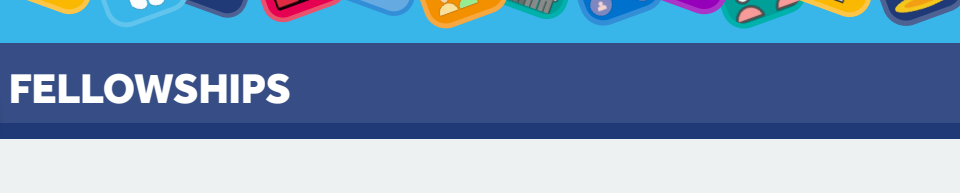


CPTH NEWS JANUARY 2024

An update on Q3 (October-December) activity

Hello and welcome to our first CPTH News. This is a little different to our usual Training Hub newsletter (which will follow as normal in early February), as we wanted to share some highlights of what we've been up to over the past quarter. We hope you enjoy reading and we welcome any feedback or questions. **Jo Oldfield**



FELLOWSHIPS

NEWLY QUALIFIED GENERAL PRACTICE FELLOWSHIP

10 new fellows enrolled Oct-Dec 2023

Q3 saw 10 additional newly qualified clinical staff engage with the Fellowship programme, which supports the retention and development of newly qualified staff as they settle into employment in Cambridgeshire and Peterborough General Practice.

8 New GPs = **36** on programme

"Meeting other newly qualified gps and also the small group discussions have been valuable. I have also found the coaching sessions helpful." (GP fellow)

2 New Nurses = **20** on programme

"I can say that if there was no clinical supervision and support, which I had for the past 2 years, I would have left practice nursing by now." (Nurse fellow)

In November we held a meeting of the **in-practice mentors** for our GP fellows, to discuss fellowship, opportunities, logistics and both mentor and fellows experiences of fellowship. Mentors are seeing the value of the fellowship programme in practice in many different ways:

"Fellowship is brilliant! We have a really good candidate with development goals that fit with practice. This programme helps newly qualified GPs to develop and also helps practices benefit from succession planning too."

TRANSITION INTO GENERAL PRACTICE FELLOWSHIP FOR NURSES

7 Nurses are coming to the end of their 1-year Transition into General Practice Fellowship programme, designed to support Nurses moving into General Practice from other parts of the NHS. Fellows have been attending their final training, mentoring, and clinical supervision sessions.

"Fellowship gave me the confidence I needed to fulfill my role. Clinical supervision was my favourite and I am so grateful for this."

We are delighted to have been awarded the **National Preceptorship for Nursing Quality Mark** by the NHS England National Preceptorship Programme. We are one of only two Training Hubs to receive this award and it is testament to the quality of support we strive to provide for our newly qualified nurses, nursing associates and new to general practice nurses.



PCN TRAINING TEAMS

- +4%** Approved Educator growth
- +2%** Growth in GPs, Nurses & Admin staff
- +31%** Increase in Multi-professional Placements filled
- +44%** Increase in Multi-professional Apprenticeships

Our quarterly event again provided opportunities for Education Leads to network and share ideas. The Q3 reports have shown increases in the number of approved Educators and placements, which is retaining experience and growing the capacity for future multi-professional workforce supervision. Reports also highlight growth in the number of Apprenticeships being hosted and staff recruited, ensuring PCNs are growing and creating a workforce fit for the future.

100% of delegates rated Educational Leadership November event as Met/ Exceeded Expectations.

EDUCATIONAL LEADERSHIP

This bespoke 4-part programme has provided the Multi-professional PCN Training Team Leads with lots of new ideas to reflect on, which delegates have said they are keen to take back to the PCN and try out. The most recent session on reflective practice was found to be interesting and thought provoking, with a varied and engaging format and useful group activities.



SUPPORTING FUTURE EDUCATORS

Q3 saw an increase in practice capacity for Cambridge VTS through the approval of a new learning organisation and the approval of new educators has seen an increase of 15 more GP learner placements across the region. Developing Educators has retained experience to pass on to the next generation of GPs through placements which also provides additional support to patient demands on access to care.

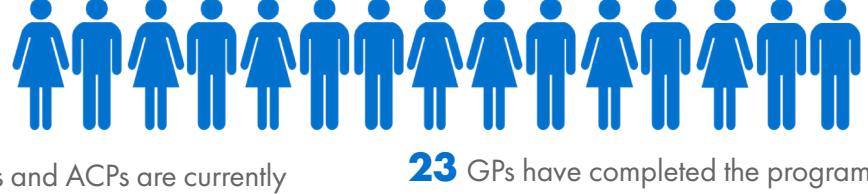
+2% growth in NEW Approved Educators

+1% growth in NEW Learning Organisations



CLINICAL SKILLS DEVELOPMENT

15 new applications for our local **Dermatology Clinical Skills** programme



30 GPs and ACPs are currently working through their programme.

23 GPs have completed the programme to date and are providing care with confidence to the patients of Cambridgeshire and Peterborough.



PLACEMENTS

15 Paramedic Insight placements completed

We have supported the engagement of practices to offer short 5-day insight placements for paramedic students. This gives the student an understanding of the general practice environment, knowledge of working in a multi-disciplinary team and provides an insight into the role of the paramedic in general practice as a future career opportunity.



PHARMACY INTEGRATION, LEARNING & NETWORKING EVENT

67 Pharmacy professionals attended

the Pharmacy Integration, Learning & Networking event, with representation from almost 50% of practices (39 practices). This was the first face-to-face event for pharmacy professionals across the Cambridgeshire & Peterborough area since Covid.



EDUCATION & TRAINING

"Good coverage of topics, clearly presented and with different learning styles accommodated for."

RED WHALE GP UPDATE
100 Cambridgeshire & Peterborough GPs and ACPs accessed this session organised by CPTH. **83%** of feedback respondents said they would do at least 3 things differently in their practice following their attendance at the session. **100%** of the attendees would recommend the session and would pay to attend further sessions.

TRANSGENER HEALTHCARE
88% of respondents from this session found it 'Good' or 'Excellent' and **100%** would recommend it to others. Hearing a personal narrative provided insight into understanding the needs of transgender patients. Information on best practice, referral pathways and cancer screening was particularly useful, prompting further questions and reflection.

MANDATORY TRAINING FOR LOCUM GPs
9 attended our first mandatory training event for locum GPs, covering Infection Control and Fabricating Illness Safeguarding discussion. The opportunity to meet face-to-face and explore the training together was the most valuable.

MULTI-PROFESSIONAL BASIC LIFE SUPPORT (BLS) TRAINING
25 staff from across General Practice accessed Basic Life Support training sessions organised by CPTH. Providing a solution for BLS training to those who are in need but may be time poor to organise.

PROTECTED LEARNING TIME **204** attendees at 2 PLT events to date (58% clinical staff and 42% non-clinical)

We have successfully provided 2 interactive, focused learning sessions aimed at the whole practice team and developed for MDT learning during Protected Learning Time afternoons. Each PLT session includes a live webinar hosted by local topic specialists, together with an associated discussion guide for practices to facilitate a group learning session, and links to online resources and tools. What attendees said:

Environmentally Sustainable General Practice
"All useful pointers for us to look at implementing in our practice."

Making Safeguarding Personable Yet Practicable: Harnessing the strength of the MDT
"We did this as a team in our training room, an hour-long presentation, followed by some group activities for us to discuss worked really well."

ADMIN & CLERICAL TRAINING
In Q3, C&P admin and clerical staff attended courses in clinical coding, summarising, telephone communication skills and intermediate excel.

CPD FOR NURSES & AHPs
113 Nurses and AHPs attended 16 different training courses



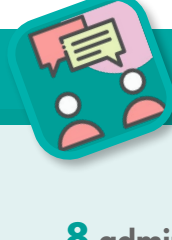
PEER SUPPORT

- 18** NEW MEMBERS OF FIRST 5 PEER GROUPS
- 11** ENGAGED WITH GP RETENTION LEAD
- 7** GP PEER SMALL GROUP MEETINGS
- 10** 1:1 SUPPORT CONVERSATIONS

Our GP Peer Leads provide support to those who need advice, direction or support in General Practice. 1:1 conversations with GPs help them reach the right local support and guidance, supporting their development in many different ways.

Engagement has also been good over the last quarter with the established forums for Advanced Clinical Practitioners (including PAs & Lead Pharmacists) and the Pharmacy Professional Forum, plus the addition of the new PM and PCN Manager Forum. These forums allow for virtual networking and new learning on tailored topics based on the cohort requirements and needs.

11 AVERAGE ATTENDEES PER MONTH



MENTORING

8 admin/clerical & personalised care staff and **9** GPs had supportive conversations with highly trained mentors, working towards recruiting, retaining and developing the Cambridgeshire and Peterborough workforce.

"With [my mentor's] help I have managed to turn my life around....encouraged self-reflection and also thinking of the smallest next step to avoid overwhelm and procrastination"

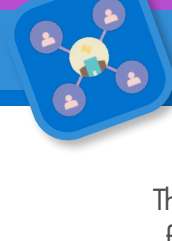
17 new referrals for mentoring
80 mentoring sessions



EQUALITY, DIVERSITY & INCLUSION

+302% increase in visits to Accessibility & EDI website pages since Apr 2023

Having dedicated web pages has helped us to improve access to our website's content and events/programmes, therefore reaching a wider audience. It has provided a channel to seek feedback to support individuals with their learning needs and is useful in planning to ensure we have inclusive training opportunities.

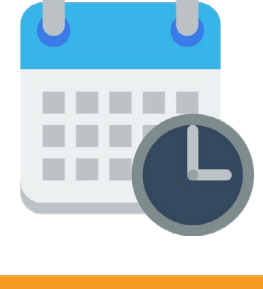


C&P FLEXIBLE STAFF BANK

The C&P staff bank platform, provided by Lantum, is still live and filling shifts across the area with locums signed up to the bank, providing additional GP capacity to practices who need it.

117 shifts completed in Q3, a total of **607** hours

This represents almost a 50% increase on the previous quarter.



SOCIAL MEDIA DEVELOPMENT



We have increased our social media activity to promote our programmes, training and events. Follow us on Facebook, X and Instagram to keep up to date with the latest opportunities.

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