

Cheshire & Merseyside Training Hub

Newsletter

2023 IN REVIEW TO GROWING IN 2024



Can you believe January 2024 has already come and gone and we are in February?! We couldn't be more excited for 2024. Before we get ahead of ourselves, we wanted to take the time to remember that a lot happened in 2023 for the Cheshire & Merseyside Training Hub. Like, a lot!

Across our locality training hubs and programmes we have made movements in 2023 and so in this issue, we wanted to share some of our special moments in 2023. Have a read and let us know what your biggest movement, win or success was in 2023 and what you are looking forward to in 2024.

We can't wait to share what next year has in store for your PCNs, practices, workforce, placements and more. Until then, keep pushing one another and keep our primary care glowing bright.

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Your Voice, Your Career

Developing a true co-created solutions is at the heart of everything Cheshire and Merseyside Training Hub develop and GP retention is no different. Last year East Cheshire Training Hub invited newly qualified GPs and GP Trainees from their Place to share their perspectives and experiences in the role so far, involved in this process were Primary Care Place Leads and LMC leads.

There were 9 emerging themes from the workshop:

Following the success of this workshop East Cheshire then developed a GP retention questionnaire to start to build a bigger picture of what GPs feel could be improved and to help the Training Hub and Place explore where future gaps in education and training may be. This questionnaire will now be spread and adopted across Cheshire and Merseyside and provided to your Place Leads. These events have been duplicated in Halton and in St Helens Place Halton. This demonstrated to the system how varied Places are and the different challenges they face with patient population and demographics of the workforce. Many of the attendees in Halton were international and brought some new perspectives around culture and barriers that face international students.

We would love to know what you think are the BEST things about your workplace and if you would like to get involved with the ongoing GP retention work.

Please contact Karla.rimaitis@nhs.net or attend one of our Workforce Drop in sessions held monthly to join the conversation. Click [here](#) to book into one of our Workforce Drop in sessions.

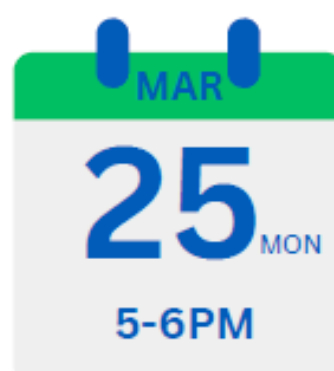
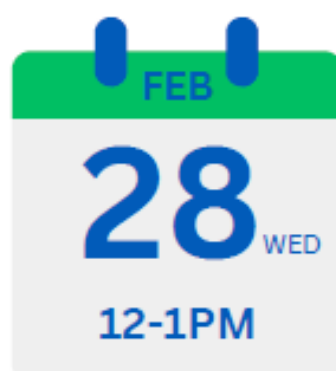
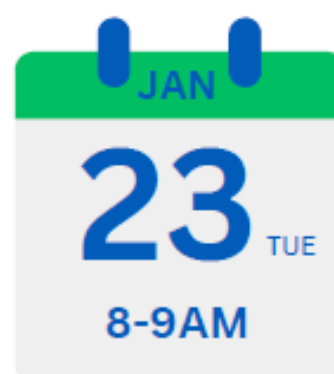
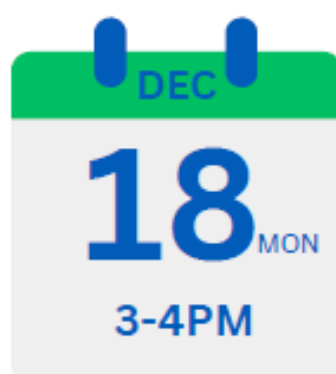
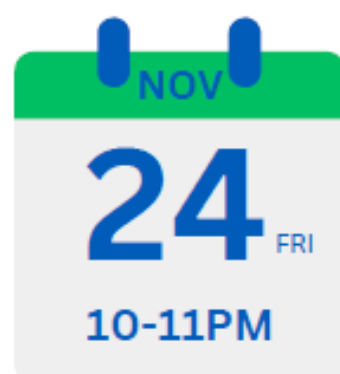
PRIMARY CARE WORKFORCE SUPPORT DROP-IN SESSIONS



Virtual drop-in sessions available to all staff within Primary Care who would like to:

- Explore your internal and external structure and environment
- Analyse your current workforce
- Determine future workforce needs
- Identify gaps against future needs
- Explore relevant data to support decision making
- Address skill and knowledge requirements
- Identify resources to support implementation

These sessions are designed to provide you with a safe space to collaborate and work through the questions you may have.



To attend, register on [eventbrite](#)

Practice Manager Development Programme

The Institute of General Practice Management indicated significant pressures and low morale within the PM role, with over 50% of respondents feeling they were not supported as professional bodies, and a further 25% of respondents expressing they were more than 50% likely to leave general practice management within the next 12 months.

With this in mind CMTH have been commissioned to provide a programme of training and development for Practice Manager's across Cheshire & Merseyside. 108 Practice Managers have enrolled on Practice Management Training and accreditation at Level 5, Level 7 and the bespoke Aura Practice Management Development programme all delivered by leading providers in this field. We have also recruited 9 Practice Manager Advisors who will be peer support for PMs, particularly aspiring PMS or new to post in terms of signposting, supporting, mentoring and coaching.

We have already had positive feedback from InProfessional Development who have provided a CMI Level 7 Programme for Practice Management on behalf of CM&TH. 35 out of 35 of the participants across C & M completed the training successfully and are now moving on to the coursework for the CMI Level 7 qualification. All learning topics showed an increase from pre to post training knowledge with huge increases in Risk appetite & tolerance, CQC future operating model, Leadership models, Psychological Safety, Storytelling and Innovation development.

We hope the early success will continue throughout the life of the programme and we will keep you updated upon progress and any future opportunities. If you want to know more than please contact adam.lawrence3@nhs.net.

NHSE New to Practice GP & GPN Fellowship

Our New to Practice GP and GPN Fellowship programme is designed to support all those eligible, newly qualified GPs or Nurses that are in substantive, salaried or partner positions within Cheshire & Merseyside. It is a 2 year programme of support aimed at welcoming GPs or Nurses into general practice and their Primary Care Network and allowing for both personal and professional growth.

You can apply if you are currently working in general practice or if you're about to start a new position. Please email sthccg.primarycareacademy@nhs.net to apply or for further information.

We have been delivering the programme for 3 years and we currently have over 100 GP's participating on the programme, with 35 general practice nurses about to transition onto the fellowship element of the GPN Preceptorship/Fellowship Programme within the next month.

Evaluation continues to evidence how the programme meets NHSE aims and objectives as GP's who have completed the programme have reported the following:

"I have progressed significantly since getting my CCT and joining the fellowship programme, both in my personal, professional life and in my confidence to provide good, safe, holistic care for patients. I feel able to take part in PCN board meetings and do not shy away from expressing my point and opinions regarding the topics up for discussion. I have significantly better awareness and understanding of how the practice runs, how it works within the wider PCN/ICB/ICS setting and how we can progress it further for the benefit of the practices and the patients".

"This programme enables us to think wider and take our time to embed ourselves within our team".

"The fellowship has allowed me to develop in many different areas. At the beginning of my fellowship, I attended PCN meetings and came to a greater understanding of what the PCN was and who made up the large PCN MDT team"

"The fellowship has also allowed me to pursue other interest areas which I would have struggled to have completed without the protected time the fellowship provides".

Please note, it has been recently announced that the fellowship programme is finishing on the 31st March 2024. Rest reassured there will be a fellowship to take its place so watch this space but in the meantime everyone who registers up to 31st March 2024 will still be funded for the complete 2 year period.



**Cheshire & Merseyside
Training Hub**

Our next General Practice Nurse training for nurses new to primary care is due to commence in March 2024 followed by another intake in September 2024.

This 2-year programme is known as the GPN fellowship and incorporates a 12-month preceptorship period.

Practices will receive reimbursement of up to 1 session per week for the duration of the 2 years to support their GPN's to participate on this programme. The payment will be made to the practice annually at the start of the 2-year programme.

To apply for a place on the course, complete the EOI form by clicking on the link below or email cmicb-sth.gpndevelopmentteam@nhs.net



[GPN EOI FORM](#)

Step Into Primary Care Programme

In 2023 we created the 'Step into Primary Care' Programme. This was a pre-employment programme designed to target the clerical roles that practices struggle to recruit to, by offering Primary Care specific training. This not only benefited employers but it also gave opportunity to people who may have struggled through the NHS application stage or not thought of Primary Care as a career before.

At the end of the 1 year pilot we were able to exceed our targets set by NHSE and offered 139 people the opportunity to participate in the programme, 52% of people secured roles within Primary Care whilst others gained employment due to their participation. We were even able to help with recruitment for some of the newer ARRS roles which was brilliant! We were awarded with 'Widening opportunities in Healthcare' by NHSE and we want to thank you all for your support throughout. Without the support of our practices across Cheshire and Merseyside we wouldn't have reached the success that we did.

In 2024 we want to continue to promote careers in Primary Care, we want to be able to offer more work experience placements and are already working with SEN colleges to offer supported internships. We also want to continue the success of the Pre-employment programme and aim to expand our cohorts targeting ARRS roles and creating apprenticeship packages to benefit practices and participants. Apprenticeships will be high on our agenda and we aim to understand what our workforce needs across Cheshire and Merseyside, offering support and increasing our apprenticeship starts.

STEP INTO PRIMARY CARE

PRE-EMPLOYMENT PROGRAMME

Feedback



Our experience has been very positive. Our candidate was great and being a part of this programme has resulted in recruitment. So very worthwhile for us.

Anonymous

Very much needed programme for GP surgeries we were very happy with our candidate. We have requested another candidate from your next Cohort. Thank you.

Anonymous

A **6-week** programme that gives candidates **accredited** training and experience working in clerical roles in general practice. The candidate has a guaranteed interview at the end of their **4-week** in practice placement, however there is no obligation for the practice to hire the candidate.

What is included?

2 Week training including:

- Accredited Level 2 customer service training
- Conflict management, GDPR and confidentiality, and mandatory training
- Online ACT and Terrorism Prevention and wellbeing modules
- 2-hour EMIS training session
- Overview of NHS values

4-Week practice placement including:

- Opportunity to experience working in a general practice
- Widely recognised work experience to show to employers
- 2-Week catch-up review
- A guaranteed interview for a job role at the practice you have completed your placement at!

For more information, please email
Liverpooltraininghub@livgp.nhs.uk



PA Placements and Student Nurse Pilot

Sefton Training Hub have been allocated the responsibility of coordinating Physician Associate Placements across the whole of Cheshire and Merseyside. We have seen an increase in our PA and nurse placements across our localities.

Through the Sefton Training Hub, Cheshire & Merseyside Training Hub provide a PA Preceptorship. It is a 6 month internship where newly qualified PAs are supported in their newly obtained primary care roles so that they are able to build a foundation of knowledge and experience within their practices. The Preceptorship is supported by Staffordshire PA Primary Care Internship. We have received phenomenal feedback from practices, supervisors and PAs appreciative of the Preceptorship being provided across Cheshire & Merseyside. We are currently in our 5th cohort and run a cohort once every year.

Under the supervision of Practice Nurses and The Sefton Training Hub, our LD and Mental Health student nurses pilot have our students comprehensively assess the way annual health checks were taking place. Following their review, they led a project to deliver systemic, patient focused improvement, and took ownership for its delivery.

The work has garnered interest as we have been finalists for a number of categories along with winning Student Nursing Times Awards in Partnership of the Year (Sefton Training Hub and Edge Hill University).

Cheshire & Merseyside Training Hub are on [Twitter](#), [Instagram](#) and [LinkedIn](#).

Follow us to keep up to date on what we are doing across our 5 locality training hub.



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NON-MEDICAL PRESCRIBING



<https://www.cmthub.co.uk/non-medical-prescribing-nmp/>



FUNDING

Funding is available to those interested in becoming an NMP and we can offer up to £1,850 for tuition fees. This funding has been made available by Health Education England. Please note if you are an FCP you need to have completed the FCP pathway before you can apply for funding.

HOW TO APPLY

1. Choose University
2. Contact your Place NMP lead (Previously CCG NMP Lead)
3. Complete and sign the application form (requires approval by line manager, supervisor assessor and Place NMP lead)
4. *Complete pre-course numeracy assessment (Place NMP lead will provide access)
5. **Send completed application form to ethwirral.admin@nhs.net for funding approval
6. Upon receipt of funding approval letter, return application form to chosen University

*If self-funding, you do not need to complete step 4 as part of the application, but there may be other requirements to check with your preferred university **If self-funding, you do not need to complete step 5. Pharmacists are able to access the NMP offer. Please ensure your DBS up-to-date (completed within the last 3 years) before applying.

LOCALITY CONTACTS



- 📍 Wirral: Julia Bryant
wirral.qualityteam@cheshireandmerseyside.nhs.uk
- 📍 Southport, Sefton & Formby: Colette Page
colette.page@southseftonccg.nhs.uk
- 📍 Liverpool: Peter Johnstone
Peter.Johnstone@liverpoolccg.nhs.uk
- 📍 Halton: Becky Birchall becky.birchall@nhs.net
- 📍 St Helens: Nicola Cartwright
Nicola.Cartwright@sthelensccg.nhs.uk
- 📍 Warrington: Claire Sawers claire.sawers@nhs.net
- 📍 Cheshire & Vale Royal: Janet Kenyon
janet.kenyon@nhs.net

REMAINING BUDGETS JANUARY 2024

WIRRAL - £4,418 85.5%

SOUTHPORT & FORMBY - £179 98.4%

SOUTH SEFTON - £6,097 56.7%

LIVERPOOL - £22,029 56.7%

HALTON - £0 100%

KNOWSLEY - £0 100%

ST HELENS - £0 100%

WARRINGTON - £3,247 83.6%

EAST CHESHIRE - £6,875 74.2%

WEST CHESHIRE - £0 100%

SOUTH CHESHIRE - £8,224 65.6%

VALE ROYAL - £8,706 36.6%

Care Navigation

The local Care Navigation training funded by the ICB and delivered by Conexus on behalf of CMTH is going strong and over 1700 non-clinical staff across Cheshire and Merseyside have participated in these sessions. Effective care navigation increases GP capacity and improves outcomes and the overall care experience for people, families and staff involved.

Please be aware that this opportunity for free training for clerical and admin teams will come to an end this Spring. So if your Practice or PCN has yet to schedule in training and you are interested in arranging this then please contact

Ben.Pilmer@conexus-healthcare.org as soon as possible.

A Message from Cheshire & Merseyside Training Hub

The Cheshire & Merseyside Training Hub is a regional training hub with 5 locality hubs working under it and in partnership to supporting the development and transformation of the primary and community care workforce through education and training across Cheshire and Merseyside.



We bring together education and training resources from NHS organisations, community providers as well as local authorities. With access to a range of information, resources, and contacts within national and local networks we look to offer practical guidance, support on educational workforce development. The Cheshire & Merseyside Training Hub are always working on innovative pieces of work that offer that helping hand to practices at our local level.

If you have any suggestions or ways we can improve our communication, we would love to hear from you. Please let us know by completing this [short survey](#).