



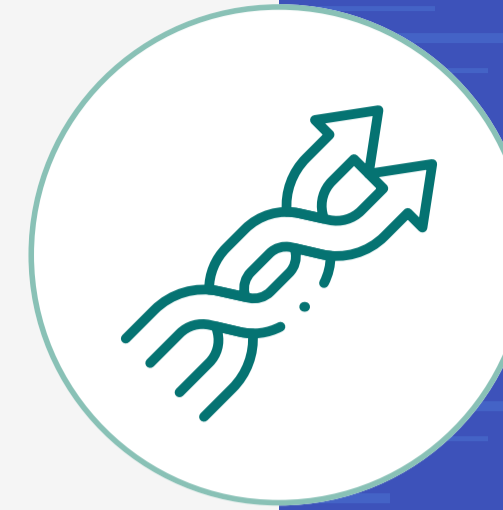
Career Start in Primary Care

Two year, fully supported programme for all new
and returning General Practice Nurses (GPNs)

Northamptonshire
Primary Care Training Hub
Collaborate | Educate | Elevate

How does the Career Start Programme work?

- ▶ Career Start is a **flexible** education programme designed to fund and support the development of a new GPN over their first two years in post.
- ▶ The programme caters for all **different groups of new GPNs**, including experienced nurses moving to general practice from another area of nursing, newly qualified nurses, and nurses who have returned to practice after a break.
- ▶ Career Start is **tailored to the individual** nurse's specific learning needs, with the new GPN, their mentor, and their practice choosing which learning opportunities are best placed to build competence and confidence.



Two year flexible
“pick & mix” support
and training package



Fully-funded
training options



Dedicated
external mentor



Opportunities for
personal development

Funding

Career Start incurs no cost to the practice

Each nurse will receive:



Year 1

A funded Career Start mentor for approximately **4 hours per month for 2 years**

Fully-funded GPN Fundamentals course at university OR individual training courses up to a maximum value of £1,000

Year 2

A further training budget of £1,000



Backfill monies to support their training (equivalent to one session per week, pro rata)

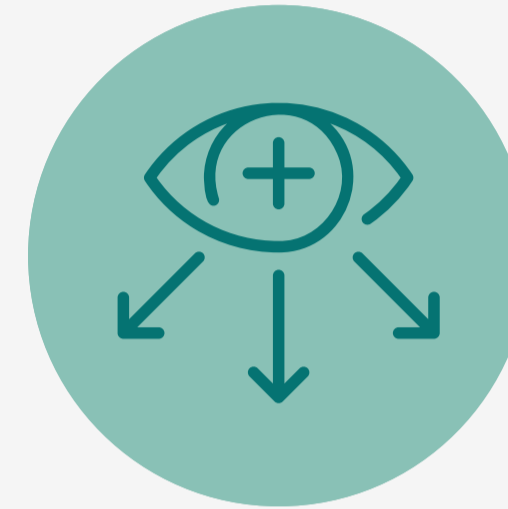


Throughout the two years



Career Start Mentor

A dedicated external mentor will be allocated to you. Your mentor will provide support and guidance throughout the 2 years (approx. 4 hours per month).



Restorative Clinical Supervision (RCS)

You will have access to RCS sessions with a Professional Nurse Advocate (PNA).



Learning opportunities

There are many ways to develop knowledge aside from formal training. NPCTH and your mentor can guide you to these opportunities.



Networking opportunities

Your mentor and NPCTH have many networks and connections throughout Northants. You can join these networks and develop your own, based on your specific interests.

Career Start: Year 1 in detail

Choose from one of the options below:

▶ **Option 1 – GPN Fundamental Skills Programme PG Cert/BSc (Fully-funded)**

Join the GPN fundamentals programme to gain key essential skills including Venepuncture, Cervical Cytology, Immunisation - Child and Adult, Ear Care, Long Term Conditions, Mental Health, Learning Disabilities, Safeguarding and more.

This course is currently offered via DeMontfort University and can be completed at Level 6 or Level 7, further details here: [Practice Nursing PG Cert/BSc \(dmu.ac.uk\)](https://www.dmu.ac.uk/practice-nursing/pg-cert-b-sc)

▶ **Option 2 – Individual Skills Courses (Funded up to a maximum of £1,000)**

Complete a variety of skills courses such as Cervical Cytology, Immunisation - Child and Adult etc. as deemed relevant by yourself and your practice. NPCTH quality assured courses can be found through our website. Additional courses can be requested but will require prior approval from us. Northamptonshire Primary Care Training Hub | NPCTH (northantstraininghub.nhs.uk)

For both options:

Build upon your chosen option with support of your mentor to make/propose a change in practice.

- Develop an understanding of General Practice working
- Collaborate with your practice team to gain an understanding of the needs of the business, and development within the team
- Identify an improvement/change that is needed
- Experience managing a project and developing leadership skills
- Increase your awareness of change management and help to promote organisational change

Projects do not need to be large-scale or arduous!

Previous project ideas include the introduction of nurses at the practice safeguarding meeting, creating a collaborative approach to annual reviews to reduce number of times patient's attend, and starting cervical smear drop in sessions to increase uptake.

Career Start: Year 2 in detail

Build on the success of year 1 and choose one, or several of the options below:

- Undertake further training in a clinical area of interest.
- Supervise pre-registration nurses and nurse associates by undertaking SSSA training.
- Access personal or career coaching via NHSE: [NHS England » Looking after you too](#)
- Attend or present at the annual General Practice Nurses' conference.
- Develop leadership and coaching skills via the NHSE Midlands Leadership academy: [NHS Leadership Academy | Supporting you to reach your leadership potential \(leadershipnhs.uk\)](#)
- Learn more about the wider system through joining ICS and regional GPN meetings alongside the NPCTH team.
- Any other relevant training you wish to undertake after discussion with NPCTH and your mentor.

(N.B funding provided for any of the above options up to a maximum of £1,000)

Year 2 of the programme is much more open and fluid than the first year.

By the second year, you should be more comfortable in general practice and understand how it works. You can build on this knowledge to develop your career in any aspect.

It is useful to think of your development both clinically and from a leadership perspective too.

Training Courses & Webinars
Our courses and webinars are available throughout the year. All webinars and most courses are delivered online. Some courses are for specific professions or career paths, others are open to a broader range of staff.

Training Courses



To find out more about Career Start please contact:

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