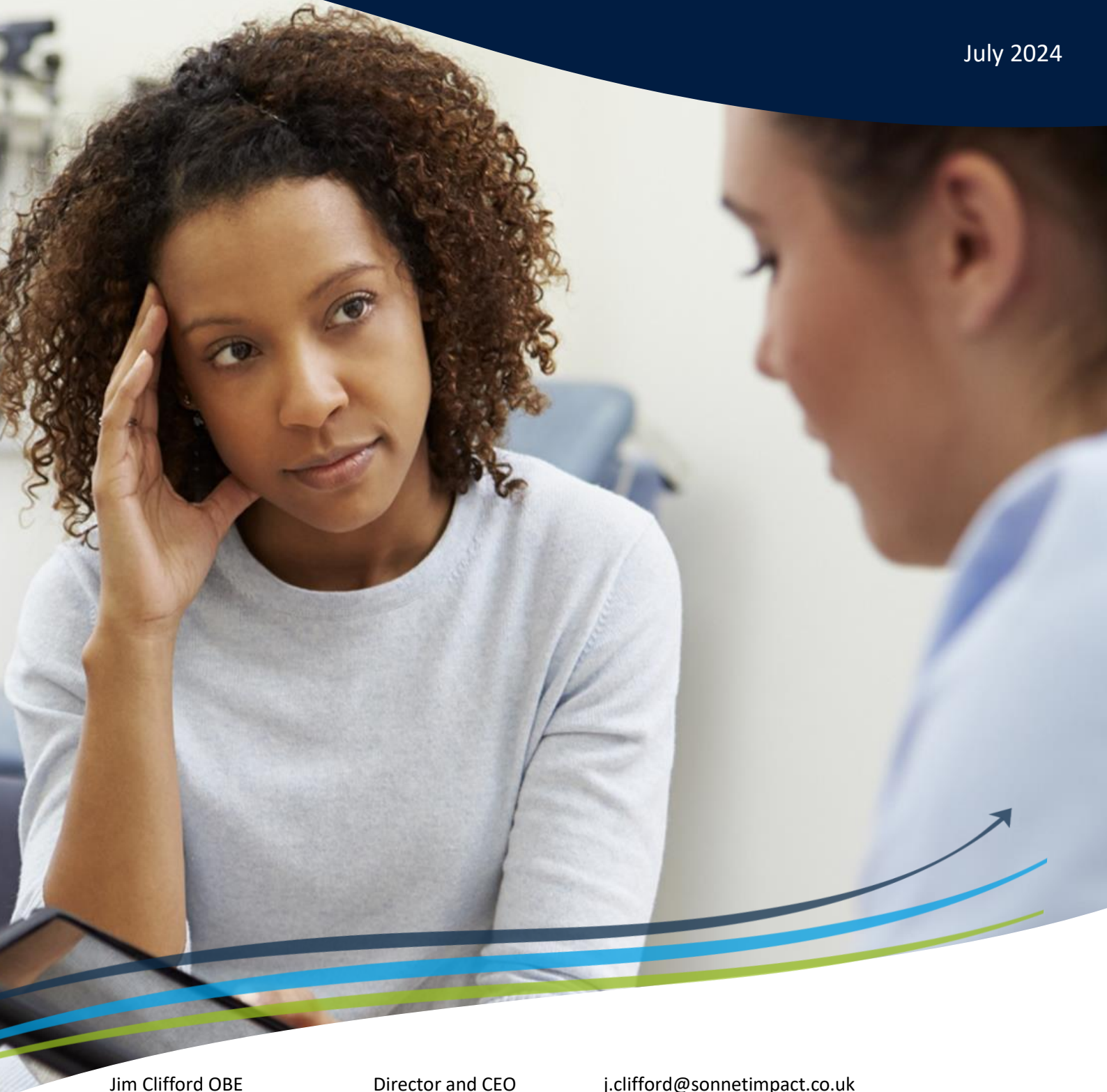


Leading the Way:

The Role and Value of Nurses in General Practice in England

Supplementary Document: Survey of all Practices

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1. Survey of All Practices: survey questions

Number	Question	Sub-question/response options
Q1a	Please state your GP Practice code	
Q2.a	What is your role in the practice?	
Q2.b	Please specify	
Q2.c	Do you have any registered nurses employed in the practice?	
Q2.d	Do you have any nursing vacancies at present?	
Q2.e	Please select all of the following types of clinical staff that your practice employs	<ul style="list-style-type: none"> ● GP ● GP registrar ● Nurse ● Physician associate ● Practice pharmacist ● Paramedic ● Nursing associate/trainee nursing associate ● HCA ● Other
The following questions were only asked of respondents who said they worked in a practice that did employ nurses (Q2b)		
Q3	Please estimate the total number of registered nurses in your practice	
Q4	Which clinical members of staff in the practice would typically carry out these essential (as per the GP contract) services? <ul style="list-style-type: none"> ● Nurse 	<ul style="list-style-type: none"> ● Adult vaccinations, e.g. PPV and Shingles ● Child vaccinations/immunisations, i.e. 6in1 and MMR

Number	Question	Sub-question/response options
	<ul style="list-style-type: none"> ● GP ● GP registrar ● Physician associate ● Practice pharmacist ● Paramedic ● Nursing associate / Trainee nursing associate ● HCA ● Other 	<ul style="list-style-type: none"> ● Smears ● Contraceptive advice and/or prescription (excluding the fitting of coils or implants) ● Menopause support, including HRT advice and/or prescription ● Phlebotomy ● Minor ailments ● Learning disability health checks/reviews ● Home visits ● Nursing/care home visits
Q5	If Other, please specify	
Q6	Does your practice offer any of the following additional clinical services?	<ul style="list-style-type: none"> ● Long-term/chronic condition reviews and care/management plans ● Patient community/support groups or clubs ● Provision of preventative advice and promotion of healthier lifestyles to patients ● Fitting of coils/implants ● Leg ulcer treatment
Q7	Which clinical members of staff in the practice would typically carry out these enhanced/additional services? <ul style="list-style-type: none"> ● Nurse ● GP ● GP registrar ● Physician associate 	<ul style="list-style-type: none"> ● Long-term/chronic condition reviews and care/management plans ● Patient community/support groups or clubs ● Provision of preventative advice and promotion of healthier lifestyles to patients ● Fitting of coils/implants ● Leg ulcer treatment

Number	Question	Sub-question/response options
	<ul style="list-style-type: none"> ● Practice pharmacist ● Paramedic ● Nursing associate / Trainee nursing associate ● HCA ● Other 	
Q8	If Other, please specify	
Q9	Do any of your registered nurses lead in or take particular ownership over any of the following areas?	<ul style="list-style-type: none"> ● Diabetes ● Respiratory conditions ● Sexual and reproductive health ● Women's health, including menopause and HRT ● Cardiovascular conditions ● Frailty ● Mental health ● Men's health ● They do not lead in or take ownership of any particular areas ● Musculoskeletal conditions ● Other
Q10	Which of the following other activities might your registered nurses typically be involved in?	<ul style="list-style-type: none"> ● Training/mentoring clinical professionals/staff members/students within and/or outside of the practice ● Management of team members, including continuing professional development

Number	Question	Sub-question/response options
		<ul style="list-style-type: none"> ● Managing the ask of QOF ● Acting as a point of contact for staff within the practice to raise issues/concerns to ● Networking with health care professionals outside of the practice, i.e., within your PCN ● Policy implementation ● Managing the ask of CQC ● Change management ● They are not typically involved in any of these activities ● Other
Q11	When nurses in your practice carry out mandatory training, are they most likely to do this during:	<ul style="list-style-type: none"> ● Practice hours? ● Their own time? ● A combination of both? ● Unsure?
Q12	When nurses in your practice carry out further training (beyond mandatory), including continuing professional development (CPD) activities and further job-relevant qualifications, are they most likely to do this during:	<ul style="list-style-type: none"> ● Practice hours? ● Their own time? ● A combination of both? ● Unsure?
Q13	To what extent would you agree with the following statements?	<ul style="list-style-type: none"> ● The role that nurses carry out within the practice is well understood by colleagues and patients ● The nurses within your practice are valued for what they do by their colleagues

Number	Question	Sub-question/response options
		<ul style="list-style-type: none"> ● The nurses within your practice are valued for what they do by their patients
Q14	To what extent would you agree with the following reasons for your practice employing registered nurses?	<ul style="list-style-type: none"> ● We have employed nurses for many years ● Nurses help to take pressure off other practice staff ● Nurses help to maximise practice income by enabling us to offer additional services ● Nurses help to maximise practice income by enabling us to manage the ask of QOF more efficiently ● Nurses' clinical knowledge allows us to deliver a better quality of care ● Nurses' clinical knowledge allows us to deliver a broader range of care ● Nurses' people and relationship skills allow us to deliver a better quality of care ● Nurses' people and relationship skills allow us to maintain a higher level of engagement with the practice population ● Nurses are best placed to address health inequalities amongst the practice population and improve diversity of access to care ● Nurses are best placed to connect patients with wider systems of support outside of the practice
The following questions were only asked of respondents who said they worked in a practice that did not employ nurses (Q2c)		
Q15	Does your practice have a need for the role of one or more registered nurses?	<ul style="list-style-type: none"> ● Yes ● No
Q16	If there are barriers to hiring nurses, please select one or more of the following reasons:	<ul style="list-style-type: none"> ● Lack of candidates ● Candidates interviewed are not the right fit

Number	Question	Sub-question/response options
		<ul style="list-style-type: none"> ● Candidates do not have the right experience ● We cannot afford to hire nurses ● We do not have the time to recruit ● Our practice's terms and conditions do not meet candidates' expectations ● Other
Q17	Please select one or more of the following reasons why your practice has no need for the role:	<ul style="list-style-type: none"> ● We have access to community nurses and/or nurses within our PCN who are not directly employed with us ● Our practice is small and therefore does not need nurses ● It is not cost-effective to have nurses ● We do not offer services that require nurses ● We use locum nurses where needed ● Other staff are able to carry out responsibilities that nurses may otherwise do ● Other
Q18	<p>Which clinical members of staff in the practice would typically carry out these services?</p> <ul style="list-style-type: none"> ● GP ● GP registrar ● Physician associate ● Practice pharmacist ● Paramedic 	<ul style="list-style-type: none"> ● Smears ● Contraception advice and prescription, including coil and implant fitting? ● Menopause support, including HRT advice and prescription? ● Treatment and management plans for chronic conditions such as diabetes and asthma?

Number	Question	Sub-question/response options
	<ul style="list-style-type: none"> ● Nursing associate / Trainee nursing associate ● HCA ● Other 	<ul style="list-style-type: none"> ● Prevention and wellbeing promotion for patients at risk (i.e., those who are prediabetic)? ● Phlebotomy? ● Minor ailments? ● Vaccinations, including child immunisations?
Q19	If Other, please specify	
Q20	<p>Who in your workforce would generally be responsible for:</p> <ul style="list-style-type: none"> ● GP ● GP registrar ● Physician associate ● Practice pharmacist ● Paramedic ● Nursing associate / Trainee nursing associate ● HCA ● Other 	<ul style="list-style-type: none"> ● Training/mentoring staff within the practice? ● Managing staff, including continuing professional development, within the practice? ● Acting as a point of contact for staff within the practice to raise issues/concerns to? ● Change management? ● Policy implementation? ● Networking with healthcare professionals outside of the practice, i.e., within your PCN? ● Managing the ask of QOF? ● Managing the ask of CQC? ● Developing patient or community support programmes or groups?
Q21	If Other, please specify	
Q22	Does your practice offer any of the following additional clinical services?	<ul style="list-style-type: none"> ● Long-term/chronic condition reviews and care/management plans ● Provision of preventative advice and promotion of healthier lifestyles

Number	Question	Sub-question/response options
		<ul style="list-style-type: none">● Patient community/support groups or clubs● Fitting of coils/implants● Leg ulcer treatment
Q23	We would like to interview practices with no nurses to gather further information and more detailed stories on how your team works together to support the needs of your patients and community. If this is something you would be interested in partaking in, please share your email address so we can contact you to schedule an interview.	

2. Key findings from the Survey of All Practices

Q2. What is your role in the practice? (n=966)

Table 1: Respondents' role in their practice

Role	Count	Percentage
Practice Manager	535	55%
Nurse	329	34%
Administrator	42	4%
GP Partner	25	3%
Non-clinical Partner	12	1%
HCA	6	1%
Nursing associate/Trainee nursing associate	6	1%
Other	2	0%
Salaried GP/GP Registrar	3	0%
[Blank]	2	0%
Phlebotomist	2	0%
Practice pharmacist	2	0%
Paramedic	1	0%
Total	967	

Q3. Total number of registered nurses amongst practices

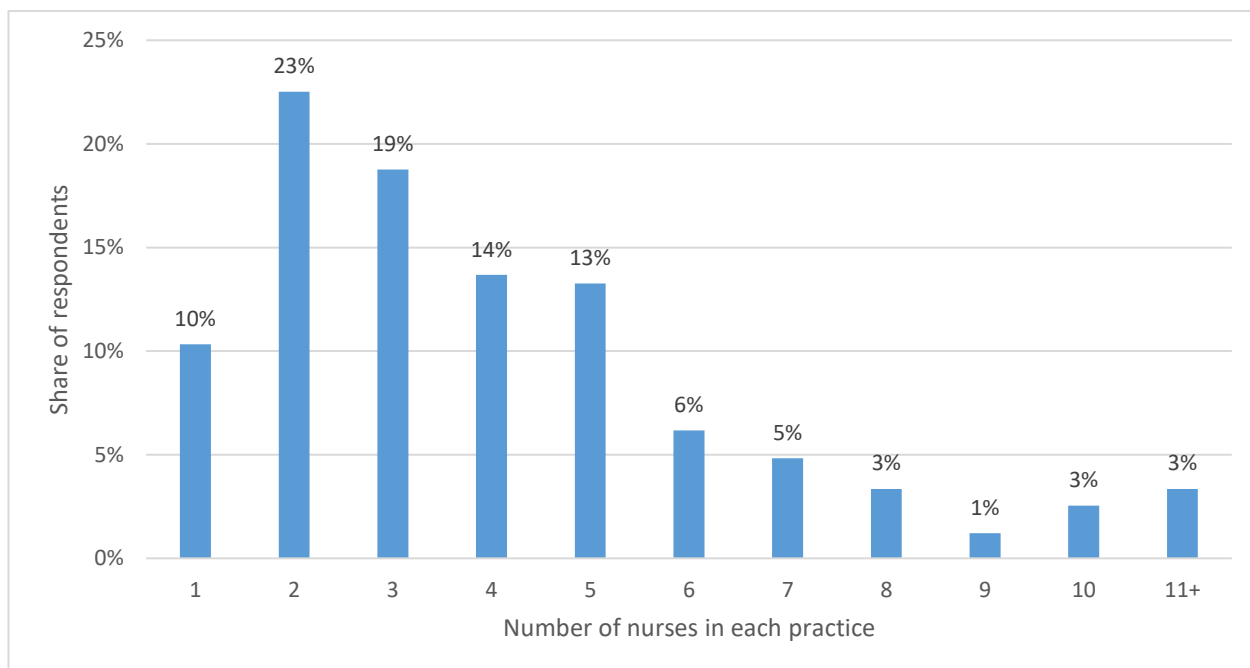


Figure 1: Number of nurses in each practice (n = 748)

Q4. Which clinical members of staff in the practice would typically carry out these essential (as per the GP contract) services (*asked of practices with nurses*)?

According to our respondents, nurses are predominantly involved in the following activities: Adult vaccinations, e.g. PPV and Shingles, Child vaccinations/immunisations, i.e. 6in1 and MMR, Smears, and Contraceptive advice and/or prescription (excluding the fitting of coils or implants). They take less of a lead but are still involved in, Menopause support, including HRT advice and/or prescription, Phlebotomy, Minor ailments, Learning disability health checks/reviews, Home visits, and Nursing/care home visits.

Table 2 shows which team members are involved in the essential clinical activities listed in the survey. The percentages reflect the number of responding practices who have said that these staff are involved – they were given the option to tick as many that apply, hence the percentages do not add up to 100%. For example, 98% of practices said that nurses were involved in carrying out adult vaccinations, 34% also said that HCAs were involved in this activity, and 7% of practices said that GPs were involved, etc.

Table 2: Roles involved in essential clinical activities in each practice (share of practices where this role is involved)

Essential services	Respondents (count)	Roles involved in activity (share of practices, %)														
		Nurse	GP	GP registrar	Physician associate	Practice pharmacist	Paramedic	Nursing associate / Trainee nursing associate	HCA	Other	GP Assistant	Care coordinator	Phlebotomist	Assistant practitioner	External provider	Advanced clinical practitioner
Adult vaccinations, e.g. PPV and Shingles	891	98	7	1	1	1	1	16	34	0	1	0	0	0	0	0
Child vaccinations/immunisations, i.e., 6in1 and MMR	885	99	5	0	0	0	0	5	1	0	0	0	0	0	0	0
Smears	888	99	21	2	1	0	0	8	0	0	0	0	0	0	0	0
Contraceptive advice and/or prescription	887	85	68	18	6	9	2	3	1	0	0	0	0	0	0	0
Menopause support, including HRT advice and/or prescription	887	57	87	24	6	12	2	1	1	1	0	0	0	0	0	0
Phlebotomy	866	60	9	3	3	1	4	22	85	2	2	0	16	0	2	0
Minor ailments	879	62	68	28	17	14	24	4	5	1	0	0	0	0	2	0
Learning disability health checks/reviews	884	64	55	8	5	2	3	9	28	1	0	1	0	0	0	0
Home visits	887	42	91	35	6	3	29	5	15	1	0	0	0	0	2	1
Nursing/care home visits	829	38	83	24	5	5	19	4	10	4	0	1	0	0	3	0

Q6. Practices offering additional clinical services (asked of practices with nurses)

Figure 2 shows the share of practices that offered these additional clinical services.

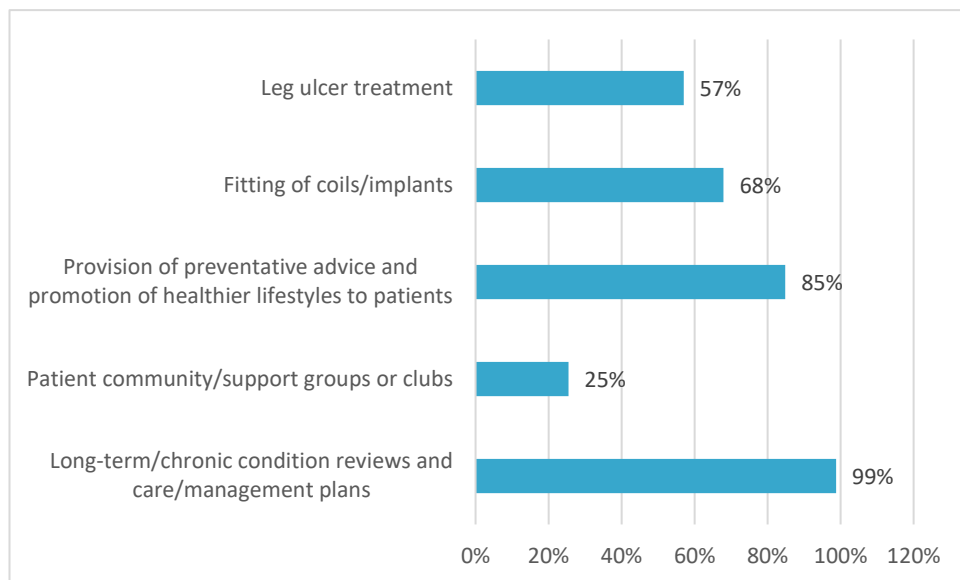


Figure 2: Share of practices responding offering additional clinical services (n = 892)

Q7. Which clinical members of staff in the practice would typically carry out these enhanced/additional services? (asked of practices with nurses)

According to our respondents, nurses are predominantly involved in, Long-term/chronic condition reviews and care/management plans, Provision of preventative advice and promotion of healthier lifestyles to patients, and Leg ulcer treatment. They are still involved in, but on a much smaller scale, Patient community/support groups or clubs, and the Fitting of coils/implants.

Table 3 shows the breakdown of which team members are involved in the additional clinical activities listed in the survey.

Table 3: Roles involved in additional clinical activities in each practice (share of practices where this role is involved)

Additional clinical activities	Respondents (count)	Roles involved in activity (share of practices, %)														
		Nurse	GP	GP registrar	Physician associate	Practice pharmacist	Paramedic	Nursing associate / Trainee nursing associate	HCA	Other	GP Assistant	Care coordinator	Phlebotomist	Assistant practitioner	External provider	Advanced clinical practitioner
Long-term/chronic condition reviews and care/management plans	834	95	56	17	7	18	6	14	30	1	1	0	0	0	0	1
Patient community/support groups or clubs	70	31	24	4	4	3	2	7	15	64	0	3	0	0	1	0
Provision of preventative advice and promotion of healthier lifestyles to patients	697	92	54	22	10	22	12	24	59	13	1	1	0	0	0	0
Fitting of coils/implants	213	35	87	2	1	0	0	0	2	0	0	0	0	0	1	1
Leg ulcer treatment	501	99	3	0	0	0	1	18	32	1	0	0	0	0	1	0

The 'Other' responses for this question show that:

- Many practices use Social Prescribers for carrying out Patient community/support groups or clubs, with some using Health and Wellbeing Coaches.
- These two roles similarly came up in the 'Other' responses for, Provision of preventative advice and promotion of healthier lifestyles to patients.

Q9. Nurses' areas of ownership/specialty (*asked of practices with nurses*)

In 86% of practices, nurses take clinical ownership over Diabetes, and in 85%, nurses lead in or take ownership over respiratory conditions (see Figure 3). For the next most common areas (Sexual and reproductive health, Women's health, and Cardiovascular conditions) only a third or more of respondents indicated that nurses took ownership in these areas.

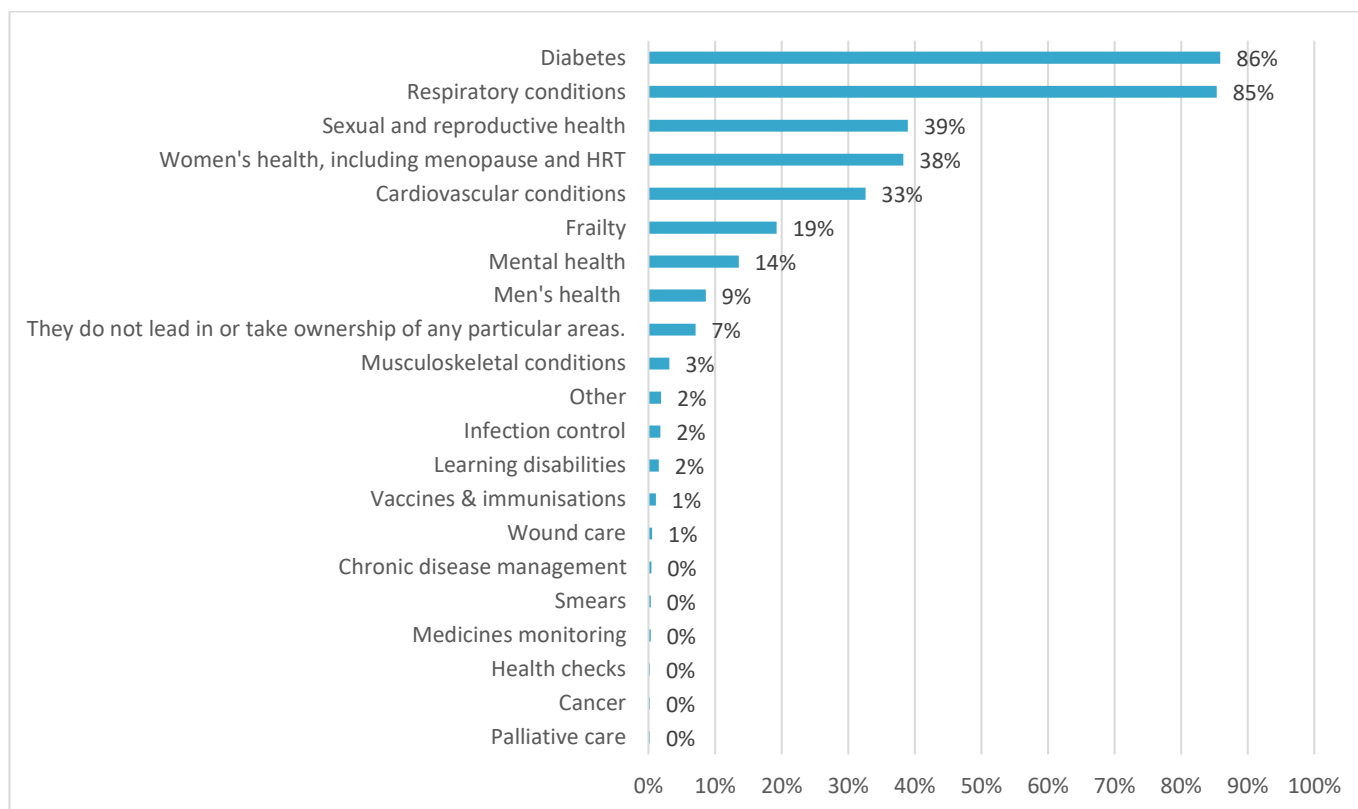


Figure 3: Share of practices with nurses leading these clinical services (n=893)

Q10. Nurses' involvement in other (non-clinical) activities (asked of practices with nurses)

Figure 4 shows the breakdown of practices reporting nurse involvement in non-clinical activities.

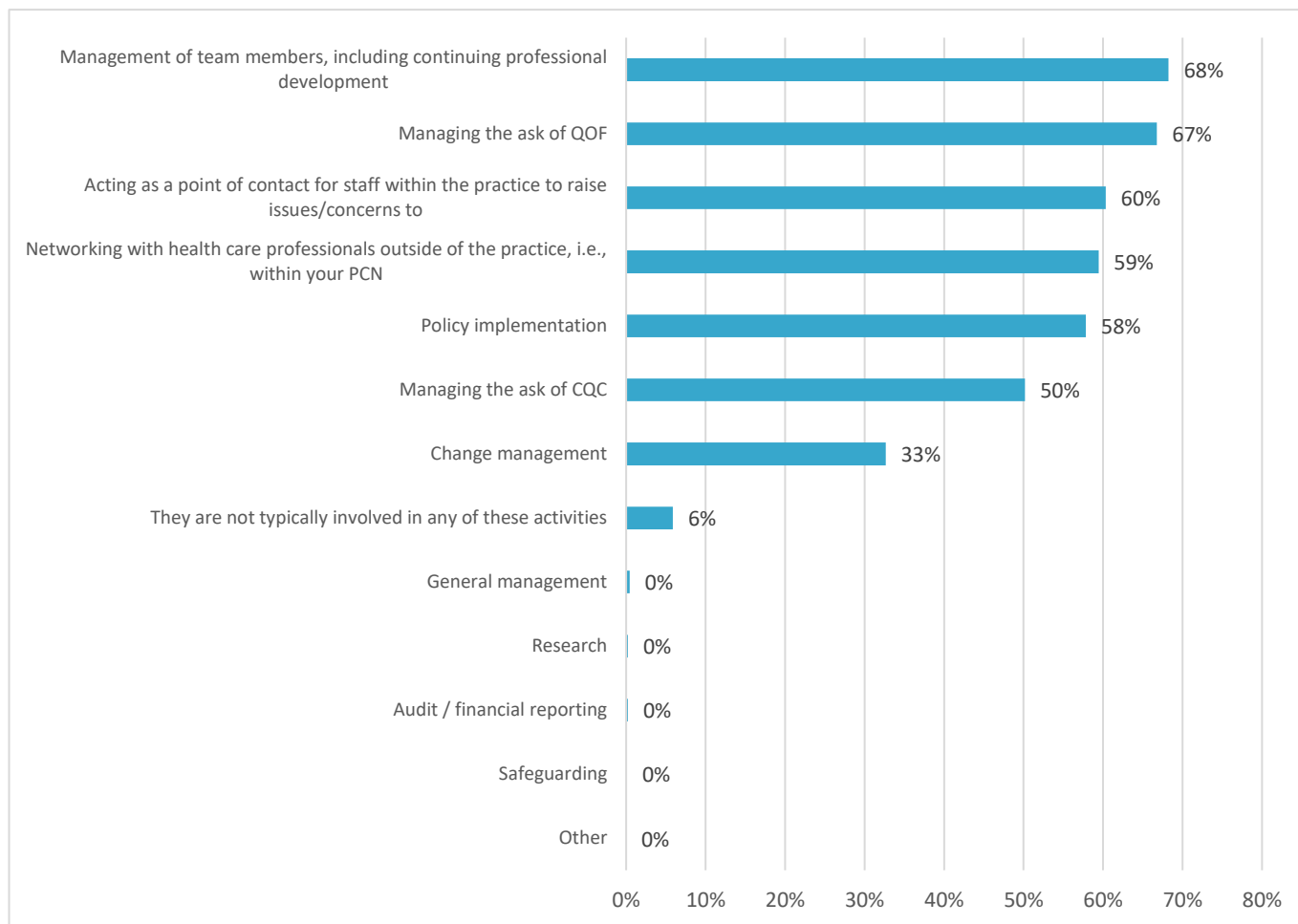


Figure 4: Nurses' involvement in other activities (n=885)

Questions 11 and 12. When are nurses most likely to carry out training? (asked of practices with nurses)

Question 11 was about mandatory training and Question 12 was about further training. The most common response across both mandatory and further training was a combination of both: practice hours and nurses' own time (see Table 4).

Table 4: When nurses are most likely to carry out training (n = 874)

Response option	Count		Percentage	
	Q11	Q12	Q11	Q12
Practice hours	314	200	36%	23%
Their own time	31	43	4%	5%
A combination of both	520	620	59%	71%
Unsure	9	11	1%	1%
TOTAL	874	874	100%	100%

Q13. Is the GPN role understood and valued? (asked of all survey respondents in practices with nurses)

Here we present findings for all survey respondents, regardless of whether two were from people from the same practice. Virtually all respondents (95%) agreed or strongly agreed that nurses are valued by patients. Less than, but still a majority (89%) agreed or strongly agreed that nurses are valued by their colleagues, and 86% agreed or strongly agreed that a nurse's role is well understood by patients and colleagues (see Figure 5).

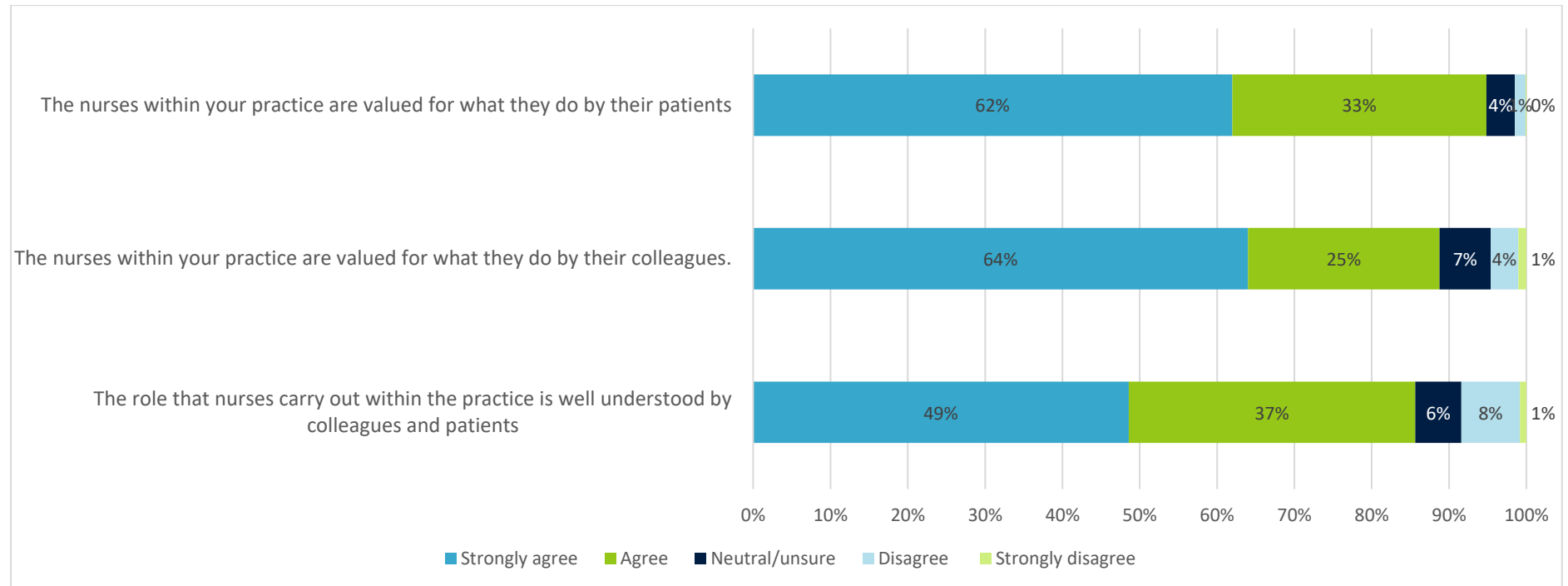


Figure 5: Share of respondents agreeing with statements regarding nurses being valued and their roles being understood¹

¹ Valued for what they do by patients (n = 953); Valued for what they do by colleagues (n = 953); Well understood by colleagues and patients (n = 949)

In Table 5, Table 6 and Table 7 we show how responses to these statements vary according to the role of the respondent.

Table 5: Q13.a The role that nurses carry out within the practice is well understood by colleagues and patients

Role of respondent	Numbers of respondents	Strongly agree	Agree	Neutral/ unsure	Disagree	Strongly disagree	[Blank]
Practice Manager	535	64%	31%	2%	1%	0%	2%
Nurse	329	20%	45%	13%	19%	2%	1%
Administrator	42	62%	36%	0%	2%	0%	0%
GP Partner	25	48%	44%	4%	0%	0%	4%
Non-clinical Partner	12	42%	42%	8%	8%	0%	0%
HCA	6	50%	33%	0%	17%	0%	0%
Nursing associate/Trainee nursing associate	6	33%	50%	17%	0%	0%	0%
Other	2	50%	0%	50%	0%	0%	0%
Salaried GP/GP Registrar	3	100%	0%	0%	0%	0%	0%
[Blank]	2	50%	50%	0%	0%	0%	0%
Phlebotomist	2	100%	0%	0%	0%	0%	0%
Practice pharmacist	2	0%	100%	0%	0%	0%	0%
Paramedic	1	0%	100%	0%	0%	0%	0%

Table 6: Q13.b The nurses within your practice are valued for what they do by their colleagues

Role of respondent	Numbers of respondents	Strongly agree	Agree	Neutral/ unsure	Disagree	Strongly disagree	[Blank]
Practice Manager	535	82%	14%	1%	0%	0%	2%
Nurse	329	30%	41%	16%	9%	3%	1%
Administrator	42	67%	29%	2%	2%	0%	0%
GP Partner	25	76%	16%	4%	0%	0%	4%
Non-clinical Partner	12	75%	25%	0%	0%	0%	0%
HCA	6	83%	0%	0%	17%	0%	0%
Nursing associate/Trainee nursing associate	6	33%	33%	33%	0%	0%	0%
Other	2	100%	0%	0%	0%	0%	0%
Salaried GP/GP Registrar	3	67%	33%	0%	0%	0%	0%
[Blank]	2	100%	0%	0%	0%	0%	0%
Phlebotomist	2	100%	0%	0%	0%	0%	0%
Practice pharmacist	2	0%	100%	0%	0%	0%	0%
Paramedic	1	0%	100%	0%	0%	0%	0%

Table 7: Q13.c The nurses within your practice are valued for what they do by their patients

Role of respondent	Numbers of respondents	Strongly agree	Agree	Neutral/ unsure	Disagree	Strongly disagree	[Blank]
Practice Manager	535	74%	21%	2%	0%	0%	2%
Nurse	329	37%	51%	7%	3%	0%	1%
Administrator	42	67%	29%	2%	0%	0%	2%
GP Partner	25	64%	28%	4%	0%	0%	4%
Non-clinical Partner	12	75%	17%	0%	8%	0%	0%
HCA	6	67%	33%	0%	0%	0%	0%
Nursing associate/Trainee nursing associate	6	67%	33%	0%	0%	0%	0%
Other	2	50%	50%	0%	0%	0%	0%
Salaried GP/GP Registrar	3	100%	0%	0%	0%	0%	0%
[Blank]	2	100%	0%	0%	0%	0%	0%
Phlebotomist	2	100%	0%	0%	0%	0%	0%
Practice pharmacist	2	0%	100%	0%	0%	0%	0%
Paramedic	1	0%	100%	0%	0%	0%	0%

Q14. Reasons for employing GPNs (asked of all survey respondents in practices with nurses)

Here we present the findings for all survey respondents, regardless of whether two were from people from the same practice. The majority of respondents either agreed or strongly agreed with all the reasons given for employing nurses (Figure 6). Some statements, however, received more agreement than others.

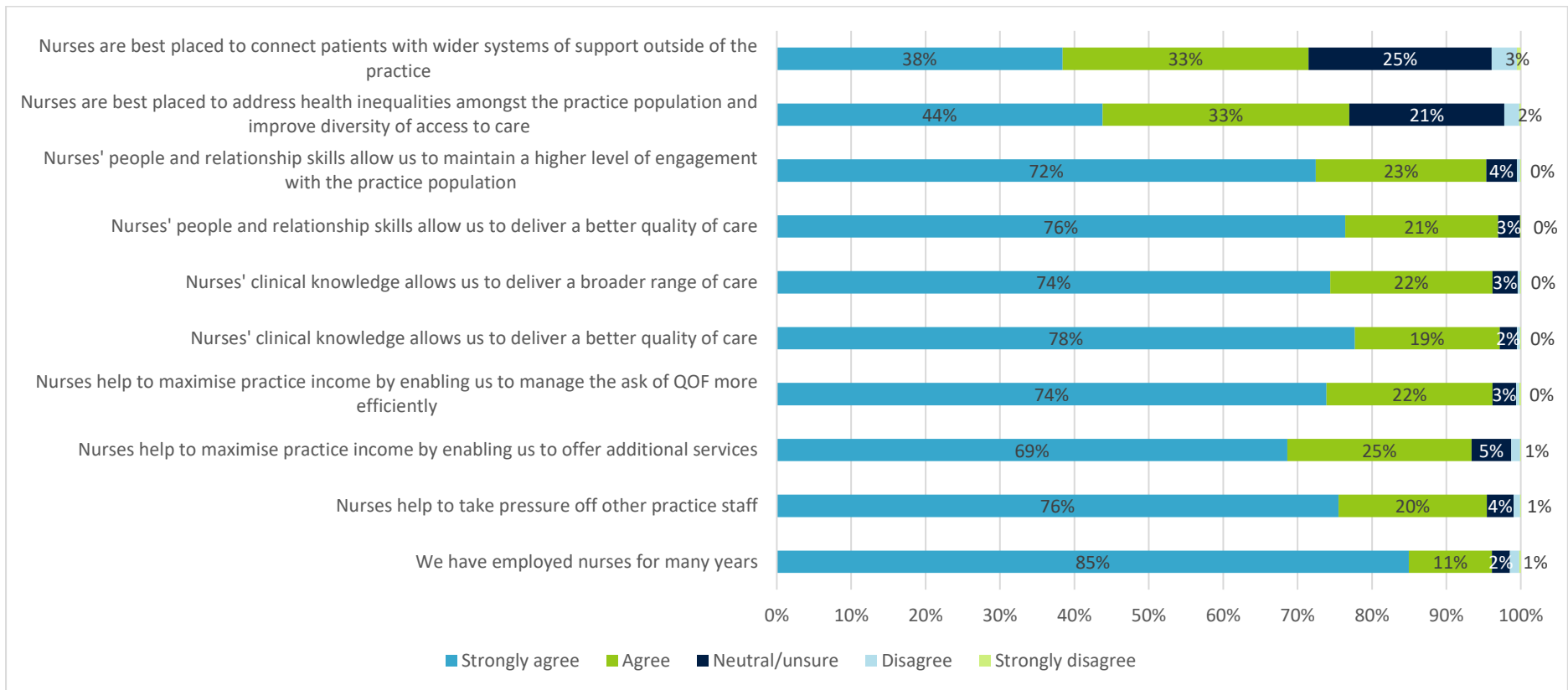


Figure 6: Share of respondents agreeing with statements regarding the reasons for nurses being employed within respondents' practices

In the tables below (

Table 8 to Table 17) we present how responses to these statements varied by the role of the respondents.

Table 8: Q14.a We have employed nurses for many years

Role of respondent	Numbers of respondents	Strongly agree	Agree	Neutral/ unsure	Disagree	Strongly disagree	[Blank]
Practice Manager	535	89%	7%	1%	1%	0%	2%
Nurse	329	75%	17%	5%	2%	0%	1%
Administrator	42	88%	7%	5%	0%	0%	0%
GP Partner	25	72%	20%	0%	4%	0%	4%
Non-clinical Partner	12	92%	8%	0%	0%	0%	0%
HCA	6	83%	0%	0%	17%	0%	0%
Nursing associate/Trainee nursing associate	6	67%	33%	0%	0%	0%	0%
Other	2	100%	0%	0%	0%	0%	0%
Salaried GP/GP Registrar	3	100%	0%	0%	0%	0%	0%
[Blank]	2	100%	0%	0%	0%	0%	0%
Phlebotomist	2	100%	0%	0%	0%	0%	0%
Practice pharmacist	2	50%	50%	0%	0%	0%	0%
Paramedic	1	100%	0%	0%	0%	0%	0%

Table 9: Q14.b Nurses help to take pressure off other practice staff

Role of respondent	Numbers of respondents	Strongly agree	Agree	Neutral/ unsure	Disagree	Strongly disagree	[Blank]
Practice Manager	535	76%	18%	3%	1%	0%	3%
Nurse	329	71%	21%	4%	1%	0%	2%
Administrator	42	67%	29%	2%	0%	0%	2%
GP Partner	25	60%	28%	8%	0%	0%	4%
Non-clinical Partner	12	83%	8%	8%	0%	0%	0%
HCA	6	67%	33%	0%	0%	0%	0%
Nursing associate/Trainee nursing associate	6	100%	0%	0%	0%	0%	0%
Other	2	100%	0%	0%	0%	0%	0%
Salaried GP/GP Registrar	3	100%	0%	0%	0%	0%	0%
[Blank]	2	100%	0%	0%	0%	0%	0%
Phlebotomist	2	50%	50%	0%	0%	0%	0%
Practice pharmacist	2	50%	50%	0%	0%	0%	0%
Paramedic	1	100%	0%	0%	0%	0%	0%

Table 10: Q14.c Nurses help to maximise practice income by enabling us to offer additional services

Role of respondent	Numbers of respondents	Strongly agree	Agree	Neutral/ unsure	Disagree	Strongly disagree	[Blank]
Practice Manager	535	65%	26%	6%	1%	0%	2%
Nurse	329	74%	22%	2%	1%	0%	1%
Administrator	42	52%	33%	14%	0%	0%	0%
GP Partner	25	44%	28%	16%	8%	0%	4%
Non-clinical Partner	12	83%	8%	8%	0%	0%	0%
HCA	6	83%	17%	0%	0%	0%	0%
Nursing associate/Trainee nursing associate	6	83%	17%	0%	0%	0%	0%
Other	2	100%	0%	0%	0%	0%	0%
Salaried GP/GP Registrar	3	100%	0%	0%	0%	0%	0%
[Blank]	2	100%	0%	0%	0%	0%	0%
Phlebotomist	2	100%	0%	0%	0%	0%	0%
Practice pharmacist	2	0%	50%	50%	0%	0%	0%
Paramedic	1	100%	0%	0%	0%	0%	0%

Table 11: Q14.d Nurses help to maximise practice income by enabling us to manage the ask of QOF more efficiently

Role of respondent	Numbers of respondents	Strongly agree	Agree	Neutral/ unsure	Disagree	Strongly disagree	[Blank]
Practice Manager	535	71%	24%	3%	0%	0%	2%
Nurse	329	79%	17%	2%	0%	0%	1%
Administrator	42	57%	33%	7%	0%	0%	2%
GP Partner	25	48%	32%	8%	4%	4%	4%
Non-clinical Partner	12	75%	25%	0%	0%	0%	0%
HCA	6	83%	17%	0%	0%	0%	0%
Nursing associate/Trainee nursing associate	6	83%	0%	17%	0%	0%	0%
Other	2	100%	0%	0%	0%	0%	0%
Salaried GP/GP Registrar	3	100%	0%	0%	0%	0%	0%
[Blank]	2	100%	0%	0%	0%	0%	0%
Phlebotomist	2	100%	0%	0%	0%	0%	0%
Practice pharmacist	2	0%	50%	50%	0%	0%	0%
Paramedic	1	0%	100%	0%	0%	0%	0%

Table 12: Q14.e Nurses' clinical knowledge allows us to deliver a better quality of care

Role of respondent	Numbers of respondents	Strongly agree	Agree	Neutral/ unsure	Disagree	Strongly disagree	[Blank]
Practice Manager	535	76%	20%	2%	0%	0%	2%
Nurse	329	78%	18%	2%	0%	0%	2%
Administrator	42	69%	29%	2%	0%	0%	0%
GP Partner	25	60%	20%	8%	4%	0%	8%
Non-clinical Partner	12	83%	17%	0%	0%	0%	0%
HCA	6	100%	0%	0%	0%	0%	0%
Nursing associate/Trainee nursing associate	6	100%	0%	0%	0%	0%	0%
Other	2	100%	0%	0%	0%	0%	0%
Salaried GP/GP Registrar	3	100%	0%	0%	0%	0%	0%
[Blank]	2	100%	0%	0%	0%	0%	0%
Phlebotomist	2	100%	0%	0%	0%	0%	0%
Practice pharmacist	2	0%	50%	0%	50%	0%	0%
Paramedic	1	0%	100%	0%	0%	0%	0%

Table 13: Q14.f Nurses' clinical knowledge allows us to deliver a broader range of care

Role of respondent	Numbers of respondents	Strongly agree	Agree	Neutral/ unsure	Disagree	Strongly disagree	[Blank]
Practice Manager	535	72%	22%	3%	0%	0%	3%
Nurse	329	75%	20%	3%	0%	0%	2%
Administrator	42	62%	29%	10%	0%	0%	0%
GP Partner	25	56%	24%	8%	8%	0%	4%
Non-clinical Partner	12	83%	17%	0%	0%	0%	0%
HCA	6	83%	17%	0%	0%	0%	0%
Nursing associate/Trainee nursing associate	6	83%	17%	0%	0%	0%	0%
Other	2	100%	0%	0%	0%	0%	0%
Salaried GP/GP Registrar	3	100%	0%	0%	0%	0%	0%
[Blank]	2	100%	0%	0%	0%	0%	0%
Phlebotomist	2	100%	0%	0%	0%	0%	0%
Practice pharmacist	2	0%	50%	0%	50%	0%	0%
Paramedic	1	100%	0%	0%	0%	0%	0%

Table 14: Q14.g Nurses' people and relationship skills allow us to deliver a better quality of care

Role of respondent	Numbers of respondents	Strongly agree	Agree	Neutral/ unsure	Disagree	Strongly disagree	[Blank]
Practice Manager	535	73%	21%	3%	0%	0%	2%
Nurse	329	80%	16%	2%	0%	0%	2%
Administrator	42	60%	38%	2%	0%	0%	0%
GP Partner	25	60%	20%	16%	0%	0%	4%
Non-clinical Partner	12	83%	8%	8%	0%	0%	0%
HCA	6	83%	17%	0%	0%	0%	0%
Nursing associate/Trainee nursing associate	6	100%	0%	0%	0%	0%	0%
Other	2	100%	0%	0%	0%	0%	0%
Salaried GP/GP Registrar	3	100%	0%	0%	0%	0%	0%
[Blank]	2	100%	0%	0%	0%	0%	0%
Phlebotomist	2	50%	50%	0%	0%	0%	0%
Practice pharmacist	2	0%	100%	0%	0%	0%	0%
Paramedic	1	0%	100%	0%	0%	0%	0%

Table 15: Q14.h Nurses' people and relationship skills allow us to maintain a higher level of engagement with the practice population

Role of respondent	Numbers of respondents	Strongly agree	Agree	Neutral/ unsure	Disagree	Strongly disagree	[Blank]
Practice Manager	535	69%	25%	4%	0%	0%	2%
Nurse	329	78%	18%	3%	0%	0%	1%
Administrator	42	52%	38%	7%	0%	0%	2%
GP Partner	25	60%	20%	8%	8%	0%	4%
Non-clinical Partner	12	83%	8%	8%	0%	0%	0%
HCA	6	83%	17%	0%	0%	0%	0%
Nursing associate/Trainee nursing associate	6	100%	0%	0%	0%	0%	0%
Other	2	50%	50%	0%	0%	0%	0%
Salaried GP/GP Registrar	3	100%	0%	0%	0%	0%	0%
[Blank]	2	100%	0%	0%	0%	0%	0%
Phlebotomist	2	100%	0%	0%	0%	0%	0%
Practice pharmacist	2	0%	100%	0%	0%	0%	0%
Paramedic	1	0%	0%	100%	0%	0%	0%

Table 16: Q14.i Nurses are best placed to address health inequalities amongst the practice population and improve diversity of access to care

Role of respondent	Numbers of respondents	Strongly agree	Agree	Neutral/ unsure	Disagree	Strongly disagree	[Blank]
Practice Manager	535	39%	33%	23%	2%	0%	2%
Nurse	329	50%	33%	14%	1%	0%	2%
Administrator	42	38%	33%	29%	0%	0%	0%
GP Partner	25	32%	28%	24%	12%	0%	4%
Non-clinical Partner	12	50%	25%	25%	0%	0%	0%
HCA	6	33%	33%	33%	0%	0%	0%
Nursing associate/Trainee nursing associate	6	33%	67%	0%	0%	0%	0%
Other	2	50%	0%	50%	0%	0%	0%
Salaried GP/GP Registrar	3	67%	0%	33%	0%	0%	0%
[Blank]	2	50%	50%	0%	0%	0%	0%
Phlebotomist	2	50%	0%	50%	0%	0%	0%
Practice pharmacist	2	0%	0%	50%	50%	0%	0%
Paramedic	1	0%	0%	0%	100%	0%	0%

Table 17: Q14.j Nurses are best placed to connect patients with wider systems of support outside of the practice

Role of respondent	Numbers of respondents	Strongly agree	Agree	Neutral/ unsure	Disagree	Strongly disagree	[Blank]
Practice Manager	535	35%	32%	26%	4%	0%	2%
Nurse	329	44%	33%	19%	2%	1%	1%
Administrator	42	26%	36%	33%	5%	0%	0%
GP Partner	25	32%	24%	24%	12%	4%	4%
Non-clinical Partner	12	33%	33%	33%	0%	0%	0%
HCA	6	33%	33%	33%	0%	0%	0%
Nursing associate/Trainee nursing associate	6	17%	83%	0%	0%	0%	0%
Other	2	50%	50%	0%	0%	0%	0%
Salaried GP/GP Registrar	3	33%	0%	67%	0%	0%	0%
[Blank]	2	50%	50%	0%	0%	0%	0%
Phlebotomist	2	50%	0%	50%	0%	0%	0%
Practice pharmacist	2	0%	0%	50%	50%	0%	0%
Paramedic	1	0%	0%	100%	0%	0%	0%

Questions 15 to 23 in the survey were only asked of practices that employed no nurses. Given that there were only eight respondents from practices without nurses, we are not presenting their responses in tables, and have instead explored the key insights from their responses qualitatively in the main Phase Three *Leading the Way* report.

DELIVERING IMPACT MATTERS

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