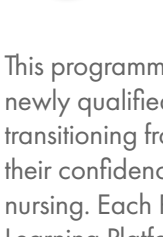


### An update on 2024/25 Quarter 4 activity

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**



## FELLOWSHIP & PRECEPTORSHIP

### CPTH NEWLY QUALIFIED & TRANSITION NURSE PRECEPTORSHIP

This programme offers peer support and education to newly qualified nurses, nursing associates and nurses transitioning from other parts of the NHS to build their confidence and competence in General Practice nursing. Each Preceptee has access to a bespoke Learning Preceptor to support their learning and the development of core GPN competencies.

*"I would like to thank you and your team for the help you have given - it would have been even more difficult on our own, it is great to have you to go to for advice and support." (Feedback from Practice Manager)*

*"I was sceptical about group supervision having had previous bad experiences, however I felt that without supervision and without the preceptorship I would have applied for a different job soon after starting in this change in career path." (Feedback from Preceptee)*

- 14

Newly Qualified nurses currently on the programme including 2 new starters in Q4
- 8

Transition nurses currently on the programme including 4 new starters in Q4
- 7

Transition nurses completed their programme and are staying in General Practice
- 4

Newly Qualified Nursing Associates currently on the programme including 3 who have successfully applied to start the Registered Degree Nurse 'top up' course in July 2025
- 1

Newly Qualified Nursing Associate completed the programme and is staying in General Practice.

### CPTH FELLOWSHIP FOR NEWLY QUALIFIED GPs

In February we were excited to launch Cohort 2 of our local CPTH Fellowship for newly qualified GPs.

These 9 new GPs are attending the monthly education sessions and connecting with their fellowship mentors

We are now supporting a total of 23 newly qualified GPs from 18 practices as they transition from VTS and establish themselves in their salaried GP roles in Cambridgeshire and Peterborough practices.

Our 2024/25 Fellowship Education programme continued with sessions on **Insomnia, Women's Health and Supervision in Primary Care.**

### ARRS GP SUPPORT & DEVELOPMENT PROGRAMME

We currently have 11 GPs from 8 PCNS accessing support through our **ARRS GP Support & Development Programme** launched in December. 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.

### NHSE FELLOWSHIP FOR NEWLY QUALIFIED GPs & NURSES

We continued to deliver the NHSE funded fellowship in 2024/25, with 15 GPs completing the programme and 10 nurses. We finished the year with 38 GPs and 7 nurses on the scheme going into 2025/26.



## QUALITY IMPROVEMENT UPSCALE GRANTS

We were excited to launch our **CPTH Quality Improvement Upscale Grant** for GPs in Cambridgeshire & Peterborough general practice. These grants are designed to offer GPs both time and support to scale up QI initiatives that have already been successfully implemented at practice level. 6 projects were approved and are currently getting under way, with guidance from a QI/Transformation expert and mentoring from the Training Hub's GP mentoring team.



## EQUALITY, DIVERSITY & INCLUSION

### PRIDE IN PRACTICE

Our 12-month **Pride in Practice** programme is now active, with practices connected with an account manager to complete LGBT training and accreditation assessment. We look forward to sharing updates on the accreditation awards over the summer.

### NEW 2025 EDI&B STRATEGY LAUNCHED

Our dedicated EDI web page has been updated to promote our latest EDI&B Strategy and promise, as well as adding some new useful resources. Alongside the strategy we have launched an internal EDI&B/Health Inequalities Awareness calendar and collaboration space to support the Training Hub team with their event planning. [Click here](#) to visit our EDI web page for more information.

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



## EDUCATORS & LEARNING ORGANISATIONS

### EXPANSION & SUPPORTING FUTURE EDUCATORS PROGRAMME

+5.3% growth in the number of learning organisations  
+32.2% growth in the number of Educators

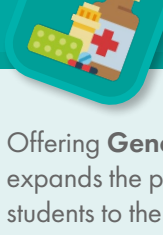
Through the delivery of our **multi-professional Supporting Future Educators programmes**, we have continued to expand capacity for GP and ACP trainees. We have also added another PCN approved **Multi-professional Learning Organisation (MPLIO)** to our patch. If your PCN is ready to become a MPLIO visit our website [here](#) for more details or email [cph.qualityteam@nhs.net](mailto:cph.qualityteam@nhs.net)



### 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 are used to ensure the appropriate standards in providing a quality placement experience have been met and re-approval is aligned to the NHSE quality framework.

Dr Fiona Leckie our Quality and Expansion lead facilitated a peer support group evening in January for the newly qualified Cambridgeshire & Peterborough Tiered Educators.



## PCN DEVELOPMENT

Our 12-month **PCN Workforce Education Lead programme** with 21 PCNs enrolled includes quarterly networking events. Progress against Action Plans is reviewed ahead of each event and in March we hosted a session on Recruitment and Retention.

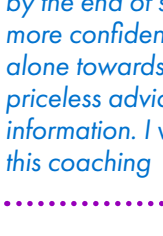
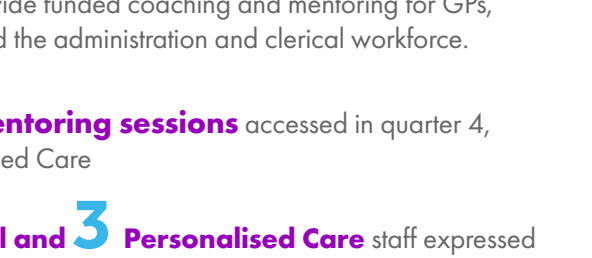
**Feedback included:**  
*"Very well planned, paced and presented. Good balance of presentations and small group work."*  
*"Good group of experts in their fields able to interact and respond to the group discussions. A good format."*  
*"I felt a great sense of commitment from everyone involved in the project, thank you."*



## NURSE AND PHARMACY PLACEMENTS

Offering **General Practice placements** to pre-registration students expands the placement capacity in the system and exposes students to the primary care healthcare environment. Placements in primary care provide a wide range of learning opportunities and opens the eyes of students to General Practice as an exciting future career opportunity. It is an effective way of recruiting future nurses, AHPs and clinical pharmacists to the speciality.

### NURSE PLACEMENTS



## COACHING & MENTORING

*"(My mentor) is kind, supportive and understands the challenges that we go through as new GPs. She also understands the work environment which makes her more relatable."*

*"I would like to thank (my mentor) for her hard work, she made such a great change to me as a professional during short period."*

*"We have set and worked on my goals and managed to have positive changes after first session, by the end of session 3 I felt much more confident to keep working alone towards my goals. Received priceless advice and lots of useful information. I would recommend this coaching 10 out of 10."*

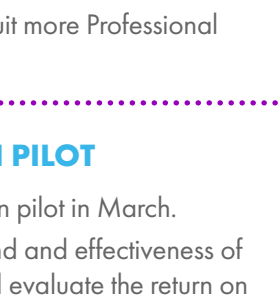
**Coaching and mentoring** inspires individuals to maximise their personal and professional potential. It helps with staff retention by boosting morale, increasing motivation, engage enthusiasm, reduce levels of stress, improve self-confidence and performance and encourage a more proactive approach to addressing issues and making decisions.

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

**73 one-to-one mentoring sessions** accessed in quarter 4, 71 x GP and 2 x Personalised Care

**17 Admin & Clerical** and **3 Personalised Care** staff expressed an interest in coaching and mentoring in quarter 4, with 5 starting sessions.

We currently have our third cohort on the ILM5 training programme due to complete in the next financial year and who will also help us to continue to deliver mentoring to our GPs and admin and clerical /Practice managers and personalised care roles



### PROFESSIONAL NURSE ADVOCATE

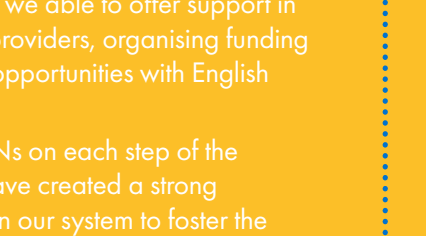
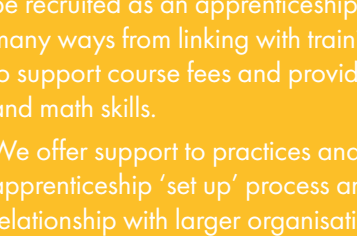
**38** nurses have received **PNA support** from our team of **8** local PNA's.

Our PNA service continues to provide opportunities for the nursing workforce to access high quality restorative clinical supervision, career conversations and support for Quality Improvement projects. The service is now open to nurses and AHPs. Individuals can participate in Group Clinical Supervision or can access the service on an individual basis by request via the Training Hub website. We are delighted that we have been able to recruit more Professional Advocates and grow the service, supporting more clinicians each quarter.

### HEALTH AND WELLBEING COACH SKILLS SUPERVISION PILOT

We successfully concluded the Health and Wellbeing Coach Skills Supervision pilot in March.

We launched the pilot with 6 participants and the key aims being to identify the demand and effectiveness of HWBC supervision, understand its impact on staff wellbeing and patient outcomes, and evaluate the return on investment and effort. Ongoing group supervision will be offered over the next 12 months.



## NON-CLINICAL APPRENTICESHIPS

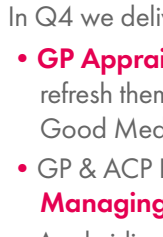
Apprenticeships are a valuable way of learning, developing new skills and gaining new qualifications while working in the role. There is an increasing list of roles within General Practice that can be recruited as an apprenticeship and we able to offer support in many ways from linking with training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

We offer support to practices and PCNs on each step of the apprenticeship 'set up' process and have created a strong relationship with larger organisations in our system to foster the 'gifting' of levy through a transfer.

*"Thank you for all your assistance" (Practice Manager)*

**5** practices and apprentices supported onto Level 2 Dispensary Assistant, Level 3 Business Admin, Level 5 Coaching and Mentoring and Level 6 Chartered Manager.

**£221,000** levy (training fees) secured between October 2024 - March 2025. Overall, the training hub has secured **£724,000** levy transfer funding since 2021.



## ADVANCED PRACTICE TRAINING PROGRAMME

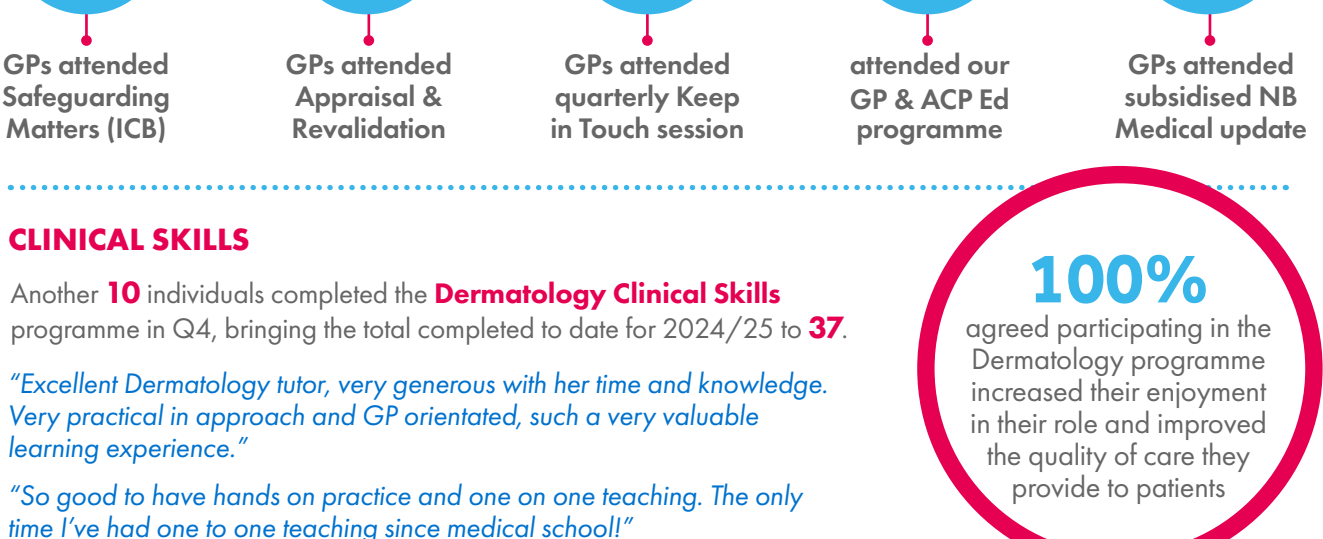
We supported **8** new starts on the Advanced Practice MSc Apprenticeship.

*"Thank you for your help, ensuring we put in post the right person is vital for patient safety."*

*(feedback from Practice Manager on advice and guidance about the qualification)*

**Advanced clinical practice** is characterised by a high degree of autonomy and complex decision making and encompasses the four pillars of practice: clinical, leadership and management, education and research.

To qualify as an **Advanced Practitioner**, clinicians from a nursing, paramedic or a clinical pharmacy background are required to complete an accredited MSc in Advanced Practice. Individuals also participate in a range of activities designed to support their learning including Masterclass events, Group Clinical Supervision, attendance at multi-professional educational sessions and participating in Advanced Practice forums.

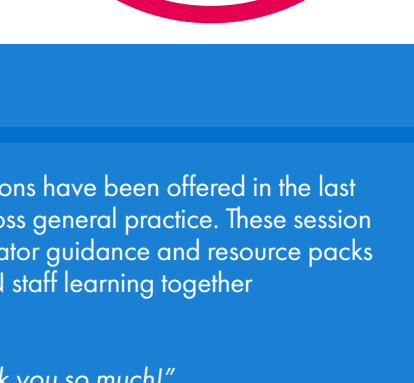


### CLINICAL SKILLS

Another **10** individuals completed the **Dermatology Clinical Skills** programme in Q4, bringing the total completed to date for 2024/25 to **37**.

*"Excellent Dermatology tutor, very generous with her time and knowledge. Very practical in approach and GP orientated, such a very valuable learning experience."*

*"So good to have hands on practice and one on one teaching. The only time I've had one to one teaching since medical school!"*



## PROTECTED LEARNING TIME (PLT)

**342** attendees on **3** training sessions:

- Supporting people with dementia in Primary Care
- Public health and inequalities
- Child and adolescent Mental health

Structured and facilitated sessions have been offered in the last quarter to support all staff across general practice. These session included a live webinar, facilitator guidance and resource packs to enable the practices or PCN staff learning together

**Attendees said...**

*"I love these PLT sessions Thank you so much!"*

*"Very important to know and useful for our GP practice"*

*"I didn't realise that there was no many services available for young people"*



## GP PEER & CAREER SUPPORT

Our **peer group** activities continue to provide a support network and access to group and 1:1 support for local GPs.

### EARLY CAREER SUPPORT

**278** members engage with our first 5 GP peer support groups, sharing common problems and experiences and receiving support via virtual evening meetings, WhatsApp groups and one-to-one advice or signposting. In 2025/26 this is evolving into Early Career support.

### LOCUM PEER GROUP

CPTH's **Locum GP Peer Group** is supported by a WhatsApp group and virtual monthly meetings and 1;1 conversations.

### CAREER BREAK SUPPORT PROGRAMME

Our **GP Career Break Support** programme continues to help connect GPs with opportunities to help support them during their time away from General Practice.



## SOCIAL MEDIA DEVELOPMENT



We have seen an overall increase of **+9%** in the number of followers across Facebook, Insta and LinkedIn.

We have continued to develop our social media content to deliver growth in the number of followers. The posts you engaged with most in this period were for LGBT+ History month on Pride in Practice and LGBT Health Inequalities training as well as our post showing recognition for the Training Hub team on Employee Appreciation Day.

Why did you receive this email? You have received this mail because you have signed up to our website [cptraininghub.nhs.uk](http://cptraininghub.nhs.uk) and you have agreed that we can contact you. We will never pass your details on to third parties. To stop our emails from being seen as spam, please add us to your email account's address book and mark us as a safe sender.