

# Examples of evaluation a primary care trust commissioner might carry out

Aspect of a general practice nurse (GPN) post	Criteria for evaluation by the primary care trust (PCT) in relation to GPNs		
	What is it about?	How did it work?	What was the outcome?
Employment (see <i>Unit: Competences of general practice nurses</i> )	Extent to which: <ul style="list-style-type: none"> <li>Electronic examples of good practice resources are available to practices:               <ul style="list-style-type: none"> <li>– <i>job descriptions of varied GPN roles and seniority (eg self-care)</i></li> <li>– <i>GPN recruitment pack including pre-employment checks</i></li> </ul> </li> </ul>	Extent to which: <ul style="list-style-type: none"> <li>A log shows all practice enquiries regarding help in recruiting and employing GPNs are satisfactorily dealt with</li> </ul>	Extent to which: <ul style="list-style-type: none"> <li>Local GPNs retained in NHS (as GPN or progressing on career pathway)</li> </ul>
Training (see <i>Tool – Conducting a training-needs analysis</i> )	<ul style="list-style-type: none"> <li>PCT-wide, training-needs analysis template includes focus on GPNs working in general practices and input from practice teams</li> </ul>	<ul style="list-style-type: none"> <li>Training needs of GPNs identified on PCT-wide basis; relevant courses commissioned, provided or signposted</li> </ul>	<ul style="list-style-type: none"> <li>PCT maps qualifications gained; numbers of clinical mentors and supervisors increased/maintained (according to need)</li> </ul>
Development	<ul style="list-style-type: none"> <li>PCT appraisal policy exists, linked to system for collecting and pooling learning needs from GPN's personal development plans on a PCT-wide basis; policy for funding staff development exists</li> <li>Mentor scheme exists for GPNs</li> <li>Careers advice service exists, which is open to GPNs</li> </ul>	<ul style="list-style-type: none"> <li>Protected study and development time occurs, which can be taken up by GPNs</li> <li>Mentoring happens for all GPNs who apply for it</li> <li>GPNs take up careers support services</li> </ul>	<ul style="list-style-type: none"> <li>Case examples of GPNs who move along career pathways or gain new or delegated skills communicated and acclaimed by senior PCT staff</li> </ul>
Your selected issue	(Add here)	(Add here)	(Add here)