

General Practice Nursing Training and Development Programme 2025/26

A guide for Training Hubs



Version 1

Contents

Background	3
Section 1: Foundation & Academic Training Programmes	4
Introduction: Foundation & Academic Training Programmes.....	5
Information on the Academic Programme Package.....	5
Summary of Academic Programmes	7
Information on the Foundation Programme Package	11
Summary of Foundation Programmes	11
Calendar of Academic and Foundation Courses	16
Stakeholder Responsibilities and Expectations	17
GPN Recruitment and Training Process Map	21
Frequently Asked Questions (FAQs)	22
Claiming funding for GPN Programmes.....	26
Section 2: Additional GPN Training Programmes	27
Introduction	28
Additional Offers 2025/26.....	29
Enhanced Offer for GPN Return to Practice	32
Additional Resources	34
Annex 1: Useful Contacts.....	40

NHS England approach to General Practice Nursing

Background

General Practice Nursing training programmes are a key area of investment for the NHS England Workforce, Training & Education Directorate. The training support package for nurses on the general practice nurse (GPN) training programmes incorporates Higher Education Institute (HEI) tuition as well as a training grant and a mentoring grant for the employing practice.

The same training support package is available across London to ensure equity of access for any nurse looking to train as a GPN.

Please note that this guide and the offers described within relate to the financial year 2025/26 only and do not provide an indication of offers or funding which may or may not be provided in subsequent years.

Section 1: Foundation & Academic Training Programmes

Introduction: Foundation & Academic Training Programmes

There are two types of training programme for those new to general practice nursing: Foundation programmes and Academic programmes. The Foundation and Academic programmes offer a choice between short, skills-based training and a longer, academically focussed programme.

Foundation programmes are available at five HEIs in London. The programmes vary from HEI to HEI (Level 6/7, 20-60 credits) and last between three and eight months. Foundation programmes broadly offer 'start up' skills-based training for newly qualified nurses (NQNs) and/or nurses new to employment in General Practice. By the end of the programme the GPN will have gained various skills including cervical sampling, childhood immunisations and travel vaccinations and will be ready to work autonomously as part of the General Practice team. Please see the programme descriptions later in this document for more detail on the curriculum of each course.

Please note we will also fund Nursing Associates (NAs) on the Level 6 foundation course at specific universities. These programmes have been adapted to support new to general practice NAs to acquire the basic knowledge skills and competencies required for their role in the general practice setting and to understand the scope and professional requirements of this.

Academic programmes (Level 6/7, 120 credits) are available at three HEIs in London and offer an academic qualification in General Practice Nursing. The programmes can be undertaken either part-time over two years or full-time in one year. The latter offers a 'fast track' progression in General Practice Nursing suited to newly qualified nurses looking to establish a career in General Practice. At the end of the programme, the GPN will have achieved a Primary Care (Practice Nursing) BSc/PgDip, meet Level 6/7 competencies and be working autonomously as part of the General Practice team. Please see the programme descriptions later in this document for more detail on the curriculum of each course.

Information on the Academic Programme Package

Any new GPN can access an academic GPN programme run by one of three providers. 90 places are available pan London on a first come first served basis at:

- City St. George's, University of London
- University of Hertfordshire
- University of Greenwich

We would anticipate that each Training Hub considers investing at some level in the academic programme. This supports the succession of GPN leaders across London.

The three components of the academic package - the tuition fees, training grant and mentoring costs - are funded in full by NHS England. Tuition is paid direct to the HEI and access to the training grant and mentoring funding is via the ICS Facing Training Hub.

Table 1: Academic programme funding package

NHS England activity	Costs of academic programme per GPN	Administered by
Tuition fees	£7,000 - £10,000*	NHS England to HEI
Training grant	£17,000	NHS England to practices via ICS Facing Training Hubs
Mentoring cost	£3,000	NHS England to practices via ICS Facing Training Hubs
Total	£27,000 - £30,000*	N/A

*Tuition fees vary across HEIs

Summary of Academic Programmes

Table 2: Academic programmes

City St. George's, University of London	
Education provider details	City St. George's, University of London Northampton Square, London EC1V 0HB Programme director: Dr. Marie C. Hill, PhD, MHM, PgDip, BSc, RN Associate Professor (Practice Nursing) Email: M.Hill-1@citystgeorges.ac.uk Course Officer: Tarquin Au Email: Tarquin.au@citystgeorges.ac.uk
Academic award	Post graduate diploma primary care practice nurse programme (Full and Part Time)
Total cost per student	Full time: £8,950 Part Time: £4,475
Course credit	120 Level 7 credits
Course length	1-year full time / 2 years part time
Course start date (s)	September 2025 and January 2026
Programme description	The PgDip Primary Care Practice Nurse programme consists of 120 Level 7 credits and one non-credited course, which is the Cervical Cytology course. All of the eight modules that constitute the 120 Level 7 credits are 15 credit modules. Students are supplied with a programme timetable prior to the start of their PgDip Primary Care Practice Nurse programme which details the module and course codes, dates and programme content.
How to apply	health@citystgeorges.ac.uk
University of Greenwich	
Education provider details	University of Greenwich Old Royal Naval College, Park Row, London, SE10 9LS Shaun Heath s.d.heath@greenwich.ac.uk Austin Parsons A.Parsons@greenwich.ac.uk Programme Support Team FEHHSPS@greenwich.ac.uk
Academic award	Enhanced Clinical Practice - Primary Care Route
Total cost per student	£8250 (£4125 per annum for part time)
Course credit	PgDiP - Level 7, 120 credits
Course length	2 years part time
Course start date(s)	22 September 2025
Programme description	<u>Educational Aims:</u>

	The PGDip Enhanced Clinical Practice programme aims to facilitate the development of knowledge, skills, and expertise of registered healthcare professionals. The educational aims of this award are to: • Consolidate a student's enhanced / professional practice-related learning and complement it with specific knowledge and skills suitable for: • Developing their health / social care professional roles • Enabling / preparing them to complete a master's degree in healthcare practice or advanced clinical practice • Applying critical thinking / reflective skills to evaluate and lead the development or services • Further enhance students' knowledge and expertise of different research methods Students wanting to complete this programme are likely to be already employed in a healthcare setting and are seeking opportunities for career development / progression and to meet the requirements of evolving clinical practice and their own continuing professional development needs. The inclusion of 5 endorsements (or pathways) recognises specialist areas of practice, i.e., General Practice Nursing, Sexual Health, Midwifery and Mental Health, which facilitates career progression in that clinical specialty. Potential career destinations would be in those enhanced / senior positions which require post graduate level studies, over and above initial registration. This PGDip is also two thirds of the MA Health Care Practice or one third of the MSc Advanced Clinical Practice, therefore enabling learners to go on to achieve a Master's qualification via a novel form of part-time development. General Practice Nursing - Module options NURS 1622 Fundamentals of general practice nursing (30 credits) NURS 1623 Advances in General Practice Nursing (30 credits) NURS 1268 Long Term Conditions: Management (30 credits) NURS 1269 Enhanced Clinical Assessment Skills (30 credits) NURS 1506 Diabetes care and management (30 Credits) NURS 1525 Developing Autonomous Practice in Urgent Care (30 credits)
How to apply	Course Details Greenwich University On application, the learner will be directed to select modules. It is recommended during year 1 students complete: NURS 1622 Fundamentals in General Practice, and NURS 1623 Advances in General Practice All potential applicants will be invited to an interview with the programme lead where module selection will be discussed.
University of Hertfordshire	
Education provider details	University of Hertfordshire School of Health and Social Work Department of Nursing, Health and Well-being College Lane Campus, Hatfield, AL10 9A

	Programme Lead: Dawn Royall d.royall@herts.ac.uk Professional Lead: Theresa Titchener t.m.titchener@herts.ac.uk
Academic award	Specialist Community Nursing (General Practice Nursing) Post Graduate Diploma
Total cost per student	£7432 (£3716 per annum for part time)
Course credit	120 credits
Course length	1 year full time / 2 years part time
Course start date(s)	1 September 2025 5 January 2026
Programme description	The Specialist Community Nursing Programme for General Practice Nurses is designed to meet the standards set by the Nursing and Midwifery Council (NMC) and equips nurses with the specialised skills and knowledge needed for a rewarding career in primary care. This accredited and comprehensive programme prepares nurses to deliver safe, effective and high-quality healthcare within primary care settings. The curriculum covers a broad range of essential skills and theoretical foundations specific to general practice nursing. Core areas include advanced clinical assessments, chronic disease management, health promotion and population health, digital health technologies and the management of long-term conditions. Nurses will also be introduced to the fundamental aspects of working in general practice such as communication and history taking, cervical cytology, travel health, childhood immunisations and wound care. A strong emphasis is placed on developing consultation and communications skills aimed at building confidence in working with individuals across the lifespan. This focus aligns with the broader objectives of health promotion and public health and the effective management of long-term conditions including mental health. Leadership and management development is another key focus, preparing nurses to support and contribute effectively to the wider general practice team. Nurses will spend 50% of their time working in a general practice setting under the supervision and guidance of a practice assessor and supervisor. This hands-on experience ensures that nurses are well-prepared to meet the evolving demands of primary and community healthcare. For experienced nurses, there is an opportunity to undertake Independent Prescribing as part of the programme, subject to agreement with both the funding organisation and University.
How to apply	https://www.applycpd-herts.com/course?id=119964

Local implementation of the programme

Before recruiting GPNs onto the academic programme, Training Hubs and GP employers need to consider the following factors:

- The considerable investment involved in recruiting and employing a novice GPN
- No guarantee that the investment will translate into ongoing employment
- Availability of GP Practices offering a high-quality learning environment with mentorship

Where practices provide investment in newly qualified GPNs, including proper mentoring/supervision and support, the GPN is more likely to be retained after qualification. To support the long-term retention of the GPN in practice we recommend that practices make an offer of permanent employment to the GPN at the commencement of the programme.

Recruitment to GPN Academic programme

Training Hubs and HEIs will work together to recruit to programmes at mutually agreed points. Training Hubs may like to consider collaborating at ICS or regional geography level to coordinate recruitment.

Information on the Foundation Programme Package

NHS England is funding 75 places on the foundation programme this year which are available pan London, first come first served, from the five education providers. The three components of the foundation package - the tuition fees, training grant and mentoring costs - are funded in full by NHS England. The GP Practice can access the training grant and mentorship funding via the ICS Facing Training Hub.

Please note we will also fund Nursing Associates (NAs) on the level 6 foundation course. Please refer to page 3 and to the details within Table 4 below for those HEIs offering this course to NAs.

Table 3: Foundation Programme funding package

NHS England Activity and funding	Costs of foundation programme/ GPN	Administered by
Tuition fees	£2,000*	NHS England direct to HEI
Training grant	£1,500	NHS England to practices via Training Hubs
Mentoring cost	£1,500	NHS England to practices via Training Hubs
Total	£5,000*	N/A

*Tuition fees vary across HEIs

Summary of Foundation Programmes

Table 4: Foundation Programmes

Buckinghamshire New University (BNU)	
Education provider details	Buckinghamshire New University (Bucks) Queen Alexandra Road, High Wycombe, HP11 2JZ Uxbridge Campus: 106 Oxford Road, Uxbridge, UB8 1NA Course Leader: Sian Hayes GPN Sian.Hayes@bucks.ac.uk
Academic award	Fundamentals of Primary Care Nursing This is made up of 2 modules: Fundamentals of Primary Care Nursing – core skills and Fundamentals of Primary care Nursing – Long term conditions.
Total cost per student	£2,640 for the 40 credits
Course credit	40 credits at level 6 or 7
Course length	6 months
Course start date(s)	October 2025

Programme description	This programme is to develop a confident and competent healthcare professional, fit for purpose to deliver a range of relevant core skills, and management of long- term conditions. Students will enhance their consultation and clinical examination skills and their problem solving, negotiation and study skills will be evidenced through the compilation of a practice-based competency portfolio. The transferable skills gained whilst working within the multi professional team will be vital for their ongoing career progression and role development. The analytical skills gained are life-long tools that will enhance both their practice and ability to undertake further academic study.
Open to Nursing Associates (NAs)?	Yes, we offer the Level 6 Foundation programme to NAs. The programmes allow NAs to acquire the basic knowledge skills and competencies required for their role in the general practice setting and to understand the scope and professional requirements of this. The GPN and Registered NA students are taught together, and we reiterate that the registered NA's practice within their NMC Standards of proficiency in particular for NHSCSP and Immunisations. NAs who complete the programme will receive a transcript of the Fundamentals of Primary Care Nursing from BNU – no award but 40 credits – at level 6
How to apply	Link TBC
City St. George's, University of London	
Education provider details:	City St. George's, University of London Northampton Square, London EC1V 0HB Programme director: Dr. Marie C. Hill, PhD, MHM, PgDip, BSc, RN Associate Professor (Practice Nursing) Email: M.Hill-1@citystgeorges.ac.uk Course Officer: Tarquin Au Email: Tarquin.au@citystgeorges.ac.uk
Academic award	Transcript to illustrate the module (15 level 7/postgraduate credits) and the non credited course (Cervical Cytology). The Cervical Cytology non credited course will be RCN accredited.
Total cost per student	£2,420
Course credit	15 Level 7 credits
Course length	Four months (January - May 2026)
Course start date(s)	Wednesday 14 January 2026
Programme description	The Foundation primary care practice nurse programme consists of one x 15 credited module and one non-credited course. Students are supplied with a programme timetable prior to the start of their Foundation Primary Care Practice Nurse programme which details the module and course codes, dates and programme content.
Open to Nursing Associates?	No
How to apply	healthcppd@citystgeorges.ac.uk

University of Greenwich	
Education provider details	University of Greenwich Old Royal Naval College, Park Row, London, SE10 9LS Shaun Heath s.d.heath@greenwich.ac.uk Austin Parsons: A.Parsons@greenwich.ac.uk Programme Support Team: FEHHSPS@greenwich.ac.uk
Academic award	Fundamentals in General Practice Nursing
Total cost per student	£2,700
Course credit	30 credits Level 6: Course Details Greenwich University Level 7: Course Details Greenwich University
Course length	Two academic terms
Course start date(s)	- September 2025 – May 2026 (Avery Hill Campus) - January 2026 – July 2026 (Medway Campus)
Programme description	This module is for qualified healthcare practitioners who are new to working in general practice (or within six months of starting in this area) who would like to develop their knowledge of general practice nursing. To undertake the module, you will need to be employed in general practice nursing and have the support of your employer. The module aims to provide the skills, knowledge and attitudes required for current competent practice. As well as developing your fundamental clinical skills, the module will give you an understanding of the unique challenges of working in primary care. An example of topics covered: Asthma and COPD, hypertension, CVD, AF and anticoagulation, Diabetes management, contraception and sexual health, travel health, cervical cytology, immunisations and more. Upon successful completion of this module as a standalone entity, credit gained could be utilised as part of the BSc (Hons) Professional Practice in Health and Social Care for level 6 and the PgDiP Enhanced Professional Practice for level 7. Learning Outcomes You will enhance your skills and develop knowledge by reviewing current theory and practice, enabling you to perform the role of general practice nurse. Assessment There are two parts of assessment and students must pass both elements in order to successfully complete the module. 1. Case Study – you will complete a 3000-word case study evaluating the holistic assessment and delivery of evidence-based care of your patient. You will explore the key performance indicators and policy drivers underpinning the care of the chosen patient and critically evaluate your role as part of an interprofessional team. 2. Practice Assessment Portfolio (PAP) – you will complete a portfolio of core and negotiated clinical and non-clinical skills with a practice assessor. This must be a senior practice nurse of GP.

Open to Nursing Associates?	Yes, all professional groups are taught together allowing for the cross pollination of ideas, roles and limitations. The differing approaches to healthcare are highlighted throughout the module: contributing to care versus planning, leading and supervising care; this is highlighted in our immunisation session which allows in an in-depth discussion of the laws surrounding prescribing and administering vaccines dependant on an individual's professional registration.
How to apply	Level 6: Course Details Greenwich University Level 7: Course Details Greenwich University <i>Nursing Associates are welcome to apply to the level 6 occurrences - NURS 1531</i>
University of Hertfordshire	
Education provider details	University of Hertfordshire School of Health and Social Work Department of Nursing, Health and Well-being College Lane Campus, Hatfield, AL10 9AB Programme Lead: Dawn Royall d.royall@herts.ac.uk Professional Lead: Theresa Titchener t.m.titchener@herts.ac.uk
Academic award	Foundation Knowledge and Skills for General Practice
Total cost per student	£1,858
Course credit	30 credits (level 6/7)
Course length	Four months
Course start date(s)	25 September 2025 22 January 2026
Programme description	The course is designed for registered nurses and registered nursing associates seeking to develop the essential key knowledge and skills required for safe and effective nursing practice within primary care. It aims to enable participants to contribute effectively to the achievement of targets within the General Practice setting. Primarily intended for nurses who are new to General Practice, the course provides an introduction to core aspects of the role, including communication and history taking, cervical cytology, travel health, childhood immunisations and wound care. Emphasis is also placed on consultation and communication skills, with a focus on building confidence when working with individuals across the lifespan. In addition, the course covers an introduction to health promotion and population health and a range of long-term conditions, including mental health.
Open to Nursing Associates?	Yes. The course is available to Registered Nursing Associates. It will include comprehensive guidance outlining the scope of practice for the nursing associate role within the General Practice setting. The award title is Foundation Knowledge and Skills for General Practice.
How to apply	Level 7 for registered nurses https://www.applycpd-herts.com/course?id=119873 Level 6 for Registered Nursing Associates https://www.applycpd-herts.com/course?id=119792

University of West London (UWL)	
Education provider details	University of West London (UWL) St Mary's Road, London, W5 5RF Rachel Oughton rachel.oughton@uwl.ac.uk Claire Anderson claire.anderson@uwl.ac.uk Further details: GPNursing@uwl.ac.uk
Academic award	40 credits at Level 6
Total cost per student	Cost TBC
Course credit	40 credits at Level 6
Course length	9 months
Course start date(s)	March 2026
Programme description	The Foundation General Practice Nurse (GPN) course at the University of West London (UWL) is designed to accommodate both newly employed general practice nurses and those currently working in other nursing fields who are looking to transition into general practice. This unique approach offers several key benefits: 1. Inclusivity for New and Transitioning Nurses: The course is open to nurses who have just started working in general practice, as well as those from other nursing disciplines who need to acquire specific skills and experience for a general practice role. 2. Insight into the GPN Role: The program provides nurses with a comprehensive understanding of the GPN role before they make the transition. This insight is invaluable for making informed career decisions. 3. Practical Experience Through Placements: UWL collaborates with Training Hub Leads to secure suitable placements for course participants. During these placements, nurses shadow experienced GPNs, gaining hands-on experience in essential areas such as immunisation, cervical cytology, and general practice competencies. 4. Skill Development: As nurses progress through the course, they develop the necessary skills and experience required for a GPN role. This prepares them to confidently apply for positions within general practice settings. By providing practical experience and targeted training, the Foundation GPN course at UWL effectively supports nurses in their transition to general practice, ensuring they are well-prepared for their new roles.
Open to Nursing Associates?	No
How to apply	Via the website or via email: rachel.oughton@uwl.ac.uk

Calendar of Academic and Foundation Courses

KEY: AC = Academic course starts

FDN = Foundation course starts

HEI	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26	Aug-26
City St. George's, University of London	AC				AC FDN							
University of Hertfordshire	AC FDN				AC FDN							
Buckinghamshire New University (Bucks)		FDN				FDN						
University of Greenwich	AC FDN				FDN							
University of West London (UWL)							FDN					

Stakeholder Responsibilities and Expectations

The responsibilities of each of the stakeholders involved in the recruitment of GPNs to programmes are outlined in this section. These align with the “Guiding Principles for HEIs and Training Hubs” set out in the embedded document below.



Guiding principles
for HEI and TH recru

NHS England Responsibilities

NHS England is expected to:

- allocate numbers per GPN Programme with HEIs
- manage contract schedules with HEIs
- produce a toolkit for Training Hubs and stakeholders
- identify Training Hub GPN programme leads and act as a central point for maintaining an accurate list and sharing as appropriate with HEIs and potential trainees
- process payment of training grant with Training Hubs and tuition fee with HEI, in line with the invoicing process outlined on [page 21](#).

Training Hub Responsibilities

It is expected that Training Hubs will:

- ‘Quality assure’ GP practices / the placement as an approved learning environment to ensure suitability to host trainees for the duration of the programme
- agree the programme recruitment process with the HEI and jointly lead and support recruitment at all stages as required
- liaise with HEIs to communicate GPN participants’ details for course enrolment
- be responsible for the placement of trainees and for the ongoing management of support to the hosting practice and trainee throughout recruitment to and for the duration of the programme
- ensure that the Training Hub Nurse lead/ Project Manager provides support to GP practices
- set up a memorandum of understanding (MoU) with GPN trainee practice(s), including a financial commitment agreement and placement agreement
- manage the process of claiming and transferring training grant and mentoring costs for the hosting practice in line with the invoicing process outlined on [page 21](#).
- account for spend and advise enrolment numbers to NHS England as requested
- provide updates to NHS England on local implementation of the programme(s) in line with NHS England’s reporting process.

Higher Education Institutions (HEI) Responsibilities

It is expected that HEIs will:

- agree the programme recruitment process with the Training Hub and jointly lead and support recruitment at all stages as required
- liaise with NHS England to communicate GPN participants' details for course enrolment
- liaise with Training Hubs, Nurse Supervisors and NHS England as needed
- report final enrolment numbers to NHS England as agreed in the schedule
- invoice NHS England for tuition funding in a timely manner.

It is important that GPNs are provided with clear and coherent expectations for the educational provision alongside relevant course details and assessment documents. GPNs should also receive guidance with the educational application process as necessary. Before the programme begins, clear communication with the GPNs, identifying a named link lecturer in the university is essential.

Throughout the cohort the HEIs will be expected to liaise with the nurse mentors to:

- share the details of the modules and what would complement the modules in a clinical setting
- share details regarding the purpose of the assessment documents as well as advice for effective and timely completion
- provide ongoing support to the mentor, including identifying a link lecturer and offering a practice visit for the nurse, mentor and link lecturer if requested

General Practice Nurse (GPN) Responsibilities

GPNs will already be placed in a practice (for between 2 and 4 days a week, in addition to 1 taught day per week) with a named mentor before they start the programme.

GPNs are expected to:

- attend all the course days as delivered by their education provider
- complete all the module competency documents and assessments in the designated time
- keep their mentor updated after each course day to share learning and agree appropriate clinical experience to compliment that learning
- get fully involved in "practice life" and contribute when appropriate
- be aware of own limitations, working in line with the NMC code of conduct and not expected to work independently without approval from their mentor.

GP Employer Responsibilities

It is expected that GP employers will:

- inform Training Hubs of GPN vacancies
- recruit nurses who have an interest in attending the programme and developing their skills
- support current GPNs who are new to the role to attend the programme
- contract with Training Hubs
- align terms and conditions for the GPN against [agreed criteria](#)**
- fulfil terms of the [educational contract](#)***
- liaise with Training Hubs to identify trained and qualified nurse mentors
- offer an induction package

Once the nurses have been recruited and are on the programme, practices are expected to:

- release their GPN to all HEI training days and clinical supervision sessions
- commit to pay the GPN's salary (minimum mid-point Band 5 + London weighting + on costs (pro rata) for the duration of the programme and place the nurse in practice for a minimum of 2 and maximum of 4 days per week (plus 1 day a week to be allocated to the designated course days) – TBC with course provider
- if the GPN is already placed in the practice for 5 days a week, allow them release time to attend the required weekly course day in addition to the initial enrolment day
- provide with basic training on EMIS or equivalent as part of standard practice induction
- provide with full EMIS (or equivalent) training on the specific templates
- provide with access to all statutory and mandatory training
- enable mentors to liaise with the education providers to:
 - gain an understanding of the modules that will be covered throughout the programme and what would complement the modules in a clinical setting
 - gain an understanding of the purpose of the assessment documents to include advice for effective and timely completion

Expectations from NHS England/Training Hubs for GP Practices to Receive the Full Funding Package:

*Eligibility criteria:

- evidence of thorough engagement with the programme stakeholders.
- be an approved learning environment with track record of responsiveness to GPNs' needs.

**Terms and conditions:

- The employing GP Practice will commit to pay the GPN's salary (minimum mid-point Band 5 + London weighting + on costs (pro rata) for the duration of the programme.

***Education contract:

The employing GP Practice will commit to:

- provide a safe and supportive learning environment
- provide a dedicated 'on-site' supervisor/mentor (preferably a NMC qualified nurse mentor)
- release the GPN to all HEI training days and clinical supervision sessions.

Expectations of Mentor Time

Practices will also be expected to give the GPNs the appropriate amount of designated time for supervision and completion of the relevant documentation. Mentors may also require support from their peers and may attend/liaise with a peer support group as set up by the local Training Hub.

The NHS England Training Grant supports the practice to achieve the expectations set out. The mechanism for how this money will be reported will be between the individual practice and their Training Hub in the form of a Service Level Agreement/ or Memorandum of Understanding (SLA/ MoU).

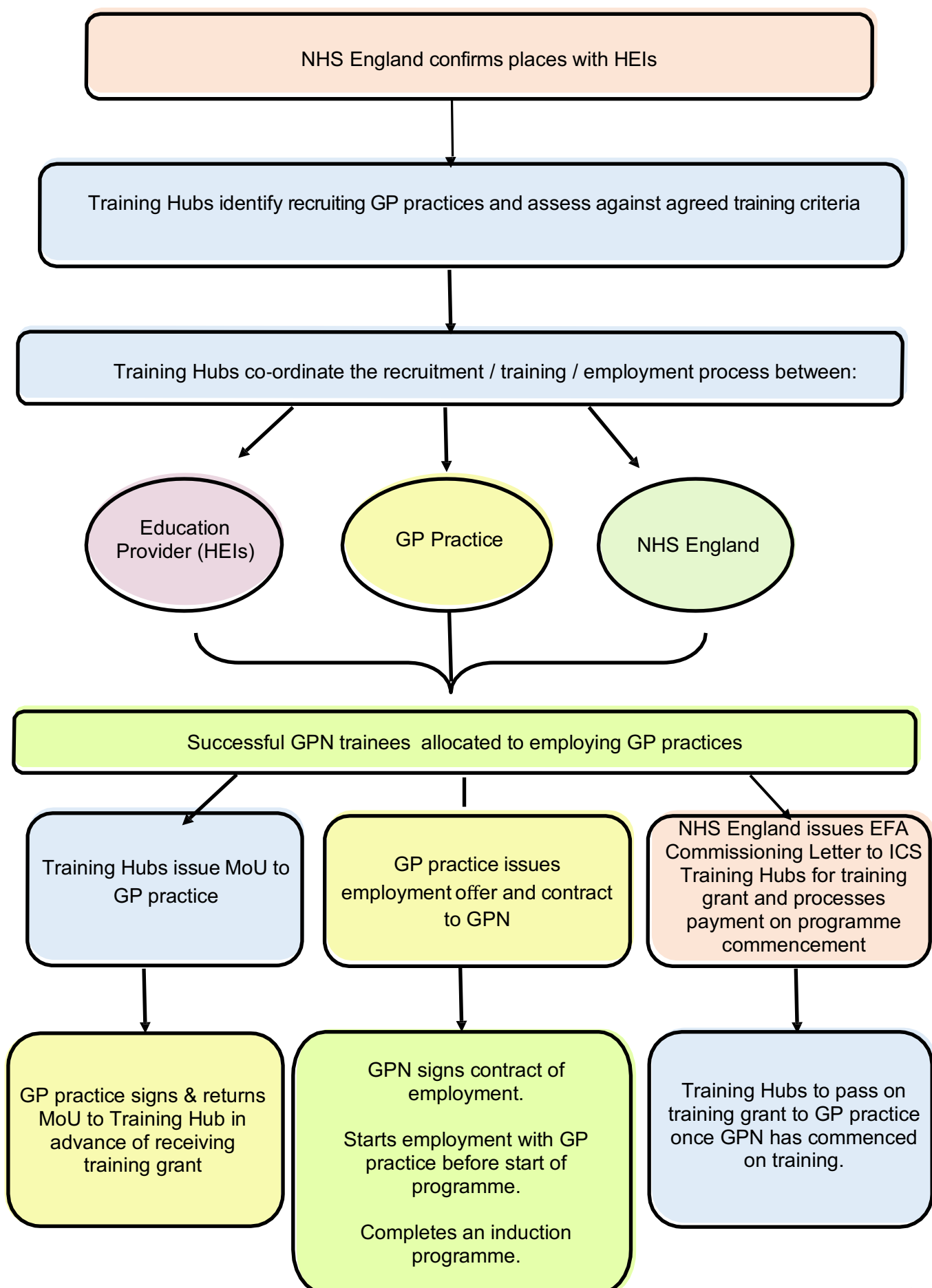
Expectations of Mentors

Mentors will be identified through local Training Hubs and will ideally have a formal mentorship qualification. It is anticipated that mentors will be identified before the nurse is placed at/recruited to the practice.

The mentor is expected to:

- provide designated one to one support and mentorship to the nurse assigned to them
- offer flexibility for the nurse to attend the course days and enrolment process at their education provider
- complete the relevant competency document as provided by the education provider
- allow the nurse to practice in a safe and supportive environment
- be mindful of the nurse's limitations, especially at the beginning of the programme
- liaise with the education provider to:
 - gain an understanding of the modules that will be covered throughout the programme and what would complement the modules in a clinical setting
- provide the nurse with an appropriate selection of patient consultations so competencies can be achieved, which mirror their course programme where possible
- keep an open and clear communication style
- keep the nurse up to date with practice developments that could affect their employment or progress on the programme

GPN Recruitment and Training Process Map



Frequently Asked Questions (FAQs)

When do the courses start?

See [Annex 1](#) for a calendar for the 2025-2026 academic year. Specific start dates of academic programmes are detailed in [Table 2](#) and for foundation programmes in [Table 4](#). The nurse will need to be in post before the course starts.

How will it be decided which programme the nurse will attend?

That will be a decision between the practice, mentor and the nurse and should be based on the practice need against the best programme content.

Can those who have been in post for more than 6-8 months still be included in the foundation programme?

Based on previous experience, we have found that those nurses who have been in practice for more than 6 months found the majority of modules on the foundation programme unnecessary and had already covered most of the topics since being in post. We would therefore prioritise nurses who have been in practice for less than 6 months prior to the course commencing for the programme. We would encourage nurses who have been in practice for more than 6 months to undertake the academic programme.

Can nurses who have completed aspects or modules of the programme since being in post have these modules recognised by the education provider? (Therefore, not have to participate in a particular part of the programme).

The nurse and/or mentor must contact their preferred educational provider to discuss this and get agreement from them that past experience/courses can count. 

When will the newly recruited nurse have to be in post by before starting the programme?

Nurses will have to be in post and employed by the practice ideally six weeks before the course start date.

Training/placement: presumably the GPN would be out of the practice for a minimum of a day a week for a year or two?

Academic programmes can be undertaken either part-time over 2 years or full-time in 1 year. If taken over a year, the GPN is out of the practice for an average of two days a week (during term time) with ½ day set aside for clinical supervision. If taken over 2 years, the GPN is out of the practice for an average of one day a week (during term time). Foundation programmes last for between 3-8 months and will require release for study time (please see individual programme requirements for this)

Key basic GPN skills: are these covered in the course or is additional training required?

Key basic GPN skills frontload the programmes, for further details on the curriculums of each programme please see the programme overview sections.

Level of experience within the GPN career: at what level of experience are these programmes suited and funded for?

The funding is available for new GPNs and for established GPNs wanting to consolidate skills and knowledge and work towards an academic award specific to general practice nursing.

Foundation programmes will support the new to practice GPN/GPNA to develop the basic knowledge skills and competencies required for their role.

We anticipate that the academic programme taken over 1 year is well suited to new GPNs wanting to 'fast-track' to establish a career in general practice. We anticipate that the programme taken over 2 years is suited to the GPN already established in general practice. At the end of the programme whether taken over 1 or 2 years, the GPN will have achieved a Primary Care (Practice Nursing) BSc/PgDip, meet Level 6/7 competencies (NHS England GPN framework) and be working autonomously as part of the general practice team.

Questions practices may ask about employing the nurse

Is the practice responsible for employing the nurse?

Yes. The practice will recruit and employ the nurse as a regular member of their practice team and will be responsible for all areas of their employment.

How many days should the nurse be employed for?

To participate in the programme, nurses need to be employed for a minimum of 3 and a maximum of 5 days. This includes the designated course day and a minimum of 2 days in practice. The minimum requirement is to enable the nurse to gain the necessary clinical skills and allow a day to attend the taught course days.

What should practices pay the nurse?

Practices are reminded that although the nurse may not have practice nurse experience, they are qualified nurses.

We recommend that all nurses participating in the programme should be paid at minimum mid-point Band 5 + London weighting + on costs (pro rata).

Are there any ways which may help us to recruit nurses into general practice?

- Exploring the role of a general practice nurse
<https://www.healthcareers.nhs.uk/explore-roles/nursing/general-practice-nurse>
- Student nurse placements in general practice | What's in it for me?

<https://youtu.be/WM7tmEMaISY>

- A day in the life of a general practice nurse
https://www.youtube.com/watch?v=4ff_wNCdT6A
- CNO 002 – Discovering a Nursing career in General Practice
This module is primarily aimed at supporting those looking for their first role in Primary Care/General Practice, helping them to develop skills and gain knowledge. It also supports primary care/general practice to attract the workforce they need by enabling Pre-Registration Nurses, Registered Nurses (from other areas of practice), Nursing Associates and Trainee Nursing Associates to make the transition into a great career in Primary Care/General Practice.
<https://www.hee.nhs.uk/our-work/primary-care/general-practice-nursing/cno002-discovering-nursing-career-general-practice>

Are there any other benefits for nurses on these courses?

Feedback from previous cohorts suggested a key benefit was the support networks formed with other GPNs whilst attending the course, which enabled them to discuss their experiences and help each other throughout their studies. These support networks continued following the end of their studies.

Questions about funding for the participating practice

Will the practice receive any funding for participating in the programme?

Yes, the practice will receive a training grant direct from their Training Hub when taking part in the programme (See [Table 1](#) and [Table 3](#)). This money can be used by the practice; towards the mentor's time with their mentee to cover supervision costs incurred to support the nurse learner and to release the nurse to attend the educational programme.

Will the practice receive any funding to cover the employment costs of the GPN?

No. The practice will be responsible for all the costs associated with the recruitment of the nurse and the subsequent employment costs.

Will the participating GPN receive any funding for participating in the programme?

No, there will be no money issued to the nurse directly. The educational element of the programme paid for and will receive their salary direct from the practice.

Questions about mentoring and supervision

Who and what is a nurse mentor?

As part of the NMC Standards for Supporting Mentors (link below):

<https://www.nmc.org.uk/standards-for-education-and-training/standards-to-support-learning-and-assessment-in-practice/>

All qualified nurses should ‘support students’ and colleagues’ learning to help them develop their professional competence and confidence”. Therefore, all nurses can mentor junior staff nurses and other health professionals where appropriate e.g. Healthcare Assistants (HCAs), medical students.

Does the mentor have to have a mentorship qualification?

It is preferable that all mentors should have up to date training in the NMC Standards for Student Supervision and Assessment (SSSA).

Who can apply to become a nurse mentor?

Any GPN with a minimum of one year’s nursing experience. Training Hubs can provide further details on training in the NMC Standards for Student Supervision and Assessment (SSSA).

Does the mentor have to be in the same practice as the GPN they are mentoring?

Ideally yes, but this may not be possible with a shortage of mentors in some areas. It is recommended that each mentor travels to no more than two practices to supervise. The money received from the Training Hubs is available to support the mentor’s time and their practice with this.

How many GPNs can one mentor supervise?

Ideally each mentor would have one nurse to supervise in their own practice. However, it is recommended that each mentor is limited to two nurses either in the same practice or on separate sites.

How long should mentors spend with their GPN mentee?

The Higher Educational Institutes (HEIs) advise it is good practice for mentors to spend on average of two hours per week with each student whilst being flexible so they can adapt to their student’s needs.

Is the mentor paid for the time they are supervising trainees?

No. There is no direct money allocated to the mentors. The practice will receive funding direct from the Training Hub to cover the mentor’s time while supervising. (See [Table 1](#) and [Table 3](#)).

How do I find out if there are any qualified mentors in my area?

Speak to the local area Training Hub lead or local London nurse lead who can advise who to contact for further information.

Claiming funding for GPN Programmes

The invoicing process aligns with the Student Data Collection Tool (SDCT) which HEIs submit three times each academic year. NHSE will collate learner information provided by HEIs through the SDCT and will contact ICS Training Hubs to validate the data received within each collection period. NHSE will then request a total invoice from each ICS Training Hub for all validated new starters within each collection period.

For Training Hubs to claim for the non-tuition elements of the financial package (training grant and mentoring costs) on behalf of the employing practices, ICS Training Hubs should invoice NHS England (Locality Hubs should liaise with their ICS Hubs to facilitate payments). Funding amounts available have been detailed within this toolkit. Invoicing instructions are included within the Education Funding Agreement schedules to ICS Training Hubs.

Where a nurse is undertaking an academic course part time, the ICS Training Hub should only invoice for 50% of available funding (i.e. £10k per year over 2 years).

Any invoices received ahead of validation will not be approved. Once received by the Training Hub this payment should be passed on to the supporting practice **in full**.

The embedded slides provide more detail on the process and the timelines for each invoicing cycle.



GPN student
validation & invoicing

Please note: In the circumstance that a learner leaves an academic or foundation programme before completion and the non-tuition elements have already been passed on to the Training Hub or employing practice, the Training Hub must notify NHS England as soon as possible to discuss whether the GPN is able (with the agreement of the HEI) or likely to return to the same or an alternative foundation or academic course listed within this toolkit. If so, it may be possible for the funds to be retained by the Training Hub or employing practice to support that GPN to continue their training when they are in a position to re-join.

It is the responsibility of the GPN if stepping off programme to confirm with the HEI whether they will be required to fund the completion of their studies. In all cases, a GPN will not be eligible to receive funding from NHS England more than once to undertake a foundation or academic course.

If the GPN is not going to return to the same or alternative foundation or academic course listed within this toolkit, options for suitable reinvestment of funds should be discussed with NHS England.

Section 2: Additional GPN Training Programmes

Introduction

NHS England seeks to develop and retain the GPN workforce. The 2025/26 offer includes investment in a number of career development areas in addition to Foundation and Academic Programmes which are covered in the following sections of this resource:

- Additional NHS England funded offers.
- Additional resources outside of NHS England funding

For any queries regarding these programmes please contact the primary care team at:
england.wtelondonprimarycare@nhs.net

Additional Offers 2025/26

The following table outlines the NHSE funded programmes on offer in addition to Foundation and Academic Programmes and how to access them.

Activity	Description	Action for THs
PG Cert in Education	Ten places are available pan-London (two per ICS area). Funding as follows: • up to £4k tuition • £5k supervision education support package to employing practice	Training Hubs to identify two GPNs per ICS area to take up this offer. Training Hubs to identify and select an appropriate course at a HEI. Training Hubs will receive this funding directly to pass on to relevant HEI (tuition) and supporting practice (supervision education support package). Funding will be released by NHS England on confirmation from the Training Hub of the learner, their commencement on programme and associated tuition cost. Please provide this information in the embedded template and send to england.wtelondonprimarycare@nhs.net GPN%20PG%20Cert %20Ed_Return%20t NHS England will request activity data from Training Hubs to monitor take up.

Activity	Description	Action for THs
		N.B.: This could also form part of a fellowship offer Please link in with your GPN SPIN PD if you would like to explore this option
Non-Medical Prescribing (V300)	£15k (equivalent to 7 places) is available (as part of the wider NMP offer) to each ICS area to fund tuition only for GPNs wishing to complete a V300 NMP course	This funding may only be used for V300 course tuition fees. Training Hubs to identify and select an appropriate course at a HEI. Training Hubs will receive this funding directly to pass onto relevant HEI (tuition). A formal commissioning letter will be sent to each organisation's authorised signatory. Payment details including timelines and reporting requirements will be included in the letter and payment for GPN NMP places will be made along with the funding for other NMP places. NHS England will request activity data from Training Hubs to monitor take up.
CPD Funding (for Nurses, Nursing Associates, AHPs)	Continued professional development funding for nurses, nursing associates and AHPs working in primary care to continue to develop the skills needed to deliver high quality care for patients. £ 772,485 available (pan-London), allocations are calculated on NHS Digital workforce headcount data (January 2024).	Via ICS facing Training Hubs. A formal letter will be sent to Training Hubs confirming allocations. Payment details including timelines and reporting requirements will be included in the letter.

Activity	Description	Action for THs
Enhanced Offer for GPN Return to practice	See pages 32 and 33	See pages 32 and 33

Enhanced Offer for GPN Return to Practice

NHS England London region is offering enhanced funding for general practices providing placements to returning Nurses and for recruiting Nurses via this route. This offer is for GP practices in the London region. The Return to Practice Programme is for nurses whose NMC registration has lapsed and are unable to meet the NMC revalidation requirements.

The Return to Practice initiative gives general practices an opportunity to support returnees to get back onto the NMC register, giving exposure to Primary Care through training to those who have not previously worked as a GPN, as well as to returners who have previously worked within Primary Care. This programme ultimately provides opportunities for recruitment to Primary Care once the returner returns to the NMC register.

The offer

For Practices – NHS England will provide a financial incentive to GP practices in two ways:

1. **Support package of £2000 per returner** to the practice for providing place-based learning and supervision to the returner.
2. **Additional one-off £1000 payment** to the practice if the returner gets recruited to the practice as a Practice Nurse following successful completion of the programme and readmission to the NMC register.

For returning Nurses – NHS England will provide support to returners in two ways:

1. ***£1,000 bursary** paid to the returner to cover travel and other expenses via the University.
2. **£1,920 tuition fee** paid directly to the University.

*** NB:** The £1000 bursary will not be provided to returning nurses who choose to take the Employer led route, as you will be employed by the practice and will therefore receive a salary.

For practices interested in participating in this programme and providing a placement to a returner, or for more information, please contact england.returntopractice.london@nhs.net. The NHS England London Return to Practice team will guide you through the process and support you through the next steps.

About the programme

In 2025-26, the following Universities are offering the GPN Return to Practice programme:

- Kingston University of London: programmes commence in September and January each year. For further information, please contact Carmel Blackie c.blackie@kingston.ac.uk, Emily Marron e.marron@kingston.ac.uk, or Sophie Newcombe: s.newcombe@kingston.ac.uk

- University of Brighton: programmes commence in September and February each year. The course is undertaken remotely. For further information, please contact Maggie Stewart: m.a.stewart@brighton.ac.uk

Please see the flyer embedded below to promote this offer to practices:



RTP GPN offer 25-26
- Flyer.pdf

Additional Resources

The primary care team has created this repository of resources and programmes available for GPN education and development outside of the foundation and academic programmes.

In creating this list, we have focussed on those areas traditionally funded within the bespoke offer such as preceptorship, leadership and GPNs moving into education. This is not an exhaustive list, and we would be happy to add any additional offers you are aware of to make this as useful as possible for all.

For any queries regarding these programmes please use the relevant contacts within each of the offers or primary care team at:

england.wtelondonprimarycare@nhs.net

Offer	Description	How to access
Preceptorship		
QNI standards for induction	These standards have been designed and developed to reflect best practice and provide guidance to prepare nurses for their new role as a Registered Nurse in General Practice Nursing https://www.qni.org.uk/wp-content/uploads/2020/05/Standards-of-Education-and-Practice-for-Nurses-New-to-General-Practice-Nursing-1.pdf	Angie Hack angie.hack@qni.org.uk
Capital Nurse preceptorship and accelerated preceptorship	- Preceptorship: CapitalNurse has developed a preceptorship framework that provides a recommended set of standards based on best-practice which all health and social care organisations in London have agreed to. - Accelerated Preceptorship: This accelerated preceptorship guide, is for use with returners to practice, international nurses and some newly qualified practitioners (NQPs) and Health Care Professionals (HCP's) who may be joining a temporary register, for example	Jacqueline Robinson-Rouse jacqueline.robinson-rouse@nhs.net

Offer	Description	How to access
	during Covid-19. This is not intended to replace the preceptorship programme for newly qualified practitioners. https://www.hee.nhs.uk/our-work/capitalnurse/workstreams/preceptorship	
London SPIN & Fellowships (formerly SPIN New to Practice Fellowships)	Utilising the 'SPIN' (Salaried Portfolio Innovation) model, this is a programme to support career development for Fellows at any stage in their career, by offering 1-2 portfolio sessions in a variety of settings where specialist skills can be developed. To apply, Fellows must be working substantively between 4-7 sessions within a general practice setting. The 1-2 portfolio sessions should be in addition to any substantive sessions. A self-sustaining model, this is dependent on host employer or partner organisation funding. Fellows are also encouraged to work on innovations across system and PCNs, contingent on employer service need and where opportunities arise and are created. Salaried Portfolio Innovation (SPIN) Scheme – New to Practice Fellowships NHS England Workforce, training and education	The London SPIN & Fellowships offer is no longer centrally funded for new starts since 1st April 2024. Portfolio sessions are funded separately by the host employer, or partner organisation (ICB/ other) using an employer self-sustaining model. Please contact your local Programme Director/ contact to find out what's available in your area. • North Central London: Tanya Brazza tatiana.brazza@nhs.net • North East London: Sara Buthlay s.buthlay@nhs.net • North West London: Charlotte Cooley charlottecooley@nhs.net • South East London: Debbie Brown debbiebrown@nhs.net • South West London: Mohan Sekeram msekeram@nhs.net
Career Development		
Capital Nurse Resources	We have collaborated with stakeholders across London to develop a suite of resources, please find links to the CN Career Framework and other	See links within Description for access details and relevant contacts.

Offer	Description	How to access
	resources that maybe help with supporting a career conversation from an individual and employer perspective. See links to these below: Career Framework: A free to use digital self-assessment tool that can use as part of career conversation. This webpage also contains guide on how to use the tool and how to use this tool as part of career conversation. https://www.hee.nhs.uk/our-work/capitalnurse/workstreams/career-framework Career Clinic and Internal Transfer schemes: Also, as part of our ongoing strategy to support health and social care organisations to develop effective Career Clinics and Internal Transfer schemes, we've created a suite of resources and best practice guidance. The guidance was created in close collaboration with stakeholders from across the Capital and walks users through the benefits and preparation/process of implementing these tools. https://www.hee.nhs.uk/our-work/capitalnurse/our-work/career-clinic-internal-transfer General Nursing Practice: • Retaining general practice nurses – a guide for GPs and practice managers • Taking personal responsibility for your NHS Pension – a guide for general practice nurse • Qualification in Specialism Framework - GPN https://www.hee.nhs.uk/our-work/capitalnurse/our-work/general-practice-nursing	
The Pan-London GPN	The Pan-London GPN and GPNA Competencies frameworks were developed to provide GPNs and GPNAs with a career-long reference to	https://learninghub.nhs.uk/Resource/47520/Item

Offer	Description	How to access
and GPNA Competencies Framework	assess their knowledge gaps and demonstrate competence in various clinical areas. What is the purpose of the framework? Employees: For GPNs and GPNAs to demonstrate they have achieved a specific and measurable standard of practice in each area of practice included in the framework. Employers: For GPNs and GPNAs to demonstrate they have achieved a specific and measurable standard of practice in each area of practice included in the framework. Higher Education Institutes: A set of GPN competencies taking into account the measurable aspects of competence and knowledge expected from individuals holding a Nursing and Midwifery Council (NMC) Personal identification number (PIN).	Please note that users need to create an account to access the Learning Hub. Anyone can create an account.
CNO 002 – Discovering a Nursing career in General Practice	This module is primarily aimed at supporting those looking for their first role in Primary Care/General Practice, helping them to develop skills and gain knowledge. It also supports primary care/general practice to attract the workforce they need by enabling Pre-Registration Nurses, Registered Nurses (from other areas of practice), Nursing Associates and Trainee Nursing Associates to make the transition into a great career in Primary Care/General Practice.	https://www.hee.nhs.uk/our-work/primary-care/general-practice-nursing/cno002-discovering-nursing-career-general-practice
Accredited Multi-professional Supervision Course for	This course is for multi-professional Primary Care educators: 1-2 years post graduate experience who have relevant mentoring, supervision, and education experience in their clinical specialty, who work in a learning environment and wish to become a Primary Care Educator. The course consists of four study days held over a three-month period:	To apply GPNs should speak to their Training Hub.

Offer	Description	How to access
Educators in Primary Care	Study day 1: Course introduction, preparing to teach and facilitate in the workplace. Study day 2: Understanding and navigating the challenges to supervision; core concepts in lesson planning and teaching Study day 3: Interprofessional education and assessment. Study day 4: Peer review, portfolio review and discussion; next steps. Following successful completion of the course and assessment, an application for the educator and learning environment to be formally recognised is via the Workforce, Training and Education directorate of NHS England's quality processes which is managed through the Training Hubs.	
Online GPN Leadership fundamentals - Supporting CPD	Three modules developed by GPNs for GPNs in partnership with the NHS Leadership Academy. The modules are openly accessible to GPNs at all levels of practice in all regions. Module overview Module 1 This module reflects on what leadership means in a nursing role, illustrating learning points from scenarios. It will offer opportunities to reflect on what you learn and how to apply it to your own experience. Module 2 Building on module 1, this module delves deeper into the role of nurse leadership focusing on change, performance, behaviours and conflict. Module 3	To access the modules please select your region and register for a free Leadership Learning Zone account at https://leadershipnhs.uk/ Once you have created an account and logged in, you will see the modules displayed on the front page.

Offer	Description	How to access
	Building on modules 1 and 2, this module delves deeper into the role of nurse leadership focusing on compassionate leadership, influence, and self-compassion.	
Bespoke Programme in Facilitating Education	A bespoke programme for workforce and training and education leads who have recently started roles in which they are responsible for organising education, or clinicians who are wishing to develop a career in organising education. The programme has been developed by a small working group of the NHSE Primary Care Nursing: Workforce, Training and Education Reference Group. The course covers the essential knowledge and skills required for a role in organising education. The course consists of five face-to-face/virtual training modules (or webinars), each estimated to last three hours. Modules will be delivered once per month by experienced Nurse Leads. Modules - Structures & knowing your workforce - Learning environments - Organising training - Workforce Matters - Workforce Transformation	Please contact for further details: • Sally Armstrong sally.armstrong@nhs.net and Charlotte Cooley charlottecooley@nhs.net for North London • Rebecca Corneck rebecca@lewishamcepntraininghub.co.uk for South London

Annex 1: Useful Contacts

NHS England Primary Care Team: england.wtelondonprimarycare@nhs.net

For feedback on this GPN Offer via the NHSE Primary Care Nursing: Workforce, Training and Education Reference Group, the representatives are:

Representing	Name
North Central London	Saloni Gaglani
North East London	Ruth Amartey
	Mary Clarke
North West London	Sally Armstrong
South East London	Debbie Brown
	Rebecca Corneck
South West London	Fiona White
	Catherine Wallace
	Jennie Morrison

Training Hubs

ICS Facing Training Hub (TH)	Name	Position
North Central London	Michael Fox	ICS TH Lead
	Sarah Morgan	ICS TH Clinical Lead
North East London	Sule Kangulec	ICS TH Lead
	Jyoti Sood	ICS TH Clinical Lead
North West London	TBC	ICS TH Lead
	Sally Armstrong	ICS TH Clinical Lead
South East London	Matthew Shimwell	ICS TH Lead
	Liz Nicholls	ICS TH Clinical Lead
South West London	Zehra Safdar	ICS TH Lead
	Mohan Sekeram	ICS TH Clinical Lead

Higher Education Institutes (HEIs)

If you encounter any issues with the educational providers or wish to provide feedback on content or application process etc, please contact them directly to resolve in the first instance:

HEI	Feedback mechanism/contact
Bucks New University	Sian.hayes@bucks.ac.uk Katyon.Warrick@bucks.ac.uk
University of Greenwich	a.parsons@greenwich.ac.uk
City, University of London	M.Hill-1@citystgeorges.ac.uk
University of West London	GPNursing@uwl.ac.uk
University of Hertfordshire	t.m.titchener@herts.ac.uk