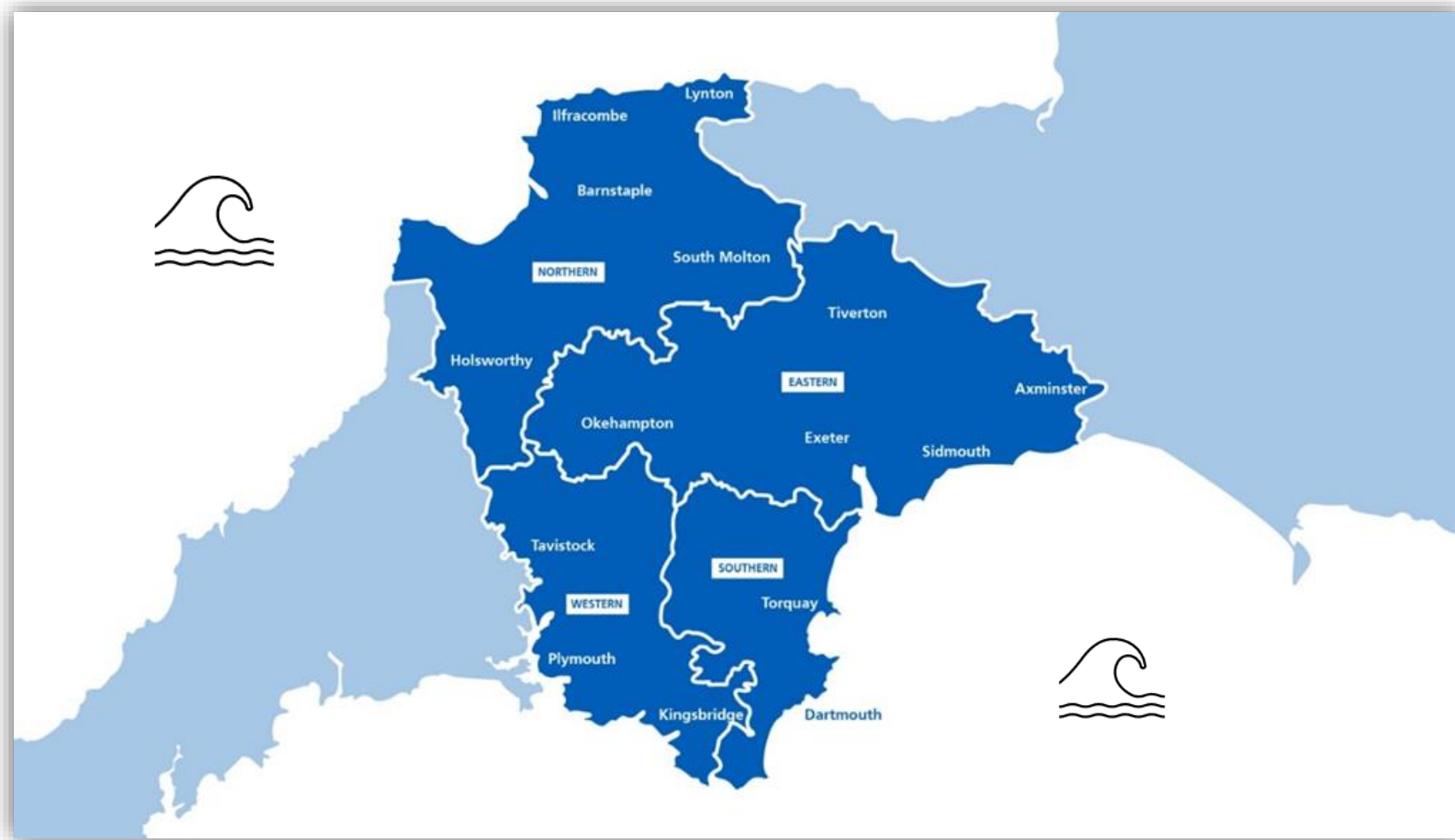


Legacy Nurse Mentorship

A model based in General Practice

Sarah Hall – General Practice Nurse Strategic Lead, Devon ICS


Devon



- Devon covers 2,590 square miles
- 4th largest county in England
- Population 1.2 million people
- 31 Primary Care Networks
- 120 GP Practices
- 656 General Practice Nurses

The Problem

Devon General Practice Nurse (GPN) Workforce challenges

- **62%** of General Practice Nurses in Devon aged >50 (NHS Data 2020)
 - **41%** aged 55 years and over (NHS Data 2020)
 - **5%** under the age of 30 (NHS Data 2020)
 - Potential retirement of over half of our most experienced and skilled GPN workforce in by 2025
 - Low GPN morale (Devon LMC Survey and QNI Survey 2020)
- 
- A decorative graphic at the bottom right of the slide consisting of several overlapping triangles in blue, red, orange, yellow, green, and purple, creating a colorful, abstract shape.

What we did



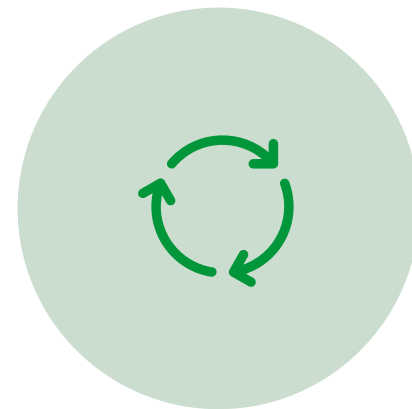
NHSE GENERATION
RETENTION VANGUARD
PROGRAMME



PILOT PROGRAMME FOR
10 NQN



SECURED FUNDING FOR
5 YEARS



CONTINUOUS PROCESS
OF EVALUATION AND CO-
DESIGN

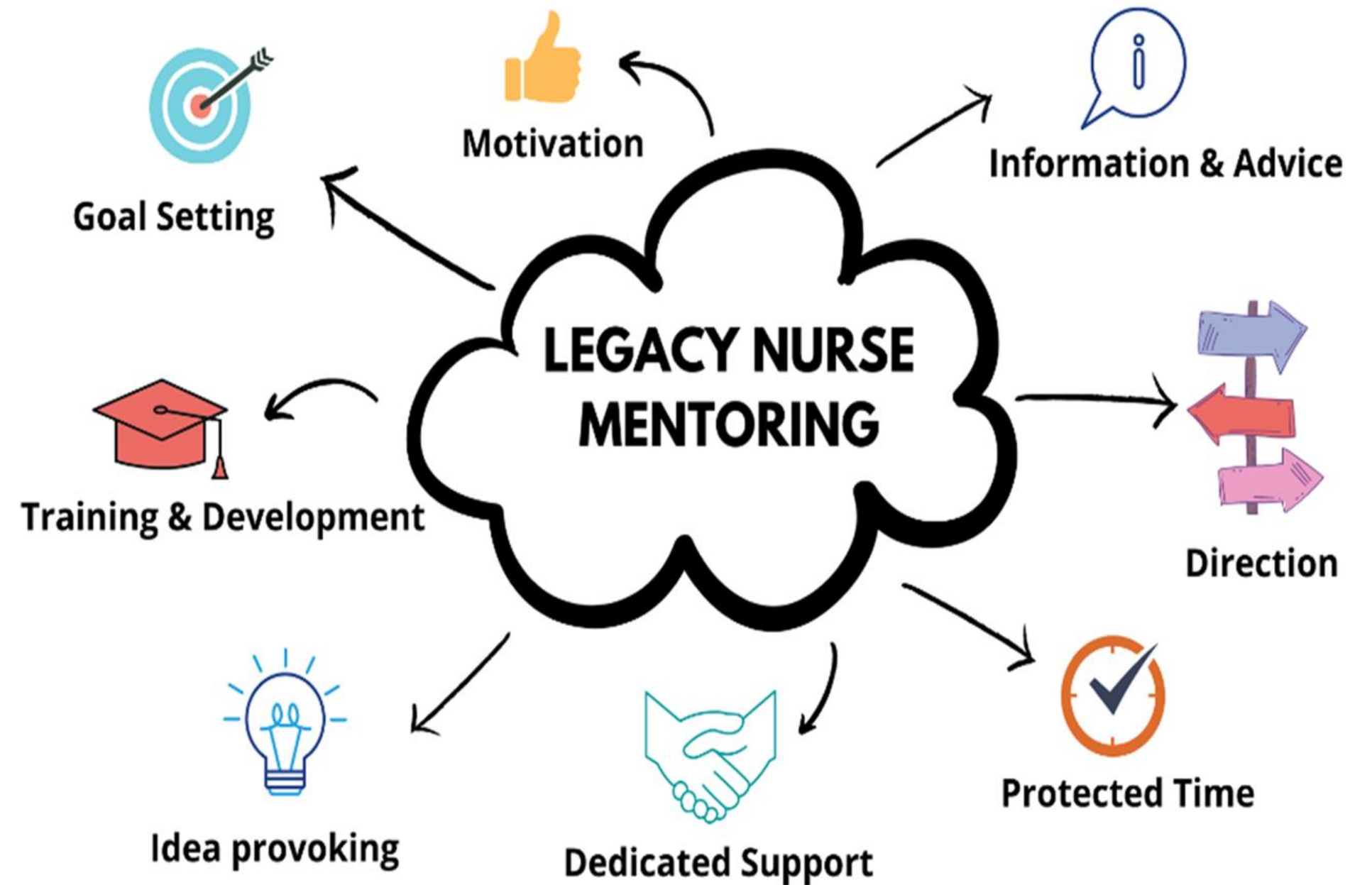
Worked with our Partner Organisations and Stakeholders to design an attractive offer to General Practice and GPNs that supports recruitment and retention

New to General Practice Career & Education Pipeline

1. Accredited Specialist Training
2. New to Practice GPN Fellowship
3. 40 hours Legacy Nurse Mentorship

What is Legacy Nurse Mentorship?

- Extends the career of highly skilled, experienced nurse
- Supports early career nurses
- Providing supportive mentorship
- Professional advice
- Guidance and education
- Health and well-being
- Career progression



Our model values nurses

Legacy Mentor

Flexible working

Attractive rate of
pay

In addition to
substantive post

Strong sense
of Team



40 hours of mentorship over 12
months

Mentee

A safe space

Independent of
employer

Peer support

A shared journey

How our Legacy Mentors described their role

Impartial Relationship Builder
Informative Guiding Confidante
Goal Setting Trusted Facilitator **Safe**
Pastoral support **Encouraging** Honest
Objective Friendship
Caring
Confidence builder Supportive **Advocate**
Signposting Positive Reflective

Deb's Story



Meet Debs

- December 2020 delivering the first Covid Vaccine's in Care Homes
- 33 years experience working as a general practice nurse
- Highly skilled and knowledgeable GPN
- Very low, fed up and thinking of leaving nursing

Debs in 2023

- Taken on a new role in another Practice
- Retired and returned
- Working flexible hours
- Additional role as Legacy Mentor co-ordinator
- Has mentored 5 new nurses



“This programme has retained me, I was thinking about leaving, I was slowing down and feeling a bit dispirited”

Debs Helps, GPN Legacy Mentor, Devon

Legacy Mentors “What are your successes?”

Supporting new practice nurses to enjoy their role. Particularly when they are struggling

Actually making me feel that I want to carry on and not retire

Watching mentee grow in confidence

Feeling useful & my experience being acknowledged

Opening door to success for the future

Devon Legacy Nurse Mentor Film



NHS Devon GPN Legacy Mentor Programme



NHS Devon
503 subscribers

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4



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<https://www.youtube.com/watch?v=KeZtHP-VYEM>

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For more information regarding legacy mentorship
[NHS England » Legacy mentoring](#)