1.pdf>
- Our mantra is 'Be at the table, or you will be on the menu' - it's really hard as a GPN to be at the table, because of working for a small business. We want to help you be at the table - this network will give you an opportunity to share experiences and your voice.



1. Supporting General Practice Nurses at the QNI

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International Community Nursing Observatory (ICNO)

- This is led by the ICNO Director, [Professor Alison Leary MBE](#), Professor of Healthcare and Workforce Modelling, Alison works with us to support our policy work with data and evidence

QNI publications supporting GPNs

1. [QNI Position Statement on Nursing Associates 2024:](#)

- There were concerns on the deployment of Nursing Associates and the inappropriate expectations of NAs in general practice.
- Employers set the scope of practice (there are 6000 employers!).
- We don't normally issue out position statements but we were concerned by the potential exploitation of NAs and the safety of patients but it was 100% welcomed by all - especially by practice managers who hadn't always understood the scope of practice.

2. [Additional Roles Reimbursement Scheme \(ARRS\) 2024:](#)

- We were contacted by nurses in general practice about this and we created a survey that 530 GPNs responded to
- Only 12% had been consulted before the introduction of the new roles
- The challenges included time to induct, train and supervise the professionals who are new to general practice.
- We've been working with NHSE on this - and I think you'll see changes come out of this. We know our feedback to NHSE has been well received. We work in partnership, this is about us highlighting the issues and being solution-focussed.



1. Supporting General Practice Nurses at the QNI

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Advanced Practice - Digital Badge

- The Digital Badge was introduced by HEE; it was a great idea to have a move towards having a consistency in the education of nursing at an advanced level (in England) but we were increasingly concerned about nurses contacting us about impact of digital badge
- We put out a survey and 600+ nurses working as ANPs and ACPs in community settings responded
- It's fair to say that 33% of GPNs did not know about the advanced practice digital badge
- We'll be launching the report this month, watch this space.

Advanced Nurse Practitioner standardisation

- Many of you know will know the NMC are now exploring regulating the education of advanced nurse practitioners as there is no current professional regulation.
- This is work that is ongoing and we are feeding into this. I'm very glad we're at the table with the NMC on this.

General Practice Nurse standards

- the QNI will endorse programmes that use our standards
- 8 universities have created a field of practice specific to GPN

Queen's Nurses

- We now have over 3000 Queen's Nurses (QNs) who are ambassadors for excellence in practice and many of you are here today and for the new QNs here today, congratulations to those of you who have received your letters last week being awarded the title. If you're not a QN, there will be an opportunity next year in Feb or March to apply again, [see here for more detail.](#)

2. The National Garden Scheme and the GPN Network

George Plumptre, Chief Executive, The National Garden Scheme

Background

- The QNI founded the NGS nearly 100 years ago, it was set up as a fundraising arm, years before the foundation of the NHS. We floated off in 1980 as an independent charity and we've continued to support the QNI ever since as well as other health and nursing charities such as Macmillan, Marie Curie etc
- Last year, our gardens raised £4 million and we gave away £3.5 million

Why we support the GPN network

- When I became CEO of the NGS 14 years ago, I had no idea of the complexity of being a nurse. I didn't know about all the challenging complications and pitfalls you all have to navigate and I am full of admiration.
- The complications you face, we can help you overcome these and that's why it's so important to support this network: the QNI has proved itself to be a formidable advocate for the nurses it supports. It gives you that sense that someone is watching your back and committed to supporting you.
- It's great to see so many GPNs join our Elsie Wagg programme and creating projects that help patients access green spaces (applications are currently open, [find out more here.](#))
- It's wonderful to see over 700 of you in this network, I hope we can deliver the help and support you are all hoping for.



3. How to Thrive in Primary Care

Pippa Stupples, General Practice Nurse

Background

- I have been a GPN since 1983 so I consider I am everything GPN, as I have absolutely enjoyed my career. I was a programme director for Wessex with HEE and I now devote my time to visiting lecturer at Winchester University and as a mental health first aider. I want to share with you how to thrive in primary care.

Wellbeing in the Workplace

- Keeping staff healthy, motivated, present at work, so that they carry out their duties, are productive and contribute to the profit of the organisation
- The reality is that many businesses pay little attention to the health of their employees until something goes wrong
- 74% of adults have felt so stressed at some point over the past year, they felt unable to cope
- Very little attention is given to this by general practice: yet if attention isn't given to those who are struggling, they are not as productive for the organisation.

Mental health

- Mental health is still the elephant in the room, still taboo
- The culture of silence means that opportunities to support someone in the workplace are being missed, resulting in staff being off sick or falling out of the workplace altogether.
- It's more acceptable to talk about stress than mental health - too much stress is also damaging.



3. How to Thrive in Primary Care

Pippa Stupple, General Practice Nurse

Presenteeism

- Presenteeism is defined as showing up to work when one is ill, resulting in a loss of productivity and sometimes making an individual's condition worse
- Whilst the percentage of days off due to any type of illness is around 25% lower than a decade ago, various studies suggest that presenteeism is increasing year on year.
- If employers don't support staff, it adds a greater cost to the employer in the long run (see below)

Stress Container Model

- This represents the level of vulnerability a person carries by the size of their container in which we deal with daily stress
- Those who have low vulnerability are less likely to experience mental health issues and have large stress containers
- Those with high vulnerability will have smaller containers and the stress containers will overflow more quickly
- Sources of stress: physical stress; environmental; emotional; acute life events; chronic stress.

Coping with stress

- Helpful coping strategies: talking with someone; a good night's sleep; healthy eating; exercise.
- Unhelpful strategies: drinking alcohol; taking drugs, isolating oneself.



3. How to Thrive in Primary Care

Pippa Stupples, General Practice Nurse

Facts about Mental Health

- 72 million working days are lost because of Mental Health and it costs £43.9 billion a year (Centre of Mental Health 2017)
- Total cost of Mental Health in England is £105 billion (NHS England 2016)
- Mental Health is the largest single source of burden of disease in the UK (Mind 2016)
- 75% of Mental Health (excluding Dementia) starts before age 18 years
- Men aged between 40 - 49 years of age have the highest rates of suicide in UK (ONS 2017)

Resources

- [Thriving at Work, The Stevensons/Farmer Review](#)
- [NHS Staff and Learners' Mental Wellbeing Companion](#)
- [Mental Health At Work](#)
- [Workforce Stress and the Supportive Organisation](#)
- [Shout - the UK's first free 24/7 texting service for anyone in crisis anytime](#)
- [NHS Employers: how are you feeling today NHS?](#)
- [BMA - supporting health and wellbeing at work](#)
- [QNI's Talk to Us free, confidential listening service](#)

Takeaway

- To have a happy, health workforce is to have a productive, profitable and growing business
- [Why not become a mental health first aider?](#)
- Be kind!

Thank you to all delegates who attended today's webinar.

The next GPN network's webinar:

- Wednesday 4 December, 1pm-2.30pm - **Menopause.**



[Find out more information or book your free place here,](#)
or scan the QR code right.



Join our private Facebook group:

<https://www.facebook.com/groups/generalpracticenursenetwork>

Thank you to all delegates who attended today's meeting.

FEEDBACK:

Thank you -
what an informative
session
so glad its going to
continue

Thank you for
launching this
network!

Very interesting meeting. Already
looking forward to the next one.

Really great
sessions, thank
you for a great 1st
meeting !

Excellent
presentation about
mental health
thank you

Thank you very
much, a great
first meeting :-)

Brilliant sessions and
looking forward to the
next!

Thank you fab info and support

Thank you,
all this has been
so informative

