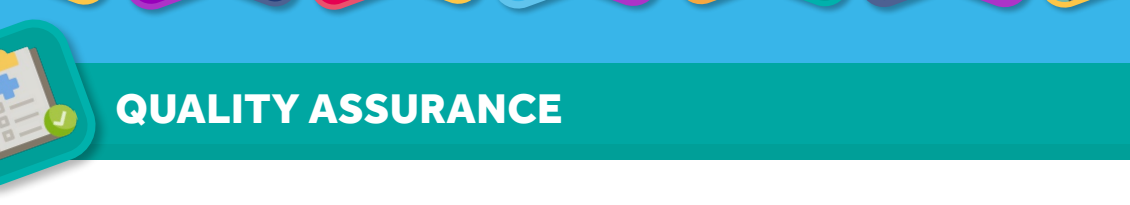


# CPTH NEWS OCTOBER 2024

## An update on 2024/25 Quarter 2 activity

Hello and welcome to the latest issue of CPTH News, our quarterly update on all things Training Hub. We hope you enjoy reading these highlights of what we've been up to in the last quarter. As always, we welcome any feedback or questions. **Jo Oldfield**



### QUALITY ASSURANCE

We have continued to work with NHSE Training Programme Directors and learners of multiple professions to gather feedback, as well as reviewing CQC and NETs scores to maintain existing Educator and placement capacity. Our monthly panels ensure the appropriate standards in providing a quality placement experience have been met and re-approval is aligned to the NHSE quality framework.

**10 Educators re-approved in Q2**  
**2 Learning Organisations re-approved in Q2**

### EXPANSION & SUPPORTING FUTURE EDUCATORS

- **2 New Approved Learning Organisations (100% growth Q2 v Q1)**
- **Delivered 26 New Educators in first 6 months of FY 24/25**
- **Cohort 5 SFE launched with 18 signed up**

This has delivered additional practice capacity for our VTS and over 2 year newly approved period. Developing New 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.

### EQUALITY, DIVERSITY & INCLUSION

Our new **Support to Settle Education Fellow** started in post in September. We also launched the **Pride in Practice Pilot Programme** for 8 Practices in C&P. We continued to collaborate with EOE Regional Community of Practice to develop thinking and initiatives specifically for Primary Care, and connected with NHS National teams and Trusts on campaigns, schemes and initiatives.

If you would like to find out more or have any suggestions please get in touch with **Jo Jones** via [canpdtraininghub@nhs.net](mailto:canpdtraininghub@nhs.net).

### FELLOWSHIPS

#### CPTH FELLOWSHIP FOR NEWLY QUALIFIED GPs

We welcomed a further **16 newly qualified GPs** to our first Fellowship event of the autumn in September. These fellows, from **12 practices**, are enrolled in our new local programme, building on the learning from the national NHSE Fellowship scheme which is now closed for new enrolments.

We were excited to see them dive into our StrengthsFinder session, starting off their newly qualified roles with some self-reflection and personal development analysis.

*"Connecting with local newly qualified GPs, receiving ongoing teaching and having this time protected/funded"*

*"I am looking forward to meeting new people and start to develop and start experience in the special interest and having the support of other GPs in a similar stage of their career."*

#### NHSE FELLOWSHIP

We were delighted to host our annual **GP Fellowship** event in July, with Dr Diana Hunter as our key-note speaker. The theme was Quality Improvement, and there was so much passionate discussion around impactful change, it was a joy to be present!

The new academic year kicked off with a StrengthsFinder event, and in the past few months we have seen the start of several yr 2 QI projects, covering many different aspects, from Mental Health MDT and CKD monitoring to improving access for marginalised patients.

**52 GPs & 12 nurses from 37 practices on programme**

The **GPN's** found the delivery and effectiveness of the programme very or extremely effective. The Fellowship was very or extremely valued by the Fellows, and felt they were very or extremely likely to remain in general practice because of the Fellowship support.

Several of our GPs and GPN's have completed their Fellowships in the past quarter, and have shared their reflections on the value and impact the programme has provided:

*"Time and funding available for MSK and Dermatology training through Training Hub. Really enjoyed both and would not have done it if I hadn't had the fellowship time to do them in."*

*"...the practice is now veteran friendly. I learnt more about veterans' health and available resources and to be seen on SI." (GP)*

### NURSE AND PHARMACY PLACEMENTS

General Practice is particularly suited to supporting the development of healthcare students due to the wide range of learning opportunities and types of patient contact that take place in this clinical setting. It is also a great setting to support the development of staff and provide opportunities to upskill through many programmes. Relationship building with practices and the system partners has enabled an increase of placement capacity, supporting the awareness raising of general practice as a career destination.

By offering the **Summer Pharmacy Placement Programme**, students pharmacists are able to get an insight into what a foundation placement or role could be like in general practice and learning more about multi-professional teams, role responsibilities and progression opportunities.

**Foundation placements:** Increase of 80% split placements, with general practice, offered and started in 24/25 compared with 23/24.

**Summer Pharmacy placements:** 7 students in 6 practices completed 6 weeks of placements. Previous year student returned as a Project Advisor.

**28 STUDENTS**

**26 PRACTICES**

**289 WEEKS IN GENERAL PRACTICE**

*'Really enjoyed our student, he was great and seeing his growth was refreshing' Practice Supervisor*

### NUMERACY CHAMPIONS

Congratulations to Training Hub's **Aimee French** and **Karen Prince**, who have recently completed National Numeracy's training programme and are now a fully CPD accredited Numeracy Champions. They will be available to support general practice staff or students to learn about accessible resources, simply talk about how you feel about numbers or maths, find out about locally available free courses and provision to support development to move onto apprenticeships or qualifications.

### ADVANCED PRACTICE

#### Masterclass: Intimate Examinations

Increased demand led to another fantastic Masterclass on intimate examinations being delivered alongside EEAST, which offers experience in a relaxed environment, with lots of opportunities to practice on the simulation models. This class was attended by **11** ACP and trainees and a waiting list is being compiled due to it's popularity.

*"I feel more confident to practice hands-on examination under supervision after this course."*

*"This is just I needed and what I thought the assessment module would provide. thank you."*

#### Newly Qualified Advanced Clinical Practitioners

**4** clinicians have completed their Advanced Practice MSc qualification and are now able to work as Advanced Practitioners while **5** have just started their qualification through an apprenticeship.

#### Advanced Practice Apprenticeships

Advanced clinical practice is characterised by a high degree of autonomy and complex decision making. This is underpinned by a master's level degree, or equivalent, and a verified portfolio of evidence that encompasses the four pillars of practice: clinical, leadership and management, education and research, with demonstration of core capabilities and specific clinical competence.

**5** new starts on the Advanced Clinical Practitioner (Integrated Degree)

### MID-CAREER GP DEVELOPMENT FUNDING

**14** new applications accepted and **18** grants accessed

Our Mid-Career Funding grants continue to support general practice through GPs exploring special interests and introducing new strategies to support patient care in practices and PCNs. Areas of interest in this quarter include allergy medicine – to support with the growing number of allergy related cases seen in practice, dermatology – reducing referral rates to secondary care and diabetes, with the GP hoping to address the higher-than-average number of patients with diabetes in their locality. We continue to look forward to sharing the results of this investment as some of the development programmes are concluded.

### EDUCATION & CLINICAL SKILLS DEVELOPMENT

#### CLINICAL SKILLS

*"I am now providing contraception implant removal and insertion in practice and dealing with more complex sexual health and contraception issues, therefore reducing referrals."*

The summer months have seen a flurry of interest for our **FSRH Training Programme** courses, with 9 expressions of interest to explore **Long-Acting Reversible Contraception fitting**. 2 of these have now started their study, and 3 individuals have completed their training. Those who completed their training identify the experience has improved the quality of care they are providing patients and increased enjoyment in their role.

On 4-5 July, Medical Skills Courses delivered a 2-day **Minor Surgery course** co-ordinated by CP Training Hub. This was our first venture providing a self-funded opportunity and 12 clinicians from across our area and beyond attended the course, finding the whole experience 'excellent'.

*"The practical skills (Minor Surgery) was probably the most important thing for me. Just to have someone check that what I was doing was satisfactory - that face to face in-person feedback."*

**8** individuals completed the **Dermatology Clinical Skills** programme.

We also commissioned the delivery of a local **Dermoscopy for Absolute Beginners** course, supporting our local workforce following the reduction of online options from the PCDS timetable and resulting in **6 new sign-ups**.

#### CLINICAL EDUCATION PROGRAMME

We have hosted a range of events for GPs and ACPs in Quarter 2. We were delighted to host our 1-day **Welcome to C&P** event, designed to support those who are joining General Practice in Cambridgeshire and Peterborough post CCT. With representatives from the LMC, Appraiser workforce, Practice Management and local Peer Support, **29 newly qualified or about to qualify GPs** joined us to learn more about life in Cambridgeshire and Peterborough. 100% of respondents found the sessions Extremely Useful/Useful and 94% would recommend to others. reflections on how the sessions have benefitted them as individuals included:

*"Every session was well thought through, they were all very informative"*

*"Having a better understanding of the practicalities of what comes next so that I can go into my first year of work as a GP in a more organised way."*

**79 GPs and ACPs** joined us to hear local speakers talking about **Occupational Health** and **Top Tips for Paediatrics**.

*"The [Occupational Health] case studies made the discussions very practical and applicable to day-to-day clinical work"* and *"[The] remarks that we are replaceable at work but irreplaceable at home will stay with me. Valuable advice."*

*"Top Tips for Paediatrics was pitched at the right level - brilliantly done, thank you"...*

*"All the covered topics represented areas that a lot of GP struggle within the consultations"*.

The feedback and attendance numbers shows that these regular sessions that try to cover the breadth of General Practice work for GPs and ACPs is meeting the needs of the workforce. We continue to receive confirmation that online sessions for this format supports access for all, being able to fit in around work and home commitments.

**100%** of feedback found the session content and format useful and appropriate

### PROTECTED LEARNING TIME (PLT)

*'Thank you for organising a great teaching session Rimpal, it's great to have some tailored teaching.'*  
C&P Physician Associate

**156 attendees on 4 training sessions:** Stop Suicide, Complete Care Navigation, Effective Inclusive Communication, Understanding Chronic Pain, Understanding Respiratory Conditions for PAs.

A Pic 'n' Mix offer of training is being delivered to different staff on the PLT dates, to support the development of individuals. To support PAs, a tailored training session was also delivered during the PLT.

### COACHING & MENTORING

**82 mentoring sessions**

We have continued to provide funded coaching and mentoring for GPs, personalised care roles and the administration and clerical workforce throughout the last quarter. 83 individuals are currently engaged with coaching and mentoring and have accessed 82 sessions of support.

The feedback we receive tells us this opportunity is making a difference to the individuals.

**100%** of feedback received in Q2 agrees their coach and mentor is respectful, motivating and supporting, helping set goals and challenges appropriately.

*"I found mentoring from [mentor] to be really helpful, lots of useful advice and encouraged reflection on my workload, work/life balance and goals in future."*

*"[My Mentor] has been very helpful in my transition into a newly qualified GP and navigating the trials and tribulations that come with this."*

*"I have had a very good experience with my coach and I find her very supportive and invaluable in helping me avoid burnout."*

**5 Physician Associates** are being supported by a series of coaching sessions (Balint Groups) facilitated by a GP including topics such as difficult conversations and cases, CPD, and portfolio development.

### PROFESSIONAL NURSE ADVOCATE

**15 Nurses & ANPs** have received PNA support

**5 PNA's** local to C&P available

Our **PNA support programme** is well underway, providing opportunities for the nursing workforce to access high quality, confidential restorative supervision, career conversations and Quality Improvement support.

With a team of 5 PNA's who are based in Cambridgeshire and Peterborough general practice, we are delighted to see the numbers of sessions and nurses growing since it's launch earlier this year.

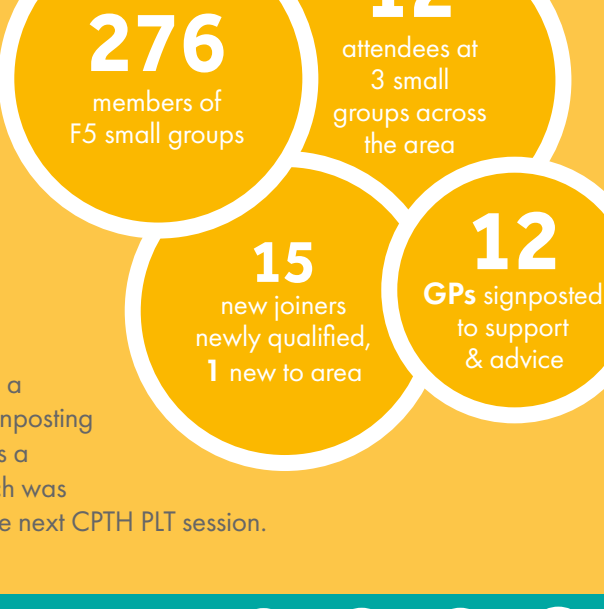
### GP PEER & CAREER SUPPORT

**3 Return to Practice** placements were completed, with all three GPs returning to roles in Cambridgeshire and Peterborough. The opportunity to regain confidence in processes following a period of absence continues to be valued, with one of the recent participants sharing:

*"Through this I will be retained to GP. Without I may not have had the confidence to return"*.

We have seen the number of applicants for **Career Break** support increase, with 5 GPs connecting with opportunities to help them during the time away from General Practice.

Our **peer group** activities continue to connect local GPs, with a growth in numbers for our First 5 groups and an increase in signposting activities from our leads to support and guidance. This includes a session for Locums utilising the Menopause PLT resources, which was well received and will be repeated in November in line with the next CPTH PLT session.



### SOCIAL MEDIA DEVELOPMENT

We have seen a **+34%** increase in the number of followers on LinkedIn since we re-launched activity in May. We have continued to develop and grow our communication via socials to attract, engage and inform our general practice audience.