

RCN Forum Annual Report 2024

Forum Name

General Practice Nurse Forum

Introduction

The General Practice Nursing Forum represents members working in General Practice at local, regional and national level. We aim to raise the collective voice of General Practice Nurses (GPNs), taking forward the issues and challenges that they are facing as a daily occurrence. GPNs play a crucial role in delivering a high-quality service in primary care, we strive to raise the profile of GPNs to ensure they receive the recognition they deserve, and we support GPNs professional learning and development. Based on membership feedback, our focus over the last year has prioritised workforce development and Fair Pay for GPNs, we have represented the GPN voice across key stakeholders including NHS England and the BMA. Our future work aims to build on our achievements by influencing policy makers and forging partnership working to continue to raise our profile at the highest level.



Membership of the forum

The GPN Forum remains one of the larger forums at the RCN and we seek to fully represent the four Countries of the United Kingdom.

Total number of members

The overall trend has been an increase in membership during the past 12 months. We have continued to grow and develop as a forum to 9817 members as of November 2024, including 6204 as 1st choice. This is an increase of 5.8% increase from last year.

	Current count	Current 1st choice count	Count 12 months prev	1st choice 12 months prev	Difference in count	difference in 1st choice count	%ge difference in count
General Practice Nursing Forum	9817	6204	9279	5906	538	298	5.80%

Committee membership

The committee represents all areas of general practice nursing in advanced clinical practice, leadership and education as well as NHS Resolution and Local Medical Committee. The forum is well placed to advise and support our membership in their professional and clinical roles. The committee was one member short during 2024 due to an early resignation for personal reasons (6 instead of 7 members).

Katy Smyth (KS) Chair
Sarah Hall (SH) Vice-Chair
Ellen Nicholson (EN)
Joyce Pickering (JP)
Penny Sibthorp (PS)
La Toya De Freitas (LDF)

Four vacancies become available for January 2025 onwards, and we had eight applications, which resulted in six interviews for forum vacancies. Sarah Hall and Penny Sibthorp were successfully interviewed and reappointed to the forum. Frances Baverstock and Sara Baldwin successfully interviewed and have been appointed to the forum for a tenure of four years. Due to the calibre of the candidates, two further interviewees were offered a link nurse role with the forum once governance arrangements have been established, hopefully in early 2025.

We have had 3 different professional leads to date this year, and a change in Chair and Vice-Chair positions.

Social media

Facebook: Continued growth on Facebook now 7018 members (6802 in 2023). 2 members of the steering committee are page administrators and moderators requiring daily moderation and approval of posts. The page provides a platform for sharing Forum activities and RCN activities/events as well as promoting lively debate. In October there were 120 posts with 4,021 active members. Most common and active themes are vaccinations and pay, terms and conditions. New FB guidance was added this year to aid professional networking and moderation.

X/Twitter: Continued to run the Twitter @RCNGPNForum account – followers now 5443 (Nov 2024)

Instagram: A newer account, now with 204 followers (172 Dec 2023)

Reflections on 2024 (outputs and outcomes)

Strategy Day 19th January 2024 - was a great opportunity for all the forum committee members to meet up in person and plan forum activity for the year.

Events and conferences

1. Best Practice London February 2024 Discussion Panel – The Power of Networking (SH)

Raising the voice of GPNs a snapshot of the power of networking, generating a discussion on the importance of networking in general practice to stimulate ideas and encourage nurses to be actively engaged in networks to build confidence in speaking up, negotiating along with some tips for building a successful network.



The Photos shows the panel team. L to R. Facilitator Katherine Yates, Sarah Hall, Heather Randle Claire Sutton and Leanne Hume.

2. Joint webinar in collaboration with the Legs Matter Coalition – Can GPN's stop Leg ulcers in their tracks (KS, LDF/PS) <https://legsmatter.org/whats-new/can-gpns-stop-leg-ulcers-in-their-tracks/>

3. Best Practice in Birmingham Oct 2024 – Sarah Hall and Kim Ball joined a panel discussion led by Leanne Hume, Guiding the way: navigating preceptorship and mentorship with a Primary Care twist.

L to R Leanne Hume, Rachel Viggars, Sarah Hall, Kim Ball



Meeting the Team at Best Practice Birmingham October 2024

L to R Sarah Hall, Leanne Hulme, Kim Ball and Callum O'Shea

4. Best Practice speaker in collaboration with NHS Resolution Ellen Nicholson Facilitated the Nursing Theatre events.



5. RCNi Liverpool Ellen Nicholson Chaired Nursing events

Fair Pay Webinars

26th February / 4th March / 27th June / 5th September / 24th October - The RCN have held five fair pay webinars during 2024, which have included specialist panel members from the BMA. The GPN Forum committee have presented at each webinar. All the webinars have been recorded and are available to view on the Forum webpage. [General Practice Nursing Forum](#) | [Royal College of Nursing](#)

The webinars included:

- Results of the RCN pay survey
- Overview of the funding model
- Update on what action the RCN and forum are taking on members behalf
- Negotiating advice
- Discussing next steps
- Sharpen your Negotiating skills

Fair pay for general practice nursing staff: sharpen your negotiating skills

Congress related information

Congress was a very successful event for the forum with the chance to get our voices heard and inform our nursing colleagues about the issues that are pertinent to general practice.

- The GPN forum attended with 6 voting members and presented at two fringe events
- **Fringe event 1:** Getting A Foot in the Door: Developing Nurse Leadership in Primary Care Networks. A novel way to develop emerging leaders and career opportunities. Tuesday 4th June 2024 (SH, JP & LDF) [Getting a foot in the door: a novel way to develop emerging nurse leaders and promote career opportunities](#) | [Congress](#) | [Royal College of Nursing \(rcn.org.uk\)](#)
- **Fringe event 2:** Demystifying Enhanced Practice. What does it mean for you and what is the difference between Enhanced and Advanced level of practice? Wednesday 5th June 2024 (SH, PS & KS) [Demystifying enhanced practice: What does it mean for you and what is the difference between enhanced and advanced level of practice?](#) | [Congress](#) | [Royal College of Nursing \(rcn.org.uk\)](#)
- **Matter for Discussion – Virtual wards: the pros and cons** - discussed the impact of virtual wards on the work, education and development of the nursing workforce and on patients (EN)



RCN Representations:

- Representation at the Academic Association of General Practice Educators (AAGPNE) meetings (KS)
- NAPC Care Steering Group (SH/KB)

- Collaboration with NHS England and National Association of Primary Care (NAPC) in running the GPN Forum monthly updates for general practice nurses – all forum members contribute and update forum members on a monthly rota (All)
- This year the focus of some of our work has been looking at standardising job descriptions and person specification for nursing roles within general practice, with the aim of supporting GPNs in the future to have those influential conversations with an underpinning of a skills knowledge framework that is pertinent to them. This has been a large piece of work and has involved looking at multiple JDs across a number of AFC bandings in order to get a sense of what is being expected for each job role and shown a wide variety and difference with little consistency. We are now in the process of collating information for each level of nursing from Nurse Associate, Registered Nurse, Enhanced Level and Advanced Level. This work will continue into 2025 (PS, SH, KB)
- RCN work on the development of a Workforce Standards Checklist for GPN (All), published 26/09/24
- Collaborated with The Woman's Health Forum on the production of new guidelines for nurses on cervical screening and physical disability (LDF)
- Key stake holders on Fair Pay for GP Nursing Staff Overview (All)
- Collaborated with Education for Health and University of Hertfordshire GPN Mental Health Module for GPNs supporting mental health in adults with long-term conditions (JP)

Media/publications:

27th March 2024 Interview with Nick Trigg (Nursing in Practice) - Following the recent RCN survey re-6% pay rise. Raising awareness of GPN workforce issues. Main points discussed: - Employment, Pay, T&Cs, challenges of pay negotiations in PVI sector (SH)

3rd June 2024 - ['We need better buildings': GPNs turning cleaning cupboards into clinic rooms | Nursing in Practice](#)

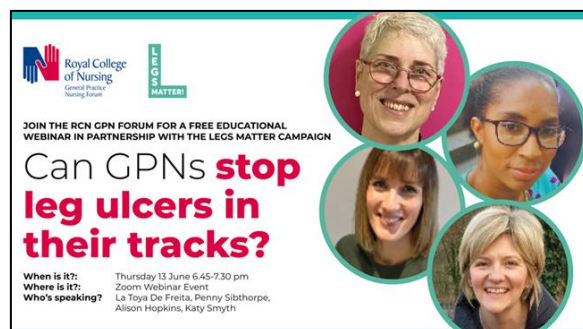
Sept 2024 Journal of General Practice Nursing – Can GPN's stop leg ulcers in their tracks? Vol 10, 3, page 62-63 - <https://www.journalofpracticenursing.co.uk/journals/issue/09-2024/article/can-gpns-stop-leg-ulcers-in-their-tracks>

16th Oct 2024 [Role shift: Is the remit of the general practice nurse changing? | Nursing in Practice](#)

Main highlights of the year

The GPN forum have made significant progress on some of their workstreams in 2024, highlights include:

- Joint webinar in collaboration with the Legs Matter Coalition – Can GPN's stop Leg ulcers in their tracks - over 220 attended the webinar, raising awareness on the importance of early intervention in lower limb care (PS, KS, LDF) [Can GPNs stop leg ulcers in their tracks? - Legs Matter Webinar](#)



- Supporting Mental Health in Adults with Long Term Conditions- Joyce has been working with Education for Health and the University of Hertfordshire to develop a Level 6 module for GPNs and community nurses. The online module is now live on the Education for Health website, with the first cohort, hopefully, running in January 2025 (JP)
- Publication of the Workforce Standards Checklist for General Practice Nursing in September 2024
- Publication of bimonthly digital blogs from Forum committee members
- Stakeholder involvement in the Fair Pay for General Practice Nursing Staff campaign and working with the BMA.
- Webinars supporting Fair Pay for General Practice Nurses

Plans for 2025:

- Strategy day planned for 31st January 2025
- Congress: Planned fringe submission on group consultations
- Continued engagement with the RCN & forum members on pay, terms and conditions
- Continue to work collaboratively with stakeholders to advance opportunities for general practice nurses
- Quarterly newsletter using the membership centre to update forum members
- Continue to improve access of information via GPN Forum webpage, which will include the Lower Limb clinical pages, the GPN Journey and Virtual Ward resources

Forum Chair: Katy Smyth **Vice Chair:** Sarah Hall

Professional Lead: Callum Metcalfe O'Shea (March-Sept) Kim Ball: Sept-current

Date Prepared: 22/11/24

Photo Gallery from Congress 2024

