

Northamptonshire Training Hub



Legacy Nurse Mentor Project

Background



- Recruiting new general practice nurses (GPNs) is difficult!
- Once they have been recruited some practices are unable to offer their new GPNs appropriate supervision and support as they don't have experienced staff to do this.
- The attrition rate for new to practice nurses is a concern.
- Northamptonshire has a large proportion of GPNs who are eligible for retirement within the next 5 years.
- Once these experienced GPNs retire, their knowledge and expertise will be lost!

Legacy Nurse Mentors

We don't want to lose the knowledge and skills of our experienced nurses before they share it with our up and coming ones!

- Development of a bid for funding from NHS England to run a year-long pilot project to employ Legacy Nurse Mentors.
- Part-time, flexible role to fit in around substantive role in general practice.
- Eligibility: significant experience in GPN role, up to date with cervical cytology, immunisations & vaccinations, SSSA training (or willingness to undertake), ability to travel to different practices.
- Provide 48 hours of legacy mentorship to a mentee (over 12 months).
- Expressions of interest via MS forms, conversation with project lead, onboarding via Lantum staff bank.



Training Hub Education offer for new GPNs

NHSE New to Practice (NTP) GPN Fellowship (2 year programme)
Back-fill funding attached for the practice

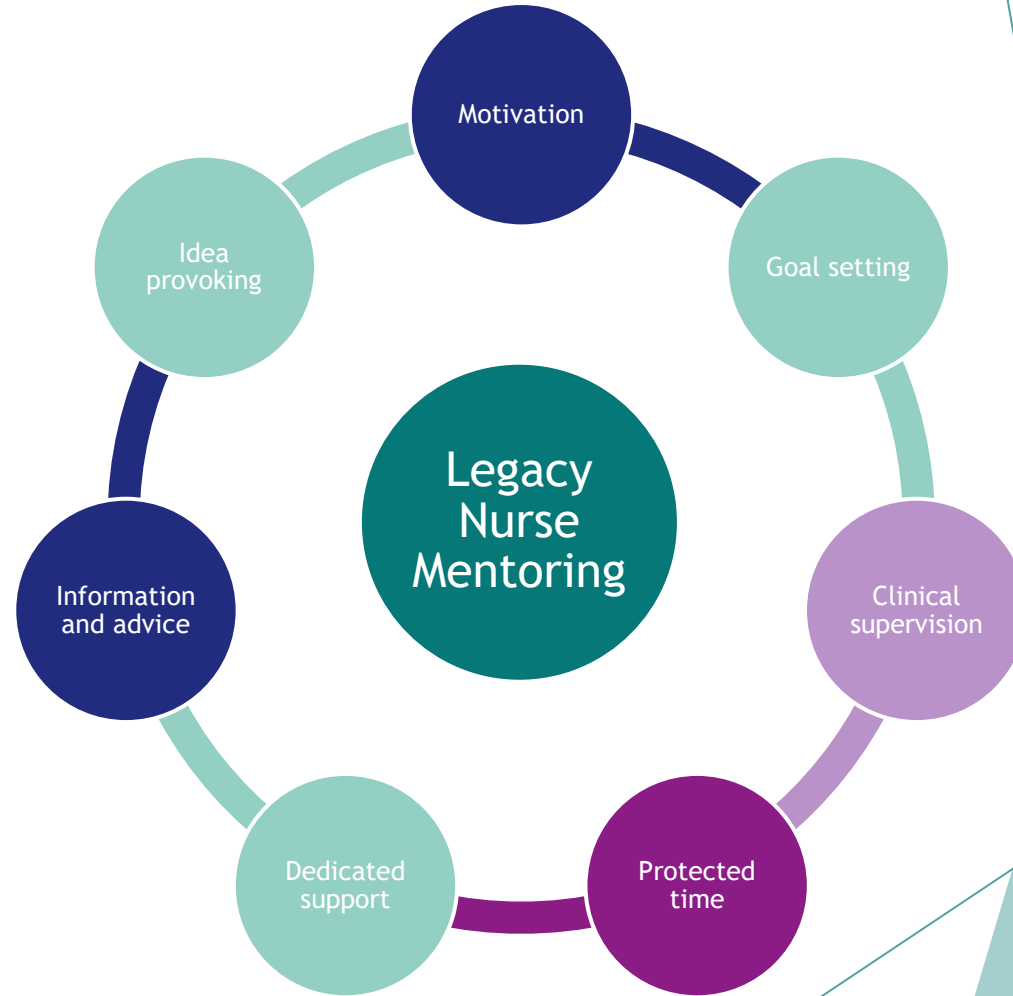
Fully funded Practice Nursing PG cert/BSc at DeMontfort University
(Year 1)

Up to 48 hours of GPN Legacy Mentorship over 12 months (Year 1)

NTP GPN Fellowship programme (Year 2)

Mentor perspective

- ▶ Retention of experienced GPNs
- ▶ Mentoring within their specialist field
- ▶ Attractive pay
- ▶ Flexible around substantive post
- ▶ Sit outside of mentees practice/PCN (confidentiality)
- ▶ Mentee by location
- ▶ Supported by TH
- ▶ Mentor network (to be set up)
- ▶ CPD and RCS available



Mentee perspective



- ▶ Full package of training and support
- ▶ Accredited training
- ▶ Professional development
- ▶ Confidence building
- ▶ Flexible protected time
- ▶ Clinical supervision
- ▶ Skills competency sign-off
- ▶ Mentors sit outside of practice/PCN (confidentiality)

Practice perspective

- ▶ Attractive offer to support recruitment - fully funded training and additional funding to the practice
- ▶ Supports workforce capacity and practice resilience
- ▶ New way of working, fresh perspective
- ▶ Can support other nursing learners within practices - such as Nurse Associate apprentices





To find out more, or express an interest in becoming a
Legacy Nurse mentor, please visit our website:

[Training Hub Vacancies | NPCTH \(northantstraininghub.nhs.uk\)](https://northantstraininghub.nhs.uk)