

Nursing Team Staff Development Matrix

Supporting a skilled and sustainable workforce, this resource outlines nursing and support staff career pathways, educational requirements and development opportunities to help individuals and employers plan future growth and progression.

KEY

Non -registered role

Registered role

Useful resources

- [General-Practice-Nursing-Induction-Template.pdf](#)
- [Primary Care and General Practice Nursing Career and Core Capabilities Framework](#)
- [NHSE- knowledge and Library services](#)
- [Standards of proficiency for registered nurses - The Nursing and Midwifery Council](#)
- [Standards of proficiency for registered nursing associates - The Nursing and Midwifery Council](#)
- [nmc-standards-proficiency-nurse-and-midwife-prescribers.pdf](#)
- [Wessex LMCS- Nurse Associates- further training & capabilities relative to general practice](#)
- [Employer guide to apprenticeships](#)
- [Code of Conduct for Healthcare Support Workers | Skills for Health](#)
- [The Care Certificate | 11 Standards for Care | authored by Skills for Health](#)
- [The Health Care Assistant Preceptorship Framework for Induction into General Practice](#)
- [multi-professionalframeworkforadvancedclinicalpracticeinengland.pdf](#)
- [Royal Pharmaceutical Society's Competency Framework for All Prescribers - The Nursing and Midwifery Council](#)
- [Advanced Clinical Practice Nurses Primary Care England | Skills for Health](#)

The Role of the HCA in General Practice Podcast- Listen to the podcast [here](#)

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Phlebotomist

- **Pay band guide:** [Band 2 or 3](#)
- **Entry requirements:** no set requirements, employers usually ask for at least two GCSE's and may require: Relevant experience in a healthcare setting
- **Training requirements:** Completion of the [Care Certificate](#) and relevant phlebotomy training course [Introduction to Phlebotomy - Face-to-Face](#) and other mandatory training – such as handling sharps
- **Potential career progression:** Health care assistant (HCA) or General Practice Assistant (GPA)
- **Professional & industry bodies:** Phlebotomists can join the [National Association of Phlebotomists](#) or [Institute of Biomedical Science](#)



Healthcare Assistant (level 2)

- **Pay band guide:** [typically starting on band 2](#)
- **Entry requirement:** There are no set entry requirements to become a healthcare assistant. Employers expect good literacy and numeracy and may ask for GCSEs (or equivalent) in English and maths (requirement for further level 2 training) and some experience of healthcare or care work may be desirable.
- **Training:** Completion of the [Care Certificate](#) and / or working towards / completion of a [Healthcare support worker \(level 2\) - apprenticeship training course](#) (equivalent to GCSE level – 12 months to complete) full details of apprenticeship can be found [here](#)
- **Potential career progression:** With experience and further training, you could become a senior healthcare assistant.
- **Professional or industry bodies:** [Code of Conduct](#) for Healthcare Support Workers and Adult Social Care Workers in England & [Become a nursing support worker member | Royal College of Nursing](#)- union membership offer.

General Practice Assistance (GPA)

- **Pay band guide:** [band 3-4](#) depending on experience
- **Entry requirement:** According to [e-lfh](#), Historically, most GPAs have been recruited in house which has supported retention and offered career progression opportunities for existing staff. They have predominantly come from reception, administration or healthcare assistant roles.
- **Training:** It is expected that all GPAs are trained in practice, with on-the-job training and development led by GP mentors, in line with the role outline and [national competency framework](#). There are two training and development routes: **Non accredited** route (in house competency development) & **Accredited route** – start of employment, more information can be found [here](#)
- **Potential career progression:** With experience and further training, you could become a senior healthcare assistant.

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Senior Healthcare Assistant (Level 3)

- **Pay band guide:** [Typically band 3](#)
- **Entry requirement:** prior experience as a support worker, Level in 2 in English and Maths, potential completion of level 2 healthcare support worker training / care certificate.
- **Training:** Completion of [Senior healthcare support worker \(level 3\) - apprenticeship training course](#) (equivalent to A-level qualification- 24 months to complete), full details of the apprenticeship can be found [here](#)
- **Potential career progression:** After a period of working and gaining experience you may be able to work towards training as a Level 4 Assistant Practitioner or a Nursing Associate.
- **Professional or industry bodies:** [Code of Conduct](#) for Healthcare Support Workers and Adult Social Care Workers in England & [Become a nursing support worker member](#) | Royal College of Nursing- union membership offer.

Registered Nurse Associate

- **Pay band guide:** [band 4.](#)
- **Entry requirement:** you'll need GCSEs grade 9 to 4 (A to C) or Functional Skills level 2 in maths and English. Some employers will also ask for a level 3 qualification. You'll also need to show that you can study for a foundation degree level and complete the Nursing Associate Apprenticeship programme.
- **Training:** You could do a nursing associate foundation degree at university. This usually takes 2 years to complete if you study full time. More commonly in primary care, training is completed via the [apprenticeship route](#), taking two years to complete.
- **Potential career progression:** Registered nursing associates can also go on to train as a registered nurse by putting their training towards a shortened nursing degree or registered nurse degree apprenticeship (RNDA).
- **Professional or industry bodies:** The Nursing and Midwifery Council ([NMC](#)) is responsible for registering and regulating nursing Associates.
Union membership offered by the [Royal College of Nursing](#).

Assistant practitioner

- **Pay band guide:** typically [band 4.](#)
- **Entry requirement:** To train as an assistant practitioner, you have to be working in the NHS, often in a clinical support role such as [healthcare assistant](#)
In addition, trainee assistant practitioners usually have a relevant healthcare qualification at level 3, such as a BTEC, CACHE, relevant healthcare apprenticeship or Access to HE courses.
- **Training:** assistant practitioners usually follow a therapy or nursing training pathway and undertake a level 5 two-year foundation degree in health or social care (which may be available as an [apprenticeship programme](#) or Higher National Diploma (HND)).
- **Potential career progression:** You could become a senior assistant practitioner. With experience, and academic ability, you could apply to train as a healthcare professional such as a nurse or physiotherapist.
- **Professional or industry bodies:** Assistant practitioners can become members of the [Royal College of Nursing \(RCN\)](#) or the professional association for their speciality

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General practice nurse

- **Pay band guide:** typically starting at [band 6](#)
- **Entry requirement:** You must be a [qualified and registered](#) adult, child, mental health or learning disability nurse to work in general practice. You'll also either need to undertake further training and education or be willing to after being appointed.
- **Training:** Training and education may reflect the needs of your employer. Courses may be sourced independently or via a university course that covers most aspects of the Practice nurse role, such as the [General Practice Nursing Foundations Course](#) – funding maybe available via your [local training hub](#).
- **Potential career progression:** With further training and experience, practice nurses can apply for more senior roles eg a senior practice nurse, nurse practitioner or advanced nurse practitioner. These roles mean a lot more autonomy and you will be able to manage your own caseloads. You could also move into education, management, teaching/lecturer or clinical research. You could also be a preceptor or mentor and support other nurses in their careers.
- **Professional or industry bodies:** The Nursing and Midwifery Council ([NMC](#)) is responsible for registering and regulating registered nurses. Union membership offered by the [Royal College of Nursing](#).



Non-Medical Nurse prescriber

- **Pay band guide:** typically starting at [band 7](#)
- **Entry requirement:** Under the [NMC standards](#), entry onto a programme is determined by whether you can provide evidence that you have the necessary skills, knowledge and experience to sign up.
It is essential to have workplace support, specifically an experienced member of staff to act as your clinical mentor. This role is called the designated prescribing practitioner. This is usually a GP or an experienced nurse prescriber. Please check this with your local university.
- **Training:** Nurses, Midwives, Pharmacists and other allied healthcare professionals (AHPs) who have completed an accredited prescribing course and registered their qualification with their regulatory body, are able to prescribe. There are two main types: Community Practitioner Nurse Prescriber (CPNP) and Independent Prescribers (IP), those who have successfully completed the supplementary part of the prescribing course are also able to prescribe against a clinical management plan – more information can be found [here](#) . Training courses typically take around 6 months to complete, Use the NMC's [course search facility](#) to find an approved nurse prescribing programme or contact your [local training hub](#)
The course includes 26 days of learning, including 14 online contact days and 12 direct learning days. Students must attend all sessions. The course also includes 90 hours of supervised learning in practice where you'll be supported by your designated prescribing practitioner.
- **Potential career progression:** Nurse prescribers can develop expertise in specific areas like long-term condition management, mental health, or urgent care. NMP training often serves as a stepping stone to ACP roles.
- **Professional or industry bodies:** The Nursing and Midwifery Council ([NMC](#)) is responsible for registering and regulating registered nurses. Union membership offered by the [Royal College of Nursing](#).

Nursing Team Staff Development Matrix

RCN levels of nursing

Enhanced Levels of nursing

- Enhanced level nursing describes a level that can only be delivered by registered nurses who have gained additional post-registration education and experiential learning in a relevant subject area.
- Registered nurses working at an enhanced level are expected to be able to manage discrete activities in complex, challenging and changing situations and environments. They should also be confident to seek further guidance when they reach the boundaries of their competence.
- This level is underpinned by a broad foundation of skills and capabilities across all four pillars of nursing: clinical practice, education, research and leadership. These, together with critical reflection, enable a nurse working at the enhanced level to function to a high level of autonomy within their designated area and role.
- To support this level of nursing, the RCN have published a report which sets out definition and core standards that differentiate registered nurses who work at the enhanced level.
- [Access and download the Enhanced level nursing definition standards](#)

Advanced Levels of nursing

- Advanced level nursing describes a level which can only be delivered by registered nurses with substantial experience and expertise.
- This level is underpinned by a comprehensive range of knowledge, skills and capabilities within each of the four pillars of nursing: clinical practice, education, research and leadership.
- These will have been developed through studying a master's degree in a relevant subject area with experiential learning or by demonstrating equivalence. Integration of the capabilities across the four pillars, together with critical reflection, enables a nurse working at the advanced level to function to their full potential and feel empowered to make decisions in the workplace.
- To support this level of practice, the RCN have revised their previous publications and published a report which sets out a new definition and core standards that differentiate all registered nurses who work at the advanced level.
- [Access and download the Advanced Level Nursing Definition Standards](#)

Consultant Levels of nursing

- Consultant level nursing practice describes a level which can only be delivered by registered nurses who have progressed from an advanced level within their field to reach a significantly higher level.
- It is differentiated from other levels by:**
 - expertise**, backed by the credibility gained through the consultant's own professional practice
 - strategic and enabling leadership**, embracing the key skillset for systems leadership and systems transformation
 - experience** of learning, developing and enhancing and improving processes and systems
 - using and embedding research and innovation** into the role.
- Consultant level nursing is underpinned by a comprehensive range of capabilities and integrated expertise across the four pillars of nursing: clinical practice, education, research and leadership.
- These dimensions, together with critical reflection, enable the nurse working at the consultant level to function to their full potential and achieve the highest degree of autonomy possible within their context of employment.
- [Access and download the Consultant Level Nursing Definition Standards](#)

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CPD and role development

Your local training hub can assist with any training and development and potential funding of this, contact details and current specific training hub offers outlined below:

Bath, Swindon, Wiltshire- bswicb.traininghub@nhs.net

GPN Fellowship Programme

BSW Training Hub run this programme to support newly qualified General Practice Nurses (GPNs). The 12-month Fellowship Programme offers funded time to support newly qualified GPN's with further development of their current GPN role. This provision includes individual mentor support; access to CPD options; exploration of portfolio working, and peer support. The overall aim is to increase confidence and competence as independent practitioners in primary care.

Hampshire & IOW – england.primarycareschooltw.se@nhs.net

Please see their website for [Primary Care development opportunities - Working across Wessex](#)

Dorset- traininghub@ourdorset.nhs.uk

Please see their website for [Training, Education & CPD Archive - PCTH](#)

Advancing practice queries: please contact the *Faculty for Advanced Practice*:

South West- england.advancingpractice.sw@nhs.net

South- East- england.acpenquiries.se@nhs.net