

RCN Forum Annual Report 2022

Forum Name:

General Practice Nurse Forum

Introduction:

2022 like 2020 and 2021 has been an incredibly challenging year for general practice nursing. The post pandemic pressures on general practice, increasing workforce recruitment and retention challenges are an increasing concern. Primary care networks have further expended to incorporate advanced clinical practitioners and with the dissolution of CCGS and the creation of integrated care boards, leading to place and neighbourhood based care, it really is a constant wheel of change for general practice.

The general practice nursing workforce is weary following the pandemic and increasingly vocal about the disparity in pay, terms and conditions and the RCN resource allocated to rectifying this inequity. The forum is pleased with the recruitment of the Independent sector lead but feels that the messaging to our forum members could be further enhanced and targeted to explain the ongoing negotiations with stakeholders.

Membership of the forum:

The GPN Forum is one of the larger forums at the RCN and we seek to fully represent the four Countries of the United Kingdom. The forum has a professional lead in Heather Randle, who is the professional lead for Primary Care.

Total number of members – 9,789

First Choice voting forum – 6,349

The overall trend has been an increase in membership, from 9184 at the end of 2019. We have continued to grow and develop as a forum to 9,789 as of November 2022.

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.

Ellen Nicholson – (EN) - Chair

Katy Smyth (KS)

Sarah Hall (SH)

Joyce Pickering - former Chair (JP)

Elia Ferreira Carvalho Monteiro (EM)
(stepped down during 2022)

Penny Siphthorp (PS)

Vanessa Anthony (VA)

Three vacancies became available for January 2023 onwards. Unusually this year the forum had very few applications to join this year, perhaps representative of the workforce pressures in general practice.

Ellen Nicholson, Sarah Hall and Joyce Pickering were all successfully reappointed to the forum. Elia Monterio stepped down from the forum during the year and we wish her all the best and thank her for the work with the forum.

The forum chair role switched from Joyce Pickering to Ellen Nicholson during the year due to various commitments and from 2023, Ellen Nicholson and Vanessa Anthony have been appointed to co-chair the forum. The forum has one committee vacancy at present.

Diversity:

Current committee members continue to be based across England and whilst there are no members of Scotland, Northern Ireland and Wales on the current committee, have engaged with members from NI, Scotland and Wales whilst researching for the Fringe event. Increasing the diversity of representation on the forum is a key goal for 2023 onwards.

Achievements in 2022: (Outputs and outcomes):

FGG projects submitted and approved

The Learning disability conference was funded via external sponsors to the RCN. No FGG projects were additionally submitted with the exception of help for the creation of the RCN Learning Disability pages.

Events and conferences

The forum held the first ever general practice learning disability conference in Devon in May 2021 with partner stakeholders from NHS England, Health Education and England and third sector partners aimed at raising awareness and improving services for those with a learning disability attending primary care.

The forum had surveyed general practice nurses to gather information on the knowledge and skills of general practice nurses in providing health care to people

with a learning disability. The survey indicated general practice nurses felt they had insufficient knowledge or skills to meet the needs of learning disability patients.

It became clear that further education was needed to improve patient care and in collaboration with the RCN Learning Disability Forum a conference was organised with key national speakers and the RCN clinical pages were constructed.

The conference hosted around 100 general practice nurses and allied health professional colleagues across the South West.





The RCN Fair campaign focussed on the governments NHS offer of 3%. In response to concerns from the forum members the forum chair with support from Sarah Hall, the Forum professional Lead and RCN lead Clare Jacobs organised a very successful meeting allowing the members to share their concerns. This is having a lasting impact and there are plans to have more regular engagement with the members.

Congress related information – resolutions/ matters for discussion submitted:

All members of the forum registered and attended the 2022 congress. (Four in the picture JP, SH, EN, PS)



The forum contributed:

1. Matter for discussion submitted and accepted on 'Remote Consultations' (EN).

This created a robust debate at RCN congress and the debate forms part of the work around remote consultations that is being explored by the professional nursing committee as a future piece of RCN work.

2. Matter for discussion: Are current national programmes to support the NHS eroding the role of the registered nurse? (SH) – Unsuccessful submission
3. Fringe event entitled "Primary care networks get involved. Looking at leadership roles for general practice nurses (JP PS KS).

The fringe event presented a talk about influencing change within Primary Care Networks and was well received and generated a lot of debate about developing leadership amongst Practice Nurses.

4. Forum participation in the World Café Forum Event – highlighting the activities of individual forums (see attached images)



Collaboration/ projects with stakeholders e.g., colleges, DOH:

- NHS England – South West (SH, JP, KS, PS, EN)
- NHS England – Primary Care (En, JP, SH)
- National Association of Primary Care (NAPC)
- NHS Resolution (EN)
- NHS England Learning Disability Symposium (JP, PS, KS)
- Queens Nursing Institute (EN, KS, SH)
- NHS England Primary care Lead monthly meetings (JP with HR Professional Lead)
- Health Education England (EN)
- Cogora (General Practice Awards) (EN)

Representation at meetings/events:

Monthly national GPN meetings co-hosted with NHSE, NAPC, and RCN (HR, EN, JP, and VA)

Attended RCN Forum chair meetings (EN, JP)

Collaboration with the Learning Disability Forum and members of NHS England on creating GPN/LD clinical pages which went live in June 22. (KS)

Representation in organising and presenting at a conference on improving care for individuals with a Learning Disabilities in General Practice with NHS England, third sector partners and pharmaceutical sponsors held in Devon in May 2022 (JP, KS, PS, EN)

Representation at the AAGPNE meetings on the new NMC CSP post registration standards. (KS)

Presented at the RCN Cambridgeshire Branch: Nursing; more than just a job meeting on the 8th March 2022. Discussed leadership and career opportunities in GPN/primary care. (KS)

Representation at NHS Resolution – General Practice Stakeholder sounding board meetings (EN)

Submissions to the Clinical Supervision Chairs forum work and to the Carr Review (EN)

Representation at QNI Meeting with Chief Nurse, Ruth May (EN)

Presented at Better Together Nursing Better Together Nursing Conference for GPNs and Community Nurses hosted by Cornwall and isle of Scilly Integrated care System (EN)

Media, Publications and Awards:

1. Judge for the NHS England (South West) for the South West Regional Celebration of Practice Nursing Event and annual RCN Nursing Awards (EN)
2. Judge for the General Practice Awards with Cogara (EN)
3. Practice Nursing Journal (November 2022) (EN)
“Getting involved in the GPN forum committee”
[Getting involved in the GPN forum committee | Practice Nursing \(magonlinelibrary.com\)](#)
4. RCN Magazine (June 2022) (EN)
Digital appointments: No one size fits all
[Digital appointments | RCN Magazines | Royal College of Nursing](#)
5. Primary Health Care (January 2022)
Time to end inaccurate perceptions of general practice nursing
[Time to end inaccurate perceptions of general practice nursing \(rcni.com\)](#)

Social Media:

Facebook: 6,500 members – increased from 6,200 in 2021. Many of the steering committee are page admins 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. We have reorganised the chats into themes, so that the forum members are able to identify themes and trends as well as a reference guide.

Twitter: Continued to run the Twitter @RCNGPNForum account – followers now 5286 (Dec 2022) up from 4787 in Dec 2021 and to moderate the Facebook page. (EN)

Main highlight of the year for the forum:

Despite the challenges of the ongoing pandemic, the forum has remained strong and supportive. Regular monthly meetings have provided support for the committee members and opportunity to plan activities to support forum members. Due to increased workload, illness and family commitments the committee has dug deep to ensure that the high standards of the forum have been maintained.

The Learning Disability conference and presenting a matter for discussion and a fringe event at Congress were the highlights, both successful, well received events.

GPN pay, terms and conditions:

Forum members and the wider GPN networks are increasingly vocal about the inequity of their pay, terms and conditions when compared to RCN members employed under Agenda for Change. The Independent lead and the Employment lead have made progress in raising the issue within the RCN and with external stakeholders such as the British Medical Association, NHS England, but this is increasingly a topic for national resolution in 2023. Members have individually petitioned the RCN and in groups to see further action. The forum is supportive of the members desire to see equity within their pay, terms and conditions.

Forthcoming in 2023:

Twitter chat: The forum plans to contribute/co-host twitter chats throughout 2023 with the @WeGPNs forum. An initial draft of topics was drafted in October 2022 and was submitted by the WeGPN nurses (EN).

Practice Nursing Journal: The forum has negotiated a monthly slot in the Practice Nursing Journal magazine in order to try and reach a wider audience of general practice nurses. The first article was printed in November and the regular column commences in the New Year and intends to provide a short overview of forum activities. (All forum members)

Further peer reviewed article on the Learning Disabilities/GPN survey and creation of the RCN clinical pages is due in 2023. (KS, PS, JP)

Members Communication Centre: EN completed the MCC training and is awaiting access to the forum membership. In preparation for any direct communication to forum members, the professional lead and co-chairs will meet to discuss format and timings in the New Year.

RCN Congress 2023: Proposals for Congress submissions and fringe events are under way including collaborative discussions with other forums.

Continued engagement with the forum members on pay, terms and conditions.

Continue to work collaboratively with stakeholders to advance opportunities for general practice nurses.

Strategy Day was organised for December 14th, 2022 now cancelled due to RCN Strike action, to be rescheduled for 26th January 2023

Date Prepared: 02/12/22

By: Ellen Nicholson - Forum Chair