

Education provision for general practice nurses – evaluation by an educational provider

- **Set out the outcomes you expect or aspire to:**
 - eg the education provided by our establishment matches key training needs identified by primary care trusts (PCTs) and general practice employers of GPNs. The training enables the GPN to feel confident and be competent to perform their everyday tasks and take on the new roles and responsibilities that a practice requires.
- **Describe your objectives for this evaluation:**
 - eg to assess the content of the education provided and the match with the GPN's learning needs; the style of provision of education and take-up rates; and what was achieved as learning and skills gained were applied by the GPN in their everyday and new tasks.
- **Method(s):**
 - complete all or part of sections A, B and/or C of this Tool to evaluate the range of education provided to GPNs in the past 12 months.

It will be best if you compare your answers to the questions below with the responses given by a number of GPN students using **Tool – Learning and personal development – evaluation by a GPN** about their learning and development, general practice employers who have used the evaluation **Tool – Training of GPN(s) – evaluation by a general practice employer** and PCTs that have undertaken training-needs assessments of GPNs **Tool – Training-needs analysis of GPNs – evaluation by the PCT**.

A. What is the nature of training you provide to GPNs?

- Is the training accredited (eg asthma module, cervical cytology course)?
- Does the training provided require supervision of some sort in the workplace? If yes, do you have practical arrangements for supervision agreed with general practice employers or PCTs?
- Does the training provided require assessment of some sort in the workplace? If yes, do you have practical arrangements for assessment agreed with general practice employers or PCTs?

B. How does the training provided work out?

Did you:

- revise the content or scope of the training provided to address the findings of local training-needs assessment of GPNs carried out by general practice employers or PCTs? Eg revise the method of delivery of training, case examples used, revision of the curriculum relating to current NHS policies and procedures or new legislation, or anticipate new ways of working?
- monitor the quality and competence of supervisors and assessors who work in practice with and/or for you in association with the training provided?
- provide new courses to address the training-needs assessments undertaken by general practice employers or PCTs?
- revise the training provided in response to feedback from current or recent GPN students?
- provide advice and guidance for individual GPNs about the relevance of learning activities in their personal development plans to the training on offer?
- provide personal tutor support for GPN students registered on your training courses?

C. What was the outcome of your provision of GPN education?

- Have the vast majority of GPN students (you specify the percentage) gained qualifications or other accreditation from the training you have provided in the past 12 months?
- Did less than 10% of GPNs registered on your training courses fail to complete the award?
- Does a subsequent workplace audit show that successful GPN students are enabled by your courses to undertake tasks, roles and responsibilities that are part of their job in a consistently competent manner?
- Does your organisational audit or an external inspection of the quality and relevance of your education provision show that courses have been appropriately updated and are relevant to the GPNs' current and anticipated roles and responsibilities?

Conclusion

If things are going well, you will have answered 'yes' to nearly every question in each of sections A, B and C. Discuss any questions to which you have answered 'no' with others in your educational establishment, or with training leads in your local PCTs and with practice employer customers, or with representative GPN students themselves.