



2023-24

ANNUAL REPORT.

SUPPORTING CAREERS IN GENERAL PRACTICE



cptraininghub.nhs.uk

INTRODUCTION

It is six years since we established Cambridgeshire and Peterborough Training Hub (CPTH) to assist general practice to attract, develop and support a growing workforce.

This review provides details of our programmes of work, developed in consultation with general practice, to meet the needs of our diverse and vital workforce who offer over half a million appointments to the patients of Cambridgeshire and Peterborough every month. We represent the needs of general practice training and development in system workforce groups across our ICB.

Thank you for taking the time to read our first annual report.

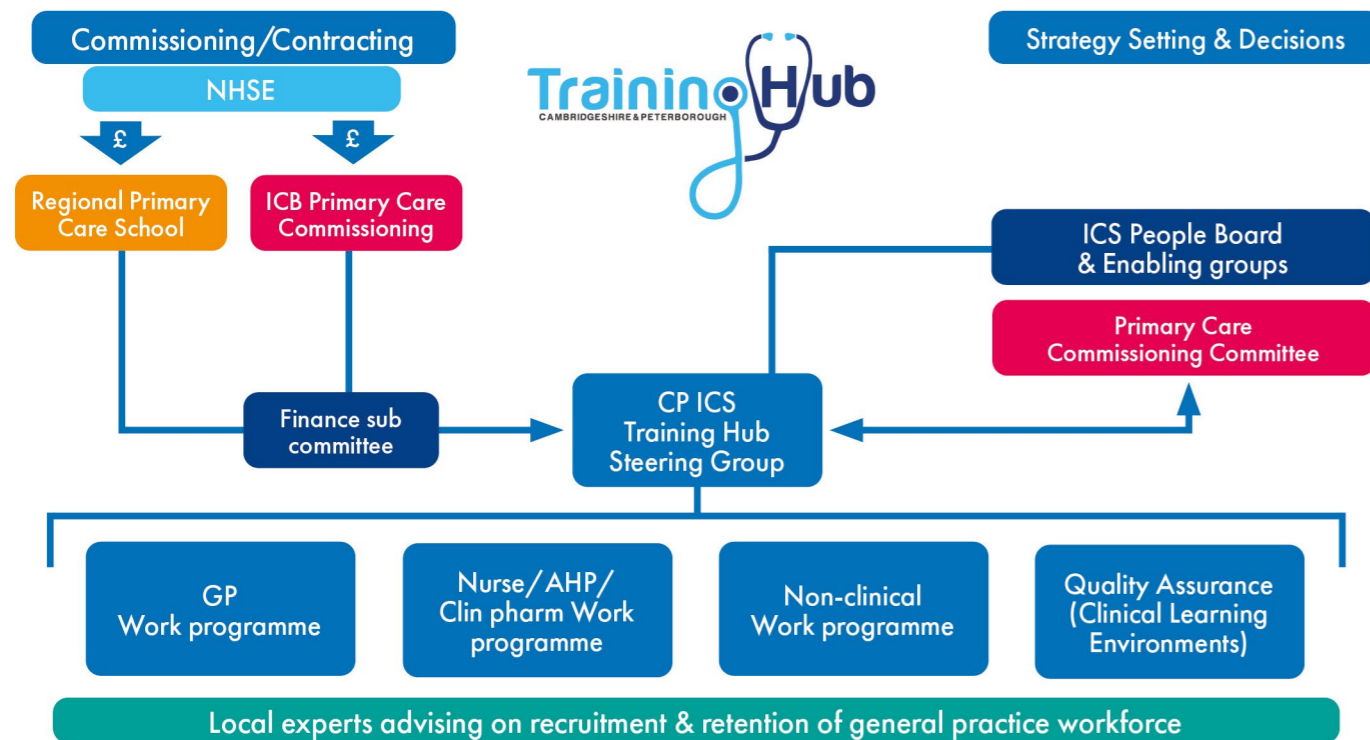
Jo Oldfield

ABOUT CPTH

OUR GOVERNANCE

CPTH is governed by a Steering Group with representation from our stakeholder organisations, including the ICB workforce team, NHS England Primary Care School, the Local Medical Committee and local workforce representatives. This is where programmes of work are scrutinised, discussed, reviewed and approved.

CPTH is hosted by GPN, who are the legal entity accountable for the delivery of contracted services. GPN Board of Directors are given regular update reports on the Training Hub delivery plan and financial position.



JO OLDFIELD
Training Hub Manager



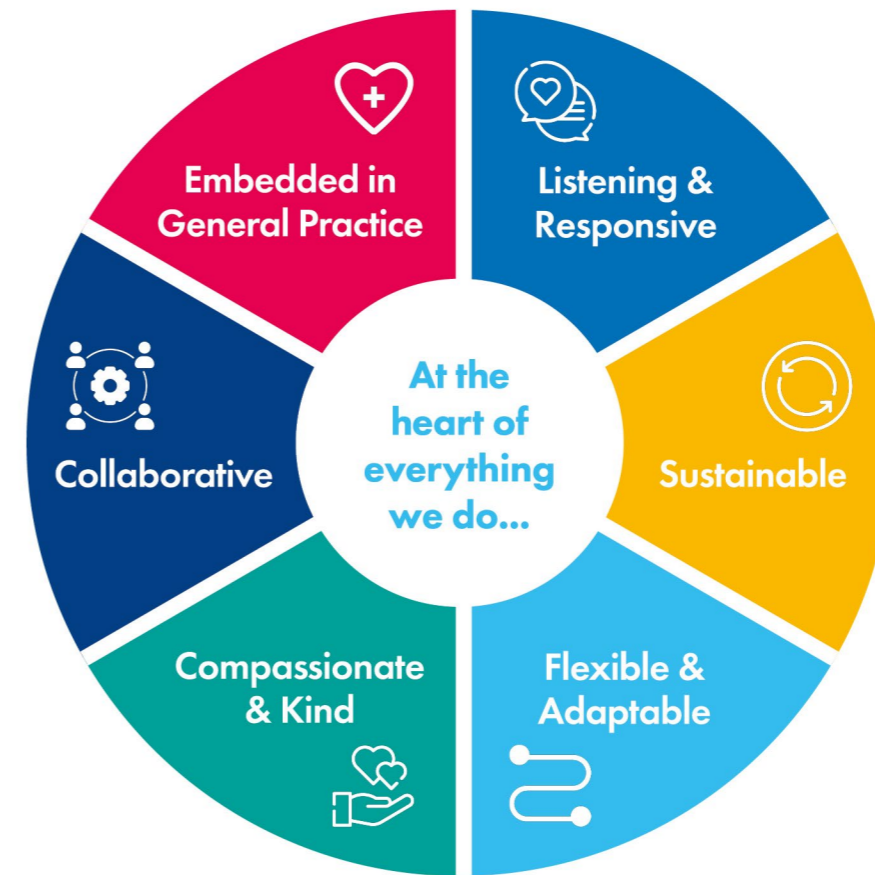
DR KATIE KELLER, GP
Training Hub Clinical Lead



KATHRYN CALEY, RGN
Training Hub Nurse Lead



OUR VALUES



SYSTEM PARTNERSHIP

In 2023/24 we continued to build relationships with system partners, representing general practice workforce training and development needs within the emerging Integrated Care System.

This includes attending the ICS People Board and Enabling groups, and supporting ICS led initiatives, such as the 2-day careers expo in March 2024.

OUR VISION

To attract, develop and support our general practice workforce, enabling them to provide high quality care to our patients.



OUR FINANCE

The core functions of the Training Hub are funded through our contract with NHS England (NHSE). We secure additional income for programmes of work commissioned by partner organisations.

Funding is often non-recurrent, creating an insecure income stream from year to year.

To maintain momentum and embed successful programmes, it is important we focus on budgeting across financial years, managing costs and seeking efficiencies to create a financial safety net.

Funding carried forward at year end includes deferred income and committed expenditure. Robust financial management enables us to provide continuity of service

provision and manage cash flow until in-year funding is received, and new funding streams are secured.

2023/24 was a particularly challenging financial year but prudent financial management has enabled us to sustain and maintain our service.

An administration levy has been applied to all additionally commissioned programmes to enable the 'engine room' of the Training Hub to be resourced to support the delivery of commissioned work.



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OUR 2023/24 IMPACT

EQUALITY, DIVERSITY & INCLUSION (EDI)

2023/2024 has been an exciting year in which we launched our EDI strategy, with six areas of strategic focus to embed through our programmes of work. This has been developed through proactive engagement with system working groups, sharing best practice and seeking input from system stakeholders.

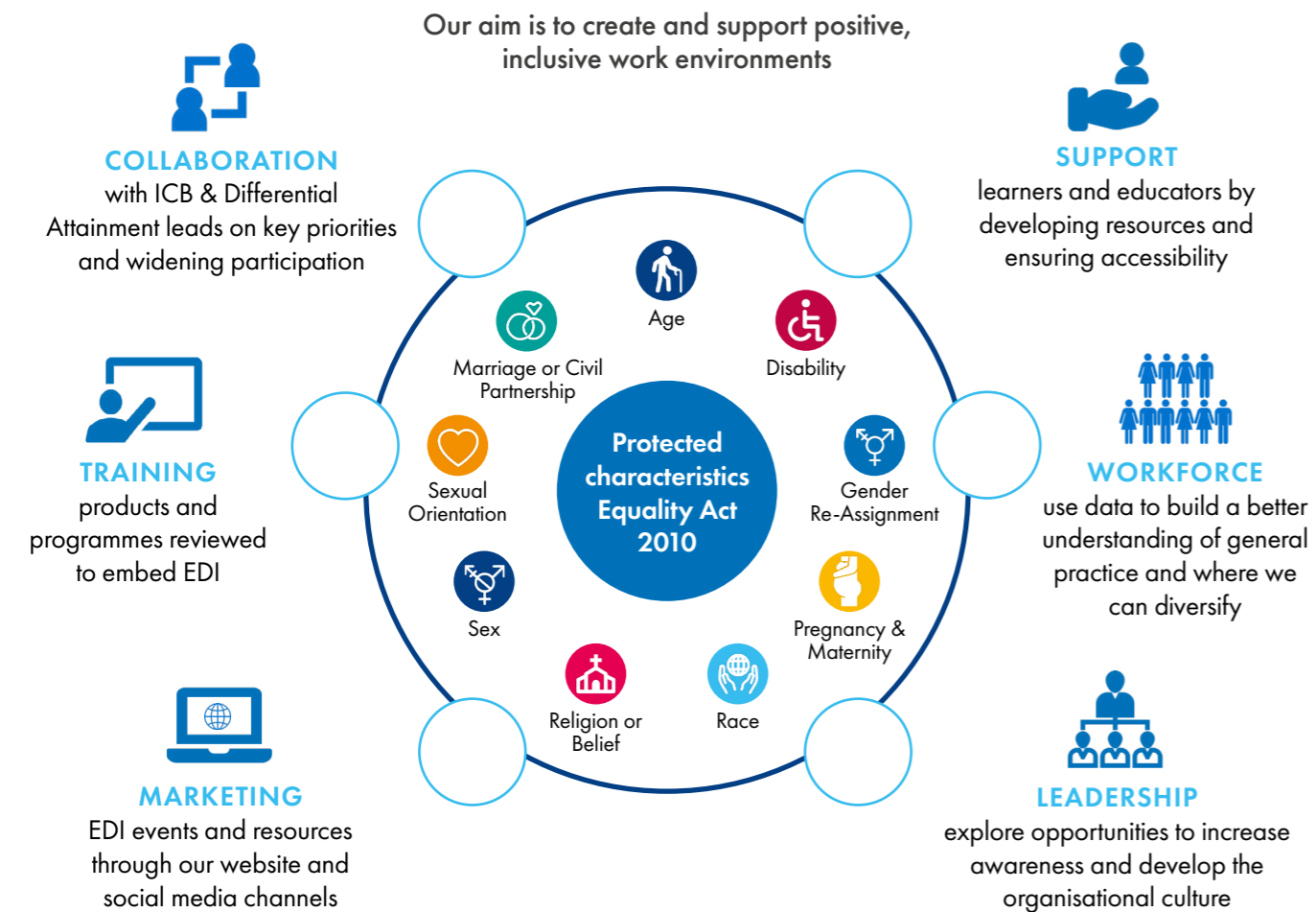
We have hosted and delivered training on EDI topics and enhanced our accessibility and EDI pages on our website.

We have identified six areas of strategic focus and updated our objectives to drive our EDI maturity. This strategy will be embedded into all aspects of our work to ensure we can influence and support the general practice workforce through education and training.

366
attendees at EDI related events organised and hosted by CPTH

42
partner events supported and promoted

CPTH 2024 EQUALITY, DIVERSITY & INCLUSION STRATEGY



QUALITY & EXPANSION

We have delegated responsibility to quality assure the clinical learning environment in general practice and expand placement capacity across all professions to support the long-term growth of the general practice workforce.

QUALITY ASSURANCE PROCESS

Working closely with placement providers (GP practices), NHSE (Workforce and Training department) and our local educational institutions, our expert Quality Panel systematically audits our general practice learning environments, approves educators, collates feedback and reviews quality concerns.

With our Primary Care Associate Dean, we ensure our clinical educators are trained, supported and meet the standards required.

75
Approved learning organisations

11
New this year



PCN TRAINING TEAMS

A year-long pilot programme with PCNs (Feb 2023-Feb 2024) brought together multi-professional teams from across 12 PCNs to review workforce retention, education and training challenges.

SUPPORTING FUTURE EDUCATORS

We have exceeded our new educator recruitment goals through development of a successful blended regional training programme for new GP and ACP educators.

The new educators include many international graduates who bring unique experience and skills to support our increasingly diverse cohort of GP trainees.

Our new-educator peer group provides a safe space to increase the knowledge, skills and confidence of those in their first year as an Educator.

215
GP/ACP educators

32
new this year

“The quarterly meetings we have been having have been presented brilliantly, and being able to network with other PCNs and learn from what they have been doing and been putting in place has been really worthwhile.”

“I've been very happy with the whole programme and the support provided.”

Dr Tariq, GP Educator in Cambridgeshire and Peterborough, cohort 3 (2023)

With access to their workforce data, expert educational leadership and time to think and apply learning, we supported teams to develop strong working relationships, introduce joint training sessions, inspire growth in placements, transform ways of working within their own organisations and plan for the future.

INSPIRING OUR FUTURE WORKFORCE

Creating opportunities for pre-registration students in general practice ensures the future generation understand careers open to them and builds a pipeline of talent for the future. Maximising our use of apprenticeships and supporting direct entry students enables us to support a wide range of learners.

APPRENTICESHIPS

Apprenticeships are an exciting way to develop staff within the workplace. Drawing on our expertise, we have facilitated £190,000 of levy transfer from system partners. This has enabled general practice employers to support staff to access:

- 10** Advanced Clinical Practitioner (Integrated Degree) apprenticeships
- 1** Registered Nurse Degree apprenticeship
- 1** Senior Leader Level 7 apprenticeship
- 5** Nursing Associate apprenticeships

With a successful **£186,000** additional funds secured on behalf of practices we have delivered 5 Pre-registration Trainee Pharmacy Technician (PTPT) apprenticeships, expanding the traditional workforce with new roles.

FUNCTIONAL SKILLS
A key part of our strategy to improve access to career development opportunities for the wider workforce is to support staff to gain English and Maths **Functional Skills** where required. Of the 6 members of staff gaining a level 2 functional skills qualification, 4 have gone on to start an apprenticeship.

“My experience of working in general practice as a student opened the door for a new experience and interest that I didn't think of before, and didn't think was an option.”

STUDENT NURSES
Our award-winning blended placement model was initially developed in 2020 to support pre-registration student nurses. Delivered by our highly experienced Clinical Educator Team, it is now embedded in general practice and has enabled us to expand placement capacity year-on-year. This year we have supported **50 student nurses (384 placement weeks)**. We have also started taking student paramedics (16) for week-long Insight placements.

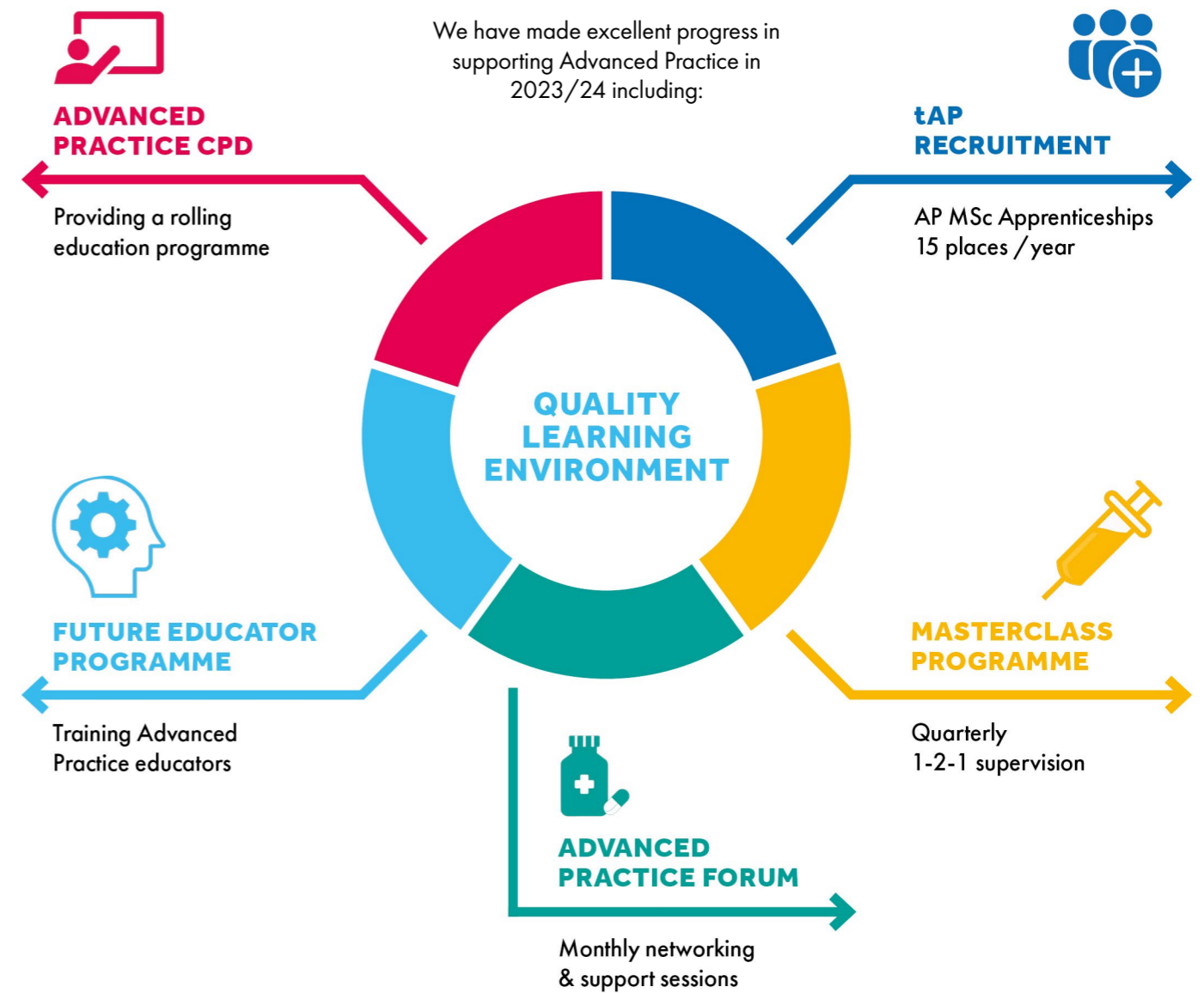
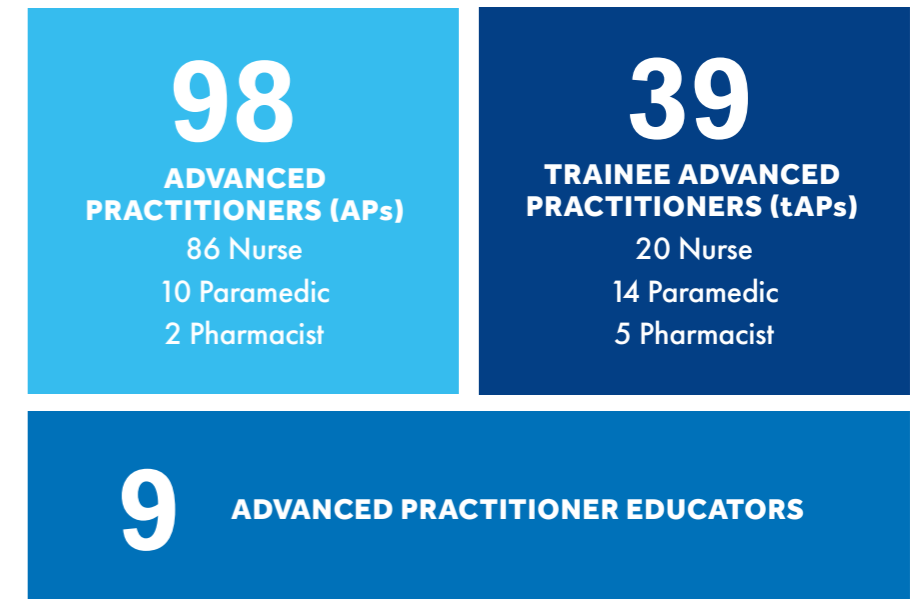
- SUMMER PHARMACY STUDENT PLACEMENTS**
Pharmacy students in their 2nd or 3rd year are offered a paid 6-week placement in a host practice and are mentored by experienced Clinical Pharmacists.
- ✓ **Students benefit** from the early experience of working within a multi-disciplinary team, improving their future employment prospects.
 - ✓ **Clinical Pharmacists benefit** from the chance to develop their mentoring and supervision skills, preparing them for training Foundation students in the future.
 - ✓ **Practices benefit** from the extra support for defined pieces of work delivered by enthusiastic students.

“I have learnt a lot and it has been brilliant to be able to develop my consultation skills. I can really see myself going into a career in GP.”

ADVANCED PRACTICE

The Advanced Practice (AP) role fits well in a GP team, helping to retain experienced senior nurses, clinical pharmacists and paramedics by creating an attractive career development opportunity.

Our AP Clinical Lead works closely with the East of England Regional Faculty for Advancing Practice and our local educational institutions to ensure robust governance structures for Advanced Practice are embedded in general practice.



WORKFORCE RETENTION

To support staff retention, CPTH delivers a range of programmes that include preceptorship and fellowship schemes for newly qualified or new into general practice workforce, pastoral support and education, training and development.

GENERAL PRACTICE FELLOWSHIP FOR NEWLY QUALIFIED GPs & NURSES

- 43** **NEWLY QUALIFIED GPs** enrolled in 2023/24, taking our total GPs on programme at the end of March 2024 to 63
- 40** **C&P PRACTICES** have invested in newly qualified members of staff on the programme
- 10** **NEWLY QUALIFIED NURSES** enrolled in 2023/24, taking our total nurses on programme to 25

To support recruitment and retention of newly qualified clinicians, this national programme has been developed and delivered locally by the Training Hub, with great success in supporting clinicians to feel more confident and less isolated, helping them settle and stay in the workforce.

Through funding to release time for study, regular education sessions, facilitated peer support, and mentoring, our programme has supported 40 practices employing newly qualified GPs and nurses on the fellowship programme, helping them to establish their careers in general practice.

In October 2023, we were delighted to be awarded the National Preceptorship for Nursing Quality Mark by the NHS England National Preceptorship Programme, recognising the value and impact of the GPN Fellowship.

LEADERSHIP & MANAGEMENT

The Training Hub enables general practice colleagues to access the many leadership training opportunities available. Through active and targeted promotion, we have supported delegates to participate in a range of programmes including:

- **Next Gen** (an inspirational early career development programme)
- **Leading Beyond Boundaries**
- **The Above Difference Programme**
- **Springboard**
- **PCN Training Teams Pilot** (see page 5)

COACHING, MENTORING AND SUPPORT



238 1:1 mentoring sessions delivered in 2023/24

As well as individual 1:1 mentoring, we also provide expert group facilitation. We host AHP, nursing and GP peer groups which are open to all, and often signpost additional 1:1 support or career development through our education offers, including an Enhanced Return to Practice offer for experienced clinicians at a turning point in their careers.

11
CPTH GP MENTORS

Through the NHSE Supporting Mentors scheme, we have upskilled many local GPs to be able to offer professional peer career coaching and mentoring, to develop and retain skilled GPs throughout their careers.

6
PROFESSIONAL NURSE ADVOCATES

The Professional Nurse Advocate role works in a similar way, to build a workforce of skilled senior colleagues to offer career support to the general practice nursing workforce.

3
NON-CLINICAL MENTORS

The mentoring team now also offers coaching and mentoring to Practice Managers and non-clinical members of the team.

EDUCATION & TRAINING

In addition to GP Retention funding, Training Hub has delegated responsibility to manage the Continuing Professional Development (CPD) funding allocation for nurses and AHPs working in general practice.

With expert knowledge of accessible education funding streams, we support development of all roles in general practice. These funding sources enable us to commission training and education at scale for the workforce and to monitor the quality of training provided.

Each year, we assess training needs through an annual Training Needs Analysis, reviewing training demand in the previous year, feedback from practices and peer support networks, engagement in regional and national working groups and proactive horizon scanning.



100%
of those surveyed found the topics 'extremely useful' or 'useful'

NEW TO GENERAL PRACTICE INDUCTION PROGRAMME

142 staff from 46 Practices attended our New to General Practice Induction programme

Our 2-day monthly induction for all staff new to general practice provides a consistent and comprehensive introduction to working in primary care and signposting to role specific development opportunities and support beyond induction.

93 participants were in non-clinical roles and 49 were clinical
52 were new roles (ARRS)

CPD FUNDING

The rolling programme of education events is promoted via our website and other comms channels. Additionally, clinicians are allocated funding for accredited modules of study where it is relevant to their role and they have employer support.

96

courses commissioned with some delivered over multiple cohorts

331

Nurses and AHPs have accessed training paid for with CPD funding

28

role specific training events for admin & clerical staff, with 422 attendees

ANNUAL CONFERENCE

106
attendees

100%
of respondents would recommend the conference to a colleague

Our conference is an annual highlight. It provides a wonderful opportunity to network, inspire and re-energise our workforce. Our theme for the 2023 conference was **Inspiration, Motivation, Connection.**

The keynote address was delivered by multi award-winning health equality activist, Paula McGowan, OBE.



The conference was full of valuable knowledge that will impact how I deal with patient presentations. The Oliver's Campaign at the beginning was so powerful!"

OUR IMPACT : WORKFORCE RETENTION

GP & ACP EDUCATION

We deliver a vibrant education programme, assisted by our first Education Fellow, with our website and training calendar making it easy for our clinicians to join a wide range of high quality events.

The Education Fellow has successfully grown the programme, while developing their own skills as an educator. Through monthly webinars, face-to-face education sessions, mandatory training and Keep in Touch sessions for those on career break, we connect, educate and support.

With a grounding principle of using local expert GPs to lead a curriculum of generalist education, responding to requests and feedback from our delegates, we have provided **566 places** on our programmes. This gives educators with portfolio interests a platform to educate local colleagues and spotlights portfolio opportunities to the wider community.



“Through studying medical education with fellow enthusiasts I have met colleagues from across the system, bringing insights and best practice from other areas, and introducing new young teachers to our programme. This Training Hub opportunity brought me into regular clinical work in Cambridgeshire and I’m excited to be building my sustainable career here.”

Laura, CPTH Education Fellow

PROTECTED LEARNING TIME

QUALITY
98%

said they found the Protected Learning Time sessions ‘useful’

We recognise that focussed learning opportunities could be helpful to practices and PCNs during Protected Learning Time afternoons, so we ran 5 interactive sessions aimed at the whole practice MDT.

DELIVERY
100%

said the delivery of the PLT sessions was ‘excellent’ or ‘good’

Each topic benefitted from a local specialist delivering a live webinar, with access to bespoke discussion guides and resources to help practices or PCNs facilitate a group learning session.

RESOURCES
99%

found the resources/facilitation pack ‘useful’ in supporting the sessions

“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.”



CLINICAL SKILLS

We have continued to offer the opportunity for GPs to develop their confidence and skills in dermatology, and long-acting reversible contraception (LARC).

These programmes support the system-led focus to reduce referrals to community and secondary care services and grow continuity of care at a practice and PCN level.

In 2023/24, we had a total of **48 new enrolments**, with a further 19 completing their programmes

We had **36 new enrolments** in our popular **Dermatology** clinical skills mentoring programme.

We secured Local Authority funding through which we've grown opportunities for LARC training, including supporting **2 GPs** to become **FSRH Registered Trainers** and **6 new enrolments** to become **LARC fitters**.

THE YEAR AHEAD

OUR GOALS AND PLANS FOR 2024/25

Through our successful growth, we have established an essential training and education department for general practice. We will continue to build on this, ready to support our practices to deliver the ambitious NHS long term workforce plan.

We will have a strong focus on **PLACEMENTS**.

We will promote **EQUALITY** and **INCLUSION** through integrating workforce data to support **POPULATION HEALTH** priorities.

Working with local education institutions, we will increase access to **APPRENTICESHIPS**.

We will support general practice through ongoing programmes of **EDUCATION** and ensure employers have access to employment advice on skill mix, training, education and supervision.

WORKFORCE RETENTION

New to Practice clinical **Fellowships** and **Preceptorships** for GPs and Nurses

New team education topic resources for **protected learning times**

Annual **Training Needs** analysis and commissioning of education programmes to meet these needs

Coaches, mentors and Professional Nurse Advocates delivering **1-1 career support**

Our annual **clinical conference**, and our first **Practice Management Conference** in 2024

SYSTEM WORKING

We will continue to represent general practice workforce needs at the ICS People Board and Enabling groups.

We will be the enabler of ICS system wide workforce strategies in general practice including supporting delivery of the General Practice NHS Staff Survey, the Apprenticeship strategy, Leadership programmes, and Healthcare Support Worker recruitment strategy.



QUALITY, EDUCATION & EXPANSION

We will:

Increase quality assured learner placements for all roles

Work with ARU to develop a Primary and community student nurse training pathway

Expand student nurse placements to include mental health and child pathway students, as part of the ICB legacy nurse programme

Build our education fellowship opportunities

Implement and embed our EDI Strategy

Deliver health inequalities and marginalised communities training

Support delivery of Learning Disability mandatory training (Oliver McGowan)

SUSTAINABILITY

Our ambition is to be the one-stop-shop for general practice education, training and support in Cambridgeshire & Peterborough.

With our expert team, working effectively together in a not-for-profit NHS provider organisation, we are able to deliver a huge range of essential support at value prices, using economies of scale, and linking programmes and people across our system.

We will continue to deliver the NHSE contract for placements and quality, and build our portfolio of income streams through bids for additional projects and collaborative system working.



attract



develop



support





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