

RCN Forum Annual Report (information guide) 2023

Forum Name:

General Practice Nurse Forum

Introduction:

2023 once again has been an incredibly challenging year for general practice nursing. Increasing workforce recruitment and retention challenges remain a concern. Primary care networks continue to expand the general practice workforce through the Additional Roles Reimbursement Scheme (ARRS) to include various allied health care professionals such as paramedics and physiotherapists, and there is concern that the scope of the general practice nurse is being diluted. These roles will certainly enhance services to patients, however there are key concerns that the nursing workforce lacks sufficient investment for education and career development.

The RCN Fair Pay campaign caused some upset and discussion amongst independent nurses and general practice nurses as they were excluded from Strike action and subsequent agenda for change pay deals. This led to discussion amongst forum members and the submission of item 14 concerning parity of pay, terms and conditions.

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 is currently.

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 over 9724 including 6245 as 1st choice - December 2023.

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 2023 due to an early resignation for personal reasons (6 instead of 7 members).

Ellen Nicholson (EN) Co-Chair

Vanessa Anthony (VA) Co-Chair

Katy Smyth (KS)

Sarah Hall (SH)

Joyce Pickering (JP)

Penny Sibthorp (PS)

Two vacancies become available for January 2024 onwards, and we had six applications, which resulted in five interviews for forum vacancies. Katy Smyth was successfully interviewed and reappointed to the forum, La Toya De Freitas was also successfully interviewed and also appointed to the forum. Due to the strength of the Candidates, two further interviewees were offered an associate role with the forum from January 2024.

Diversity:

Current committee members are all based across England and whilst there are no members of Scotland, Northern Ireland and Wales on the current committee. This year the forum chairs targeted the forum applications at members of Scotland, Northern Ireland and Wales, however, no applications were forthcoming this year for forum vacancies.

The committee was delighted to recently appoint La Toya Freitas from the BAME community to join the committee.

Achievements in 2023: (Outputs and outcomes)

Hybrid strategy day in January 2023



Events and conferences

1. The GPN Forum held a joint event with the MH Forum 'Celebrating MH Nursing in General Practice' at the RCN HQ. in June 2023
Dignitaries from Parliament and the House of Lords listened to the necessity for MH ANPs in general practice. (EN, VA)
2. Best Practice London (EN, SH) in March 2023
 - Chaired the Nursing Theatre at the London Best Practice (EN)
 - Speakers at London Best Practice (SH)
3. Best Practice Birmingham - member of Panel Discussion (EN,SH) in October 2023
 - Leadership, career development and influencing in nursing.
 - Competency: what it is and how can nurses maintain it?
4. Best Practice Birmingham – speaker in collaboration with NHS Resolution in October 2023 (EN)
 - How awareness of risk and claims in primary care could support safe practise.
5. Representing RCN at Devon Nursing event in May 2023 (VA)
6. VTE Roundtable in Parliament September 2023 (EN)



Panel discussion October 2023 at Best Practice

Congress related information – resolutions/ matters for discussion submitted

The forum successfully seconded item 14 'Pay, Terms and Conditions Parity; a Resolution that was successfully passed.

X 2 Matter for Discussion and x 1 Resolution were submitted but unsuccessful (EN,SH)

Fringe event entitled "Legacy Mentorship (PS SH).

All members of the forum had registered to attend the 2023 congress.

Representation at meetings/events

Representation at the Academic Association of General Practice Educators (AAGPNE) meetings. (KS)

Collaboration with the Mental Health Forum to run the RCN HQ Cowdry Hall event.

Collaboration with NHS Resolution at Best Practice Birmingham (EN)

SPQ GPN Standards with the QNI (KS)

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)

Forum chair became a prospective parliamentary candidate for the next general election (EN)

[General practice nurse in bid to become Lib Dem MP | Nursing in Practice](#)

Representation at the APPG in Parliament on VTE (EN)

Contributions to Clinical Consultations (all)

RCN work standardising Job descriptions and person specifications/ underpinning of a skills knowledge framework. Now in the process of collating information for each level of nursing from Nurse Associate, Registered Nurse, Enhanced Level and Advanced Level. (PS, JP)

Media, Publications and Awards

Interviews with The Nursing press discussing key GPN issues including the nursing pay parity, erosion of the role of the nurse (SH)(EN)

[No sick pay, no pay rise: independent sector falls behind NHS \(rcni.com\)](#)

[Reports some nurses in general practice given just 1% pay rise | Nursing in Practice](#)

[Less than 1% of government's 50K more nurses are GPNs | Nursing in Practice](#)

Judge for the Health Education England (South West) for the South West Regional Celebration of Practice Nursing Event (EN)

Judge for the RCN Nursing Awards 2023 (EN)

Social Media

Facebook: Continued growth on Facebook now 6,802 members (6200 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.

X/Twitter: Continued to run the Twitter @RCNGPNForum account – followers now 5461 (Dec 2023)

Instagram: A newer account, now with 172 followers.

Main highlight of the year for the forum

Despite the challenges of 2023 the forum has remained strong. 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 use of membership centre and targeted emails updating forum members has been used this year for the first time, with good effect.

Plans for 2024:

Congress: Likely fringe submission regarding enhanced and advanced practice which is very topical currently

Congress: Likely Resolution on designated nurse on ICB board

Continue 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 organised for January 19th, 2024.

Date Prepared: 11/12/23

By: Ellen Nicholson

Photo Gallery
Congress 2023







Devon May 2023





Collaboration with the Mental Health Forum – June 2023



Best Practice March 2023





VTE Roundtable Event – September 2023

