

Open Doors

Tower Hamlets GPN trainee nurses support and more...

Novice to expert. Growing our nursing teams with the skills and competency for the future of Tower Hamlets Primary Care



Scan the QR code to listen to

"Call The Practice Nurse" the podcast for General Practice Nursing teams



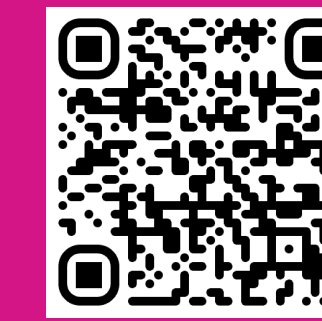
open.spotify.com/show/0PbNE7VNurYpyBcjMcZEZq

Scan the QR code to view our Open Doors Top Tips bulletins



www.gpcaregroup.org/gp-federation/open-doors/open-doors-top-tips/

Scan the QR code to visit the Open Doors page on our website



www.gpcaregroup.org/gp-federation/open-doors/

Innovation

Welcome to Open Doors

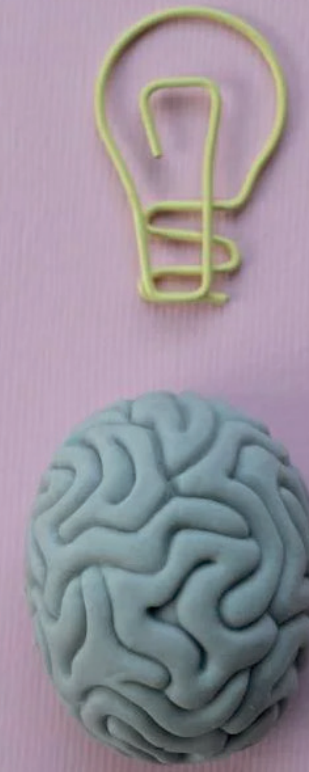
Open Doors was the first programme of its kind in 2008 to recognise the barriers faced by nurses entering Primary Care. The programme has evolved over the years as we continue to offer bespoke facilitation for any nurse wanting to transition into primary care. Evaluations published in 2016 showed it was very successful.

Leading with expertise:

- Ex-Open Doors trainees now in leadership/Advanced Clinical Practitioner and education roles in the borough
- Growing our own from novice to expert (receptionists to MSc Practice Nurses).



Open Doors team



Expertise

GPN programme facilitation

- One to One supervised clinics
- Action Learning Groups and peer support
- GP mentor support
- Liaison with academic colleagues as the GPNs study alongside working in GP practice for a PG Dip in Primary Care (Practice Nursing) City St. George's, University of London)
- GPN recruitment and HR for local GPs providing the placements.

Feedback from former tutees and their host practices:

"We were very happy with the quality of the process and the trainees."

Practice

"Tutorial sessions were very useful, felt very supported and was able to reflect on learning."

GPN Trainee

"The tutors are amazing, and incredibly helpful."

GPN Trainee

"It was all done very well with good levels of communication and excellent support of the trainee."

Practice



Cohort of GPN trainees commencing in 2024

Nurturing

Supporting the whole Tower Hamlets primary care workforce...

Care certificate training • Clinical skills workshops • Non-medical prescribing forum • Advanced Clinical Practice peer support • Preceptorship programme • Borough-wide 'Protected Learning Time' facilitation for HCAs • Podcast – Call the Practice Nurse (see below) • Monthly 'Top Tips' • Education support for local care homes • Career development for non-clinical primary care staff

Staff Retention and satisfaction

- 81 GPNs qualified since 2008
- Four former Open Doors nurses work as Clinical Tutors on the team
- 90% of GPN nurses remain working in Tower Hamlets after completing the course for 12 months.



Alice Walton previous trainee now mentor - receiving her GPN cert in 2023

A timeline of the Open Doors service in Tower Hamlets

2015 Clinical Skills Training for local care homes

2016 Publication of evaluation of programme highly favourable

2017 RCN accredited two-day cervical screening programme starts

Care Certificate and Clinical Skills Training for local Health Care Assistants to encourage career progression

2020 Open Doors tutoring and action learning groups continue virtually throughout the COVID-19 pandemic.

2023 Open Doors team begin publishing monthly 'Top Tips' bite-sized clinical topics written by individual tutors.

2024 Jitsu Vaccine Hesitancy training.

Preceptorship for newly qualified Nursing Associates

Two GPN trainees recruited who started their careers as receptionists now studying at Masters Level.

2025 Advanced Nurse Practitioner peer support.

Year of Care Train the Trainer for clinical tutors to deliver personalised care planning for long term conditions.

Mentor Peer Support