

Issue 1: Welcome to Lancashire and South Cumbria Training Hub

Welcome to the first edition of the Lancashire and South Cumbria Training Hub Newsletter. Here you will find information about the Hub's activity at Lancashire and South Cumbria level, as well as updates from the 5 Locality Hubs and our Clinical team. In future, this newsletter will mostly focus on short updates and relevant opportunities. This first edition, however, aims to introduce the teams behind the Training Hubs and their hard work to date.

This has been our first year working collaboratively and we continue to expand and develop. We support practices in training and education, link with Universities to coordinate placements in practices and help through the transition of mentors into supervisors and assessors.

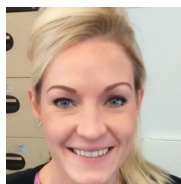
We are working closely with our HEI's—University of Cumbria, University of Central Lancashire and Edgehill University to support the delivery of high-quality training for General Practice.

You can find a detailed report on the LSC TH activities [here](#).

Meet the Lancashire and South Cumbria Training Hub team:



Lauren Butler,
Chair, LSC
Training Hub



Louise Cooper,
Apprenticeship
coordinator



Helen Freschini,
Finance support

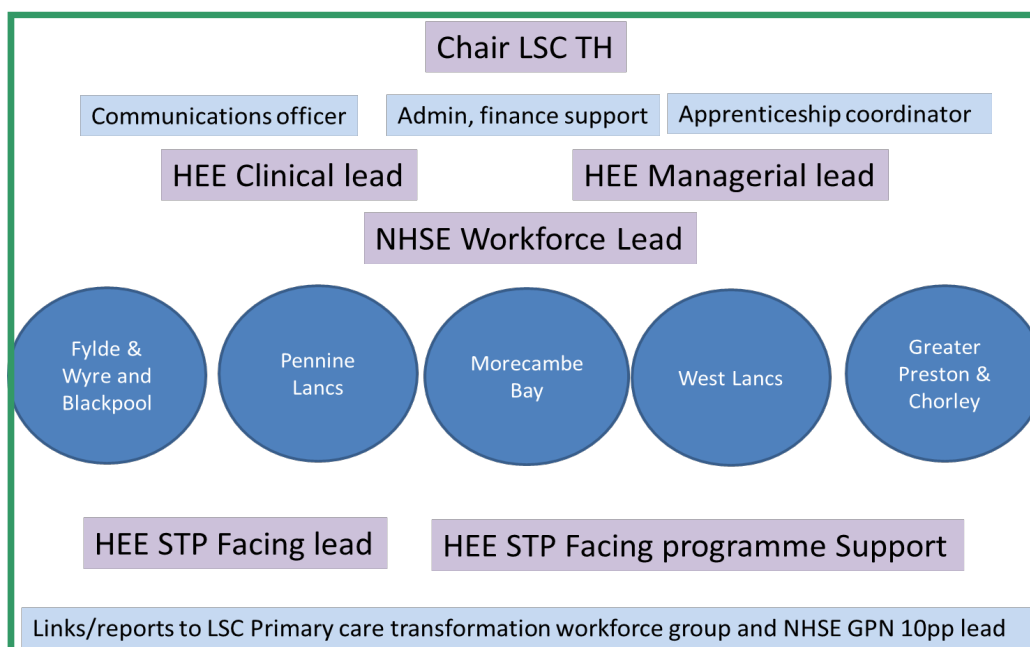


Boyana Konar,
Communications
lead

From the Chair:

I would like to introduce the Lancashire and South Cumbria Training Hub Teams that work both at STP level and within the 5 Localities. We have supported the expansion of the Training Hub activities over the past three years, and have been working within the last 12 months to establish new Hubs in those areas previously not covered. Each ICP now has a Locality Hub presence and you can meet the teams behind them below. We are now moving into a new era with Training Hubs featuring in both the Long-term Plan and the National PCN Contract. Our local teams will be reaching out to Practices to ask for your engagement and support going forward.

LSC Training Hub Structure



Fylde Coast Training Hub

Fylde and Wyre Training Hub started operations in September 2015 as one of the first participants in the pilot project. In June 2019 it incorporated the Blackpool area to form the Fylde Coast Training Hub. The Hub facilitates the placement of student nurses, physician associates and return to practice nurses.

Fylde Coast's Donna Swallow leads the preceptorship programme for the whole of Lancashire and South Cumbria.

At present there are 32 practices associated with the training hub including 9 practices taking nursing students, 5 practices taking PA trainees and 21 practices across Lancashire & South Cumbria with preceptorship support.

The Hub has placed 48 nursing students over 3 years, with another 29 placements projected over the next 12 months. One Return to Practice nurse has been placed on a 100 hour placement.

There are 29 mentors associated with the Training Hub, 11 of which are sign off mentors.

The training hub staff have attended careers events at UCLAN to promote GP Nursing as a career.

Meet the Fylde Coast Training Hub team on the right.

dianeeaton@nhs.net / donna.swallow@nhs.net



Diane Eaton



Donna Swallow

Pennine Lancashire Training Hub



Ann Neville



Pauline Aspinall

The Pennine Lancashire Training Hub started its activity in September 2018. It has since facilitated the placement of student nurses and return to practice nurses into 27 Practices, and is actively promoting the placement of physician associates.

The Pennine Lancashire Training Hub is currently organising a Workforce Showcase Event to be held in October 2019.

Transition Sessions and Quarterly Education Sessions are being organised on an ongoing bases.

Kit Bags have been purchased for the Hub's Student Nurse Placements. Weekly tutorial/practice trainings are held for all Student Nurse Placements.

Feedback sessions are being analysed via Survey Monkey for quality and audit purposes.

Meet the Pennine Lancashire Training Hub team on the left.

Ann.Neville1@nhs.net / Pauline.Aspinall@nhs.net

Morecambe Bay Training Hub

Morecambe Bay Training Hub started its activity in September 2015 along with Fylde Coast Training Hub (then Fylde and Wyre). Since the beginning of the pilot project the Hub has engaged 16 practices – due to recent mergers the number of practices has declined, but there are 27 sites engaged with the Training Hub altogether.

The Morecambe Bay Training hub is currently facilitating placements in General Practice for nursing students, paramedics, radiographers and physician associates and actively working towards expanding to include other professions in the near future.

There are 40 qualified mentors linked with the Morecambe Bay Training Hub, 7 of whom are sign-off mentors. The Hub is supporting them in preparing for the transition to assessors and supervisors.

The Hub works closely with University of Cumbria and UCLan to facilitate the audit process for newly joined practices. The staff also participate in career events to promote student placements as well as career opportunities in General Practice in the area.

Meet the Morecambe Bay Training Hub Team below:

Lauren.Butler4@nhs.net / Marie.Bowler@mbht.nhs.uk / Rebekah.Parkinson@gp-p81002.nhs.uk



Lauren Butler



Marie Bowler



Becky Parkinson

Greater Preston, Chorley South Ribble (GPCSR) Training Hub

Preston North & East and Greater Preston Network Groups have recently been awarded the opportunity to be a part of the national Enhanced Training Practice (now Training Hubs) project and are keen to develop multi-professional training and education for primary care and support recruitment.

The group is currently developing a communication strategy across Greater Preston, Chorley and South Ribble to outline the opportunities for practice nurse placement, for nurse assessor training and other health care professionals with an aim to providing placements across the footprint to those staff who would not normally consider Primary Care as an option.

As a new training hub GPCSR have set out to determine a base line for both nurse mentors and for training practice opportunities for medical student placements (including Physician Associates).

GPCSR TH now have a number of nurses across Central Lancashire who have either undergone transition training or have expressed interest and awaiting further dates for training.

There are a number of identified immediate priorities in order that the Hub is best placed to progress this work;

- Appoint co-ordinator
- Understand current training practice profile
- Continue to work with UCLAN placement leads, strengthen relationships across all departments to support both nursing and medical school placements.
- Establish local steering group - to help extend work across Chorley South Ribble which is currently not as established as Preston in terms of direct links to the TH
- Establish local communications requirements
- Local delivery plan implementation
- Identify costs of TH staffing.

The GPCSR hope to have local events and communications on a regular basis but in the meantime if you have any training queries please do not hesitate to contact either Louise Fowler or Brenda Vernon (meet them on the right).

Louise.Fowler2@nhs.net / Brenda.Vernon@nhs.net



Brenda Vernon

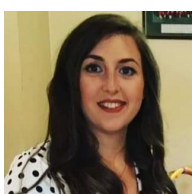


Louise Fowler

West Lancashire Training Hub



Gillian Gregory



Leoni Williams

Having started their activity as a Training Hub in September 2019, West Lancashire have already facilitated the placement of one student nurse.

The Hub is currently in the planning stage of activities, having recently undertaken a planning session with the LSC Hub's chair Lauren Butler.

The Hub's team has outlined their priorities for the coming months. Trackers are being created and updated to show clearly the practices engaged in student placement.

They have their first West Lancashire Training Hub Board Meeting scheduled for the end of September which will include colleagues from the CCG workforce team and Edge Hill University colleagues.

A group training session is being planned to upskill our current nursing workforce to become supervisors, with a separate piece of work ongoing to encourage the uptake of assessors in the area.

The Hub has started Practice engagement through the Practice Manager Forum, promoting the ethos of the Training Hub and growing our own as well as discussing network models that could be used to support practices in taking students.

Meet the team behind the West Lancashire Training Hub on the left.

Gillian.Gregory1@nhs.net / Leoni.Williams@nhs.net

Apprenticeships

The Lancashire and South Cumbria Training Hub supports a number of apprenticeship opportunities. The main focus at present is on Trainee Nurse Associates, with the view to expand opportunities to other apprenticeships in the near future.

Trainee Nursing Associate Apprenticeship - Opportunity

Financial support to practices has been extended for staff wishing to take up the Trainee Nursing Associate role as an apprenticeship. The first cohort was facilitated by the Training Hub with 11 apprenticeship starts in early 2019. The next cohorts providing this offer are at UCLAN, University of Cumbria & Edge Hill and registration will be in December 2019.

Financial requirements and benefits include:

- £15,000 course fees but non levy payers only pay 5% (£750)
- £3,200 financial support from HEE to support the placements and training in practice.
- £4,000 to support nursing workforce in practice.

Apprenticeship Support for GP Practices

HEE is currently offering funding to GP Practices who do not pay an apprenticeship levy, to assist them in placing a member of **support staff** on an apprenticeship. The funding covers both new and existing staff and will support individual practices by contributing to the **associated costs** that GP Practices incur for staff taking time away from their substantive post for apprenticeship learning.

The apprenticeships that HEE will fund some backfill, fall into three categories:

- Healthcare Support Worker apprenticeships - up to £7,482 funding per employee
- Administrative type apprenticeship - up to £5,612 funding per employee
- Management type apprenticeships - up to £6,178 per employee

For further information please contact:

Louise Cooper, Apprenticeship Coordinator Louise.Cooper21@nhs.net.

Preceptorship Programme

The Preceptorship programme was piloted in Fylde and Wyre in 2017, and has since been expanded to include all locality hubs and provide the preceptorship programme across Lancashire and South Cumbria.

There are currently 20 nurses on the 12 months preceptorship programme (Cohort 1, 18/19) across Lancashire and South Cumbria and another 9 nurses on cohort 2, 19/20.

Preceptees:

Cohort 2, 20 places have been funded - 13 people have shown interest in applying for the preceptorship programme.

9 preceptees have confirmed they would like to take up the offer on the second cohort and are being matched to preceptors.

The preceptorship programme has a good geographic spread as the nurses currently benefitting from it come from all 5 localities of Lancashire and South Cumbria—Pennine, Fylde Coast, Morecambe Bay, Greater Preston, Chorley South Ribble and West Lancashire.

All preceptees are offered access to Fundamentals in General Practice 1 and 2 with additional modules available for those choosing Fundamentals 2.

Preceptors:

There are currently 12 experienced nurses serving as preceptors, 5 are based in the Pennine area, 3 in the Fylde Coast area, 2 from Morecambe Bay and 3 from Greater Preston, Chorley South Ribble.

An additional 11 nurses have offered to become preceptors for the next cohort - 5 from Pennine, 3 from Fylde Coast and 2 from Morecambe Bay and 1 from Greater Preston, Chorley South Ribble (GPCSR).

For further information on the Preceptorship Programme please contact:

Donna Swallow, Preceptorship Programme Coordinator Donna.Swallow@nhs.net

Paramedics in General Practice

"If you're a paramedic, then why aren't you in an ambulance?"

This is a question Scott Murray, Paramedics Lead for the Lancashire South Cumbria Training Hub, gets asked by patients (and occasionally staff) on a weekly basis. However, paramedics have been working in primary care for some time. As autonomous professionals with a broad scope and consolidated clinical examinations skills, they have a lot to offer. With primary care specific competencies, the extension of non-medical prescribing, a clear clinical progression pathway, and the incentive of qualifying for the GP Contract 2019 Additional Role Reimbursement, it is fair to say that the paramedic role in general practice looks set to stay.

Scott's role within the Training Hub is to make sure that both paramedics and their employers and placement hosts feel supported. He facilitates spoke placements for paramedic students, so they have a better understanding of the nature of the general practice workload and the potential career opportunities on offer to them. Scott is also part of an established first5 style group that meets quarterly, in which paramedics working across a number of practices within the North West meet for peer support and CPD.

Scott meets with practices considering employing a paramedic, to offer advice and guidance on some of the practicalities of introducing this role in a safe and structured manner.

If any of this sounds useful, please get in touch at the email below.

Scott Murray

Advanced Clinical Practitioner (Paramedic) and Paramedics Lead for LSC TH

Scott.Murray@gp-y01008.nhs.uk



Scott Murray


GPN training opportunities at UCLan

Due to high popularity of the 'General Practice Nurse Fundamentals in Practice 2' Programme, UCLan are offering additional cohorts, the first starting in January 2020. This programme can be considered for any Practice Nurse and equally applicable to those who have been in practice with many years of experience. Apply to Anne.Greenwood4@nhs.net, application form [here](#).

There is also limited funding for 20-credit modules for General Practice Nurses as follows:

- same day consultation (commencing Sept. 2019)
- management of long term conditions (comm. Sept. 2019)
- same day consultations (comm. Semester 2)
- care of the adult with diabetes (comm. Semester 2)
- Contraception Theory and Practice (comm. Semester 2)
- management of long term conditions (comm. Semester 2)
- management of asthma and COPD (comm. Semester 2)
- HIV (comm. Semester 2)

Please send expressions of interest and requests for application forms to Anne.Greenwood4@nhs.net.



FUNDAMENTALS IN GENERAL PRACTICE NURSING 

Fundamentals in General Practice Nursing (1)
Level 6 (10 credits)
The aim of this module is to enable nurses to obtain knowledge of working in general practice and to prepare them for role development to meet the ever changing needs of primary health care. The module will critically examine the ways of working in general practice that promote an adaptable and responsive nurse who promotes the highest standards of client care.

Fundamentals in General Practice Nursing (2)
Level 6 (20 credits)
The module aims to prepare nurses to develop knowledge and skills which will enable them to meet the needs of current challenges facing general practice, utilizing nationally recognised frameworks. It aims to enhance nurses' existing expertise and develop new areas of competence in support of their professional development.

Fundamentals in General Practice Nursing (3)
Level 7 (20 credits)
The module aims to allow nurses to explore their knowledge and skills which will enable them to critically consider meeting the needs of current challenges facing general practice, utilizing nationally recognised frameworks. It aims to enhance nurses' existing expertise and critically explore and develop new areas of competence in support of their professional development.

For more information contact our General Practice Nurse Leads:
Gillian Armitage garmitage@uclan.ac.uk 01772 893695
Katy Smyth kosmyth@uclan.ac.uk 01772 893772

uclan.ac.uk  

Leadership Programme Places for Nurses and AHPs Available until 30th September

Funded places are still available on the Primary Care Leadership for Quality Programme for Cheshire and Mersey and Lancashire and South Cumbria.

For Lancashire and South Cumbria please submit applications to [Lauren Butler](#) by 30th September.

Dates for attendance are 19th & 20th November, 4th Dec, 15th Jan, 12th February, 25th March at Moor Lane Mills in Lancaster.

Please find full details, aims and outcomes of the programme as well as application documents [here](#).



Esther Kirby — Education Transformation Programme Manager - Lancashire and South Cumbria
Esther.Kirby@hee.nhs.uk
Paul Meadows — Programme Support Manager - Lancashire and South Cumbria ICS
Paul.Meadows@hee.nhs.uk



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If you no longer wish to receive this newsletter, or for questions and comments, please email boyana.konar@nhs.net.