

Economic Assessment of a Practice Nurse Training programme (Souster 2016)

Inputs

Investment

Set up costs if no team exists

- Mentor team recruitment £4000 for advertising in specialist journal and pay for panel. Time for interview

Running/ operational costs

- Costs for team 2014 -16 including manager 0.8 WTE and Clinical Mentors salaries 1.68 WTE = £135,562.
- This includes on costs at 22.4 % and year 2 uplifted by 2%. Other costs inc travel and CPD for 5 part time team members estimated at £1500 per year.
- Office provision costs are paid by CCG for the manager, other staff work from home.
- Total salary costs are for 2 year training programme (to train 7 Practice Nurses) i.e. £67,581 per year.
- Including CPD and travel = £69,081

The Service

Recruitment

- Manage the attraction of high quality motivated staff into Tower Hamlets via advertising and sharing success of programme.
- Short listing and assessment of PN applicants to vacancies in GP practices.
- Provision of HR support including DBS and OH checks for recruits.

Support for employers

- Ensure correct HR procedures followed during recruitment process and for the duration of the 2 year contract.
- Cost benefits to practice teams: the programme delivers £54,200 worth of training and the practice only contributes £26,402 per Practice Nurse for the 2 year period.

Training and supporting Practice Nurses

- Visits for on-site training and Action Learning Group to consolidate University programme learning and ensure safe and effective practice.

Summary of Benefits

For service users

- High quality holistic care for patients by staff who are trained to work independently.
- Improved self care for complex patients due to specialist training in chronic disease management. Supports the DOH agenda of moving care closer to home.
- Practices able to extend their service and release time pressure on GPs.

For healthcare GP Practices employing the trainee Practice Nurses

- Reduced training pressure on practice nurses already in post, as main teaching load is carried by the visiting Mentor
- Financial benefits at a time when there is an acute shortage of GPs: Assuming a 17.2 minute consultation with a GMS partner compared to a 20 minute consultation for a Band 5 Nurse, the cost is £17.67 for a band 5 nurse and £67 for a GP, a difference of £49.33 per consultation. If a nurse did 10 consultations a day for 300 days a year instead of the GP the cost saving per year = £147,990 per year. Source: PSSRU 2014.