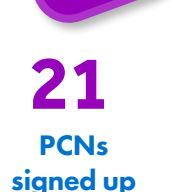
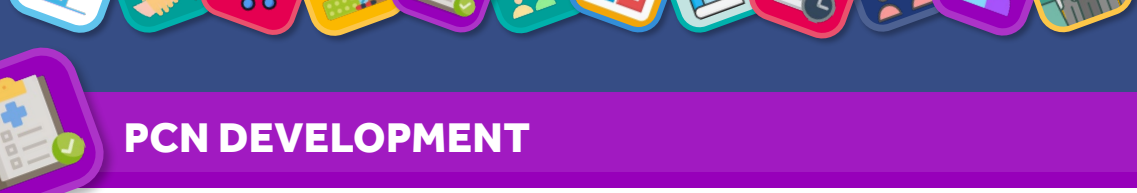


CPTH NEWS JANUARY 2025

An update on 2024/25 Quarter 3 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*



PCN DEVELOPMENT

21
PCNs signed up

We launched a 12-month **PCN Workforce Education Lead programme** and had a fantastic response. The launch event took place on 12 November and PCNs have set out their goals and ambitions for the year ahead.

95%
participation rate



EDUCATORS & LEARNING ORGANISATIONS

EXPANSION

So far in 2024/25 we have seen a **4% growth in the number of learning organisations** and **10% in the number of Educators** and the year is not yet complete.

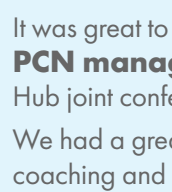
We have delivered cohort 5 of our **Supporting Future Educators Programme** and launched cohort 6 with **expressions of interest from 47 GPs**.

Find out more about becoming an educator or learning organisation on our website [here](#)

ANNUAL MONITORING PROCESS COMPLETED!

We are dedicated to ensuring all our learning organisations and educators continue to be able to offer high quality educational experiences for our learners within Cambridgeshire and Peterborough. To support this we have developed an **Annual Quality Monitoring** process to support NHSE quality assurance standards

Throughout the year we gather feedback from multi-professional learners placed, as well as from TPDs. During the summer we reviewed this along with data available from CQC, NETS, GMC and NTS. In October, the results were reviewed by our clinical team and ratified by the area AD. We would like to take this opportunity to thank all the Educators and Learning Organisations for the fantastic hard work they are doing in supporting their trainees, and their dedication to training the future generation of General Practice.



REVIVE: PRACTICE MANAGER CONFERENCE

It was great to see **77 Practice Managers and PCN managers** attend our 'Revive' LMC/Training Hub joint conference on 3rd October.

We had a great mix of speakers and topics including coaching and mentoring, collaborative working, pensions, change management, difficult conversations as well as two excellent key note speakers. Alongside opportunities to ask panel questions, there was a wide selection of stands to visit.

"I thought everybody on the day presented very well and was very knowledgeable. I thought collective actions, difficult conversations and key note speaker were very helpful discussion surrounding what we face as challenges within our job roles."

"I was very impressed with Mike - he had some interesting ways to describe PMs and their role(s). Jan is extremely enthusiastic and clearly very knowledgeable about pensions and gave a terrific presentation. I also thought that Dr Sieger gave a very good presentation too."



FELLOWSHIP & PRECEPTORSHIP

FELLOWSHIP FOR NEWLY QUALIFIED GPs

Cohort 1 of our new **CPTH Fellowship** for newly qualified GPs continued to settle into the programme, attending the monthly education sessions and connecting with their fellowship mentors.

We are excited to support these **16 newly qualified GPs from 12 practices** as they transition from VTS and establish themselves in their salaried GP roles in Cambridgeshire and Peterborough practices.

We also launched applications for **cohort 2** which will commence in February 2025.

Quarter 3 saw another 3 GPs complete their NHSE fellowships.

Our 2024/25 Fellowship Education programme continued with sessions on **Headaches and Homeless and Inclusion Healthcare**, plus an excellent face-to-face session on **Leadership** in December with Stefan Scholtes.

CPTH PRECEPTORSHIP FOR NEWLY QUALIFIED NURSES

Quarter 3 saw us with the largest group to date of nurses and nursing associates on the **CPTH Fellowship/Preceptorship** for newly qualified registered nurses and nursing associates and experienced nurses transitioning from other sectors - **28 now enrolled in total!** All have engaged well with the programme and are proving to be valuable assets to their practices.

Continued demand from practices for nurses to be supported by the programme would suggest this is still valued. There are only a small handful of these schemes now in the country and figures for the quarter suggest that Cambridgeshire and Peterborough is still managing to recruit and importantly, retain GPNs.

The latest CPTH preceptees have been given the first access to Rise 360, our new learning platform to further supplement their knowledge, skills and professional development. As a result we have been invited by NHSE for further discussions.

NURSE TRANSITION PRECEPTORSHIP

The 1-year **Transition into General Practice Nurse Preceptorship**, launched in 2023, continues to grow with a further 4 starting the programme in October.

This programme offers support and education to help nurses (from other areas in the sector) to transition into their primary care role and provides additional support to their practices.

ARRS GP SUPPORT & DEVELOPMENT PROGRAMME

In December we were delighted to launch our new **ARRS GP Support & Development Programme**. Tailored to support GPs employed under the Additional Roles Reimbursement Scheme (ARRS) in Cambridgeshire and Peterborough practices, the programme offers access to education, mentoring and peer support.



PHARMACY

PHARMACY PROFESSIONAL LEARNING AND NETWORKING EVENT

In October, we held our first face to face pharmacy professionals event, in partnership with the ICB Medicines Optimisation Team. The event was attended by 59 general practice pharmacists and pharmacy technicians who were able to benefit from learning about such topics as genomics, population health, chronic pain as well as updates in deprescribing, antimicrobial and demystifying medical appliances.

"Great speakers, Genomics so interesting and Jessica was a fab speaker. Very engaging."

Two universities were also pleased to be at the event where 30% of attendees either engaged in conversation or took information relating to learning and development opportunities.

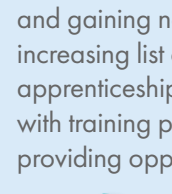
"No other area in the region offer this type of event which really makes C&P stand out in supporting their pharmacy professionals to network and develop." (HEI representative)

CERTIFICATE IN MEDICINES MANAGEMENT FOR PHARMACY TECHNICIANS (CMMPT)

By developing relationships with system partners and subsidising course costs, we were able to support 4 pharmacy technicians to join the CMMPT in October.

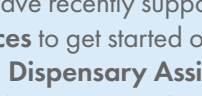
The cohort will learn a variety of skills, conditions and will apply this within their own practice. On successful completion, they will receive a qualification accredited from University College London.

"Appreciate all your support with this." (PCN Manager)



NON-CLINICAL APPRENTICESHIPS

Apprenticeships are a valuable way of learning, developing new skills and gaining new qualifications while working in the role. There is an increasing list of roles within General Practice that can be recruited as an apprenticeship and we able to offer support in many ways from linking with training providers, organising funding to support course fees and providing opportunities with English and Math skills.



We have recently supported **5** apprentices to get started on **Business Admin, Dispensary Assistant, L5 Coaching & Mentoring and L6 Chartered Manager**.



CLINICAL SKILLS DEVELOPMENT & EDUCATION

"The mentoring clinics were very good practical learning experience and they helped put learning into practice. I have taken a lot away for my daily practice. The clinical mentor is welcoming and most importantly an excellent teacher."

"The PCDS course was brilliant, excellent teaching and well led."

CLINICAL SKILLS

Another **8** individuals completed the **Dermatology Clinical Skills** programme, bringing the total completed to date for 24/25 to 27.

On 13 November, the Primary Care Dermatology Society (PCDS) delivered a 1-day **Dermoscopy for Absolute Beginners course** commissioned by CP Training Hub. This local course was commissioned to increase access for those from Cambridgeshire & Peterborough, with 40 clinicians from across our area attending the event in Huntingdon.

Q3 also saw 5 new starts on our **FSRH Training Programme**, and 2 individuals completed their DFSRH training.

In Q3 we delivered **58** education and learning events/sessions.

CLINICAL EDUCATION

On 8 October we held an excellent **'In conversation with Mig & Pat' evening for Later Career GPs**, hearing from two wonderful colleagues who have carved out a career that works for them as late career GPs.

13 GPs also attended our popular Appraisals & Revalidation Update with Paula Newton, to remind and refresh themselves on this topic and to hear about the recent update to the GMC Good Medical Practice which informs the content and focus of appraisal.

We also held a **Keep in Touch** session on **Returning to Work with Confidence** for GPs on maternity leave or a career break.

62 GPs and ACPs attended our **GP & ACP Education Programme** sessions in October and November on **Lifestyle Medicine in General Practice and Diagnosis and Management of COPD in General Practice**.

"A great overview of lifestyle medicine, so helpful to see some of the simple approaches we can take with patients."

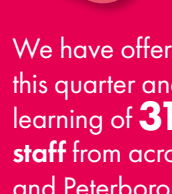
"The Lifestyle Medicine session was inspiring!"

"I truly enjoy these evening sessions which provide an update on very important topics."

"The evening was wildly inspiring, full of ideas and hope, talking about all the different job opportunities possible and how to keep trying to practice."

"It was great meeting other late career GPs and hearing the story of Mig and Pat - what a legend!"

129
GPs, ACPs and Clinical Pharmacists attended our Red Update in October



PROTECTED LEARNING TIME (PLT)

We have offered **8 PLT sessions** this quarter and supported the learning of **315 general practice staff** from across Cambridgeshire and Peterborough.

A variety of sessions have been delivered and future facilitated MDT sessions planned.

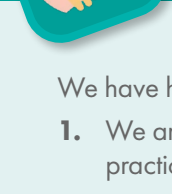
Attendees said...

"It was brilliant, inspirational and heartbreaking all in one." (Health Inequalities for Personalised Care Roles)

"Learning about different things Pharmacies can help patients with has been valuable." (Pharmacy First Service: essential training for general practice)

"Interactive and engaging. Knowledgeable and informative." (Medical Terminology)

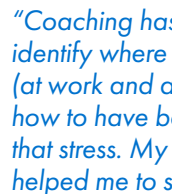
"The course was very thorough and well explained." (Introduction to Phlebotomy)



EQUALITY, DIVERSITY & INCLUSION

We have had a busy quarter delivering against our EDI strategy. Here are our top 5 highlights:

1. We are working with the LGBT foundation to fund a **12-month Pride in Practice programme** for practices in C&P. The 4 signed up are about to start their training and accreditation.
2. **Our website has been updated to include and promote resources and accreditation** such as Freedom to Speak up Guardians, the East of England EDI disability transformation project and an NHSE e-learning on Sexual Safety.
3. We launched **'See Me First'**, a staff-led initiative promoting Equality, Diversity and Inclusivity that seeks to tackle any form of discrimination and encourages staff to speak up.
4. Our newest Education Fellow, Dr Shiroze Shamsudeen is delivering a **'Support to Settle'** project over the next 12 months. Initially, this has resulted in a new web page for anyone new to area or to the UK and we look forward to updating you on the project's progress over the coming months.
5. The team have represented general practice at the NHSE staff listening events, held to seek input on the development of an **EDI Plan for Primary Care**.



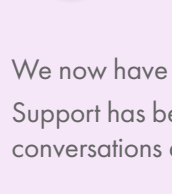
COACHING & MENTORING

"Coaching has helped me to identify where my stress points are (at work and at home) and learn how to have better control over that stress. My coach has really helped me to self reflect and how doing this can help me as a GP and in day-to-day life as a GP. She has been a brilliant coach and I have really enjoyed our sessions."

We have continued to provide funded coaching and mentoring for GPs, personalised care roles and the administration and clerical workforce.

77 GP mentoring sessions accessed in quarter 3

13 Admin & Clerical and **3 Personalised Care** staff signed up for coaching and mentoring in quarter 3, accessing 7 sessions.



PROFESSIONAL NURSE ADVOCATE

We now have **8** PNA's qualified who have supported **14** nurses this quarter. Support has been provided through 11 restorative supervision sessions, 3 career conversations and 2 are being supported with quality improvement projects.



GP PEER & CAREER SUPPORT

Our **peer group** continue to connect local GPs, providing a supportive network and access to group and 1:1 support.

F5 Peer Groups

We now have **278 members** engaging in our First 5 GP peer support groups, benefiting from sharing common problems and experiences and receiving support from our F5 Leads via virtual evening meetings, WhatsApp groups and one-to-one advice or signposting.

Locum Peer Group

CPTH's **Locum GP Peer Group** is supported by a WhatsApp group and virtual monthly meetings to share ideas and discuss issues affecting Locum GPs. We held **3** meetings in Q3, together with a **PLT follow up session for Locums** on Supporting Patients with Substance Use in November.

Career Break Programme

There were **3 new sign ups** to our **GP Career Break** support programme, connecting GPs with opportunities to help them during the time away from General Practice.