

NHS



> attract | develop | support

GENERAL PRACTICE

in Cambridgeshire & Peterborough

> WELCOME

Careers in General Practice are shaped by lifelong learning, enabling us to keep up to date with best practice, to innovate, improve and deliver world-class medical care to our patients.

At Cambridgeshire & Peterborough Training Hub we support our teams as they train staff for the future while delivering patient-centred care. We are here to help all members of the team at every career stage.

This brochure outlines our key projects which help practices and PCNs attract, develop and support students and staff. These are funded by national initiatives and shaped by local feedback from our annual training needs analysis, sent out each April.

If you'd like more information, please email us at andptraininghub@nhs.net

> Our CORE VALUES



cptraininghub.nhs.uk



Our AIM

To attract, develop and support our General Practice workforce, enabling them to deliver high quality care to our patients



> Our OBJECTIVES



To promote general practice in Cambridgeshire and Peterborough as an attractive and exciting **career destination** with flexible and portfolio opportunities for all.



To inspire and develop **supervisors, educators and learning environments** to create a confident and competent general practice workforce.



To give all trainees, placements and new starters an **inspiring experience** of working in general practice.



To provide **diverse and innovative education and training** opportunities to take your career to the next level.



To ensure our workforce has all the support they need to be effective and happy by providing **coaching, mentoring and peer support** opportunities.



To support our practices and PCNs with **educational and workforce planning and development**, so that teams are working effectively to meet the needs of patients.

> Examples of
**OPPORTUNITIES
BY ROLE**



attract



develop



support

GP

- Fellowship
- VTS engagement
- Education programme
- Return to Practice Enhanced Induction scheme

- GP/ACP Clinical Education programme
- Clinical skills development
- Educator leadership development

- First 5 programme
- Coaching & Mentoring
- Quality Assurance process
- Keep in Touch days
- Peer support groups

NURSE / AHP

- Fellowship (Preceptorship)
- Placements
- Education programme
- Apprenticeships

- Management of CPD budget
- Clinical apprenticeships
- Education programme
- Advanced Practice MSc pathway

- New to General Practice Induction programme
- Peer support
- Forums
- Ambassadors

**PERSONALISED
CARE ROLES**

- Promote primary care
- Education Programme
- Apprenticeships

- Education and training programme
- Non-clinical and leadership apprenticeships
- Introduction to Voluntary sector

- New to General Practice Induction programme
- Ambassadors
- Peer support

**PM / ADMIN &
CLERICAL**

- Education programme
- Apprenticeships

- Leadership Development Programme
- Enhanced Admin Induction and Business Fundamentals for Managers
- Education & training programme

- New to General Practice Induction programme
- Peer support
- Ambassador



EDUCATION, TRAINING & CPD Opportunities for All



Whatever your role, we have training and education opportunities for you.

Cambridgeshire & Peterborough Training Hub coordinate, procure and facilitate a wide array of education and CPD opportunities for all general practice roles at all career stages.

We help nurses and ACPs make the most of their CPD budget.

We host a [training calendar](#) of events available to all of general practice. As well as our own clinical and non-clinical education programmes, such as our monthly GP and ACP Education programme, we host ICS updates and relevant external clinical, managerial and leadership education events, and advertise these on [our website](#).

If you cannot find what you are looking for, please contact us.

email us:

candptraininghub@nhs.net

100%

of PCNs in C&P are engaged with Training Hub education events



"The course is brilliant for new starters, especially for those who are new to the NHS."

"I really enjoyed the Induction, I felt it was informative and a good foundation to start in a new role and a new environment."



New to General Practice INDUCTION

With many new roles being recruited into primary care, we believe that a consistent and comprehensive induction programme will support a smooth transition into general practice and help to improve retention.

Our monthly 2-day [New to General Practice Induction Programme](#) is open to all members of staff. It welcomes new team members into primary care within Cambridgeshire and Peterborough and encourages peer networking opportunities to help new starters settle into their role.

Many other opportunities for those new to General Practice are offered through Training and Education Pathways, Preceptorships, Foundation and Accelerator programmes, as well as Induction packs, checklists and peer support. For more information visit:

<https://cptraininghub.nhs.uk/new-to-practice/>



FELLOWSHIPS for GPs & Nurses

Our popular 2-year [Fellowship in General Practice](#) is open to all GPs and nurses who qualified within the past 12 months.

For the GP or nurse, it provides an opportunity for additional mentoring, peer support and education as they settle into their new roles in practice.

For practices, the programme provides funding to cover the release of the newly qualified GP or nurse for CPD sessions and to attend monthly Training Hub support sessions, along with a contribution to the costs of in-house mentoring.

To find out more please visit:

<https://cptraininghub.nhs.uk/fellowship-in-general-practice/>

"Well structured, relevant and an immense support for any newly qualified GP."

"The fellowship has been vital on my path to becoming a GPN."

"I have found the fellowship to be an invaluable experience and highly recommend it!"



APPRENTICESHIPS in General Practice

Apprenticeships are a valuable way of learning, developing new skills and gaining new qualifications while working.

There is a growing list of **apprenticeships** that General Practice can access including:

- Business Admin and Customer Service
- Health Care Support Worker
- Community Health and Wellbeing Worker
- Pharmacy Technician
- Nurse Associate and Registered Nurse
- Advanced Clinical Practice
- Team Leader, Senior Leader and Coaching & Mentoring

Funding may be available to support staff on apprenticeships. Find out more at:

<https://cptraininghub.nhs.uk/apprenticeships-in-primary-care/>



Student PLACEMENTS

Increasing pre-registration student placements in practice is a key part of our work to attract new staff into General Practice.

Pre-registration students make future career decisions based on their experience.

Hosting students in General Practice opens the eyes of our future professionals to the exciting career opportunities that General Practice offers. It helps them develop the specialist skills required to work in this challenging but rewarding environment.

As well as topping up the daily placement fee for student nurses in our practices, C&P Training Hub employs experienced Practice Assessors to provide support to supervisors & students during placements.

If you are interested in providing placements for pre-registration nursing, paramedic, pharmacist or other students, please email us at: candptraininghub@nhs.net



Learning ORGANISATIONS, TEACHING & TRAINING

We know that practices who teach, train and host students recruit more easily, and retain staff who enjoy teaching.

Learning Organisations offer high quality learning environments to multi-professional trainees and medical students.

Our Quality Team work closely with HEE to ensure local educators and learning organisations have the help needed to be educational supervisors and learning environments.

We are working with PCNs to grow their education teams, supporting practices with a wider range of learner placements in General Practice.

Our skilled educators in over 68 training practices across C&P are essential for our future workforce pipeline, as well as helping current staff in every step of their career development.

To find out more about the work we do visit:

<https://cptraininghub.nhs.uk/gp-hub/gp-trainers-educators/>

Or for more information email us at:

cpth.qualityteam@nhs.net



As an Educator I look forward to being beside my trainees on their development journey to be the pipeline and the future of General Practice.



> COACHING & MENTORING

We understand the pressures of life in General Practice and how easy it is to neglect our own needs.

We have a team of mentors available for 1:1 confidential **mentoring or coaching** for anyone working in General Practice in Cambridgeshire and Peterborough.

To find out more, including how to connect with one of our mentors, visit:

<https://cptraininghub.nhs.uk/coaching-and-mentoring>



> PEER SUPPORT Groups

Much great learning goes on when you get together, sharing common problems and experiences with your peers.

We host **peer support groups**, alongside ambassadors and programme leads, designed to support you. Please take a look at your role page on the website to link in with colleagues.

The ambassadors and Training Hub-hosted peer groups support conversation and provide tailored information from C&P Training Hub. It is a great way to learn from others as well as helping us hear your 'voice'.

We welcome the opportunity to connect local staff. Please let us know if you are running or hosting a peer group so we can advertise this on our website.

email us:

candptraininghub@nhs.net

> PCN Education & Development

PCN roles and responsibilities are continually evolving as they become a key feature of the national General Practice vision.

HEE have funded a 1-year pilot that commenced in February 2023 for PCNs to help build **PCN training teams**, with Education Leads in place for GPs, Nurses, AHPs and Admin/Non-Clinical in each PCN involved.

The Training Hub will assist in embedding these teams/roles and provide support for education, development and workforce planning. We can help with the induction of new staff and supporting and developing staff in post.



> The TRAINING HUB Team

To ensure we meet the needs of all roles working in General Practice we have representation from many different roles on a project by project basis. We also have a core team who coordinate the delivery of our work:



Jo Oldfield
Training Hub Manager



Kathryn Caley
Nurse Lead



Katie Keller
Clinical Lead



Alison Cotuk
Training Coordinator



Aimee French
Project Support Administrator



Mel Scott
Project Manager



Jessica Anderson
Project Support Administrator



Nicola Arbon
Project Manager



Deborah Coulter
GP Project Support & Content Lead



Joanna Jones
Project Manager

You can find out more about our wider team on our website at:
<https://cptraininghub.nhs.uk/about/the-team>



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> Get in touch



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Cambridgeshire & Peterborough Training Hub is
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If you would like this information in an alternative
format please call us on the number above or email
candptraininghub@nhs.net

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