

# West Yorkshire

## Primary Care Workforce & Training Hub

### Leeds Primary Care Workforce & Training Hub Information Bulletin October 2020

Please note: all information included in this bulletin is subject to change but was correct at the time of distribution.

For any current advice regarding the current COVID-19 situation, please confirm with the following sources:

<https://www.gov.uk/coronavirus>

<https://www.nmc.org.uk/news/coronavirus/statements/>

<https://www.nhs.uk/conditions/coronavirus-covid-19/>

Information compiled by Leeds PCWTH Project Coordinator, Gemma Cook

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# Practice Managers programme

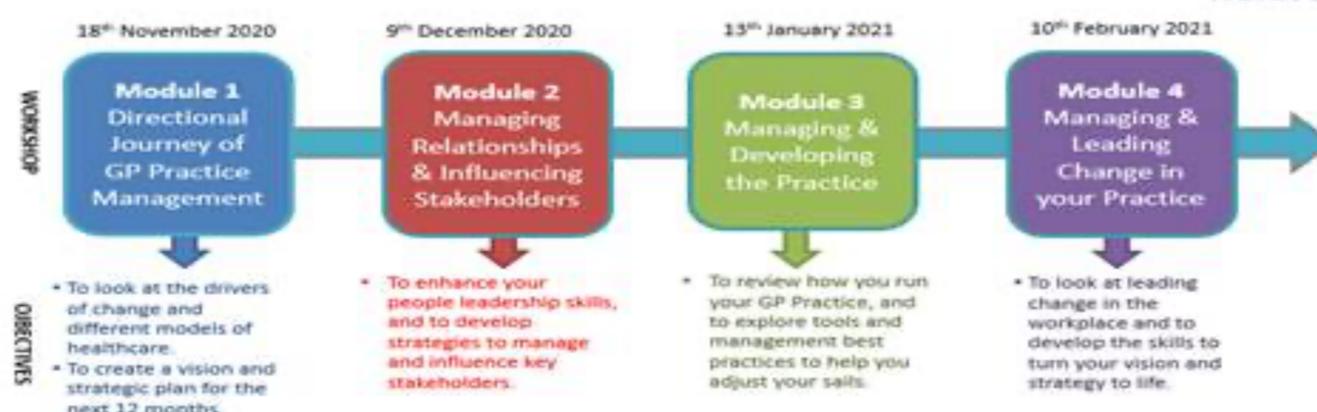
Dear Colleague,

I am pleased to advise that applications are now open for cohort 14 of our Practice Managers programme which is aimed at practice managers/business managers who are established in post (circa two/three years).

This programme, which will be delivered virtually over 4 half days, will help practice managers enhance their understanding of leadership behaviours, knowledge, skills and provide an opportunity to share good practice. It will equip practice managers to champion and lead change/service improvement in their workplace by developing an understanding of service improvement methods and delivery of a work based service improvement project.

## GPPM Programme – Tier 2 (Tactical)

**NHS**  
Leadership Academy  
North East and Yorkshire



TIER 2 | COHORT 14: Virtual delivery via Zoom

Module 1 – 18 November 2020

- Module 2 – 09 December 2020
- Module 3 – 13 January 2021
- Module 4 – 10 February 2021

More information is available in the attached documents. Please return completed applications to [cdda-tr.NELAcademy@nhs.net](mailto:cdda-tr.NELAcademy@nhs.net) by **5pm on Friday 23 October 2020**

Your assistance in distributing this information to potential participants across the north east and Yorkshire would be greatly appreciated.

Kind regards,

Jackie Kerr

Programme Coordinator

NHS Leadership Academy North East and Yorkshire

Leadership and Life-long Learning Team, North East and Yorkshire

Attachments: 1 & 2



# PARE Autumn Stakeholder Brief

Please see the attached Stakeholder Briefing note for the latest PARE developments.

Best wishes

Regional Quality Function (North), Health Education England

Attachment: 3

## Nurse Educators required for Paramedic tutorial sessions

Morning

Please can you forward to Nurse Educators.

As part of our PCN Reimbursable Paramedic Programme, we are looking for tutors to train experienced paramedics with an ambulance service foundation on Primary Care topics.

The training sessions will be run via Microsoft Teams 9am – 12pm on the below dates and you will receive a fee of **£600** per session.

Please see table below specifying the planned dates, topics and ideal tutor for each training session. (There is flexibility to move some of the topics around if alternate dates listed are more suited to you.)

If you are available to teach any of the sessions please email [wy.traininghub@nhs.net](mailto:wy.traininghub@nhs.net)

Topic	Dates	Tutor
<p><b>Managing chronic respiratory disease - asthma &amp; COPD (possibly separate sessions)</b></p> <p>This session should be split roughly evenly between Asthma and COPD. Paramedics are usually skilled in the management of acute exacerbations already so this session should focus on the diagnosis and non-emergency management.</p>	<ol style="list-style-type: none"> <li>1. Wednesday 16<sup>th</sup> December 2020</li> <li>2. Wednesday 10<sup>th</sup> February 2020</li> <li>3. Wednesday 7<sup>th</sup> April 2021</li> </ol>	Nurse Educator
<p><b>Diabetes - chronic condition aspects</b></p> <p>Paramedics should already have skills in the identification of serious exacerbations eg DKA and HONK, this session therefore should focus on the diagnosis of Diabetes, with a focus on adult patients, and initial management of T2DM including explanation, lifestyle and initial drug management.</p>	<ol style="list-style-type: none"> <li>1. Wednesday 23<sup>rd</sup> December 2020</li> <li>2. Wednesday 17<sup>th</sup> February 2021</li> <li>3. Wednesday 14<sup>th</sup> April 2021</li> </ol>	Nurse Educator

Best Wishes

Robyn Knapping

Project Manager

West Yorkshire Primary Care Workforce and Training Hub



# Demystifying Levy Transfers Webinar

Dear Colleagues,

We are delighted to announce we will be running a **Demystifying Levy Transfers Webinar** on **3<sup>rd</sup> November 2020 10:00 – 12:00**

This webinar is relevant for anyone wishing to know more about levy transfers, you will gain a greater insight into both sending and receiving a transfer and how transfers can benefit both individual organisations and systems.

As well as explaining the apprenticeship levy transfer process, you will hear from NHS organisations who have already undertaken levy transfers and they will explain how they gained board approval and the benefits of sending/receiving a levy transfer.

To book a place on the webinar email [talentforcare@hee.nhs.uk](mailto:talentforcare@hee.nhs.uk)

Best Wishes

**Fay Lane**

Talent for Care Relationship Manager (Apprenticeships) | North East and Yorkshire **Talent for Care** | **Health Education England**

# LCH Mentor Update dates for Primary Care

Mentor updates run by Leeds Community Healthcare remain open for Primary Care Nurses to attend.

The dates below are all going to be held via Microsoft teams. To attend one of these sessions please email LCH learning support [learning.support@nhs.net](mailto:learning.support@nhs.net) with the dates you are interested in.

**Monday 26<sup>th</sup> October**

**Wednesday 11<sup>th</sup> November**

**Tuesday 24<sup>th</sup> November**

**Friday 11<sup>th</sup> December**

# Practice Supervisor Training and Operationalising SSSA in Practice

SSSA has now been fully implemented into practice placements for both University of Leeds and Leeds Beckett University Nursing Students. This transition is explained in the attached document. As such, current mentors are required to transition to Practice assessors through the use of the MYEPLG workbook (attached).

Practice Supervisor training can be accessed by nurses that would also be supporting students in practice alongside the practice assessors. This training is available at:

<https://anglia-ruskin-university.learnworlds.com/course?courseid=pspawork>

<https://www.worcester.ac.uk/documents/Practice-Supervisor-Preparation.pdf>

Both courses are free to access and can be completed remotely. Please inform [leedsprimarycare.wth@nhs.net](mailto:leedsprimarycare.wth@nhs.net) if you complete either of these training courses or if you update to a practice assessor.

Attachment: 4 & 5

## Upcoming Training for Immunisers

Please see below information regarding upcoming training for new and existing immunisers. Please circulate to ensure everyone who can is properly trained to deliver flu. We will need as many trained immunisers as possible due to the additional cohorts in this year's flu campaign.

### **11. New dates for Vaccination and Immunisation New Starter and update training**

We can now announce new upcoming dates for the Vaccination & Immunisation update (VIMS) training and the Vaccination & Immunisation training for new starters (VINS).

If you would like to book onto the training, please visit the Leeds Beckett University website by clicking [here](#) and selecting the relevant course to you. NHS funding may be available for students meeting eligibility criteria.

#### **Upcoming V&I annual update sessions:**

Dates: 20 January 2021, 21 April 2021, 9 June 2021

Afternoon sessions, 12:30 – 16:00

#### **Upcoming V&I New Starter sessions:**

Dates: 25 November 2020, 3 March 2021, 26 May 2021

Full day course, 8:30 – 16:00

Due to the rapid changes and impact of COVID-19 on delivery of the scheduled courses, these will take place via a live interactive learning session over Microsoft Teams.

If you have any queries, please contact Matt Greenwood at Leeds Beckett University on [shc-cpd@leedsbeckett.ac.uk](mailto:shc-cpd@leedsbeckett.ac.uk)

## Free resources to improve Autoimmunity diagnosis and management

Please see below and this link: <https://audioboom.com/channels/4992401>

RCGP have a lot of resources and some good podcasts as well.

### **Supporting your knowledge on autoimmunity**

The RCGP's autoimmunity eLearning hub has some fantastic FREE resources for primary healthcare professionals looking to enhance their knowledge and improve patient outcomes. Our high quality learning resources benefit the wider primary care team - not just GPs, and we're delighted to share these with you. [Visit the hub here.](#)

### **Managing uncertainty in autoimmunity**

A short interactive learning experience accompanies four patients with symptoms such as ongoing tiredness and general aches and pains – exploring backwards from final diagnosis to first presentation. [Click here for more information.](#)

### **Podcast: Body Systems**

This podcast covers scenarios in which coeliac disease might be overlooked, multi-system manifestations of the condition and why they arise, and issues with diagnosing coeliac disease in children. [Click here to find out more.](#)

### **Coeliac disease eLearning module**

Untreated coeliac disease can have consequences including small bowel lymphoma and osteoporosis. This 30-minute module explains how to diagnose and manage coeliac disease and its immunological comorbidities. [This can be accessed here.](#)

### **Podcast: Coeliac disease**

Listen to our podcast by experts on various aspects of coeliac disease. Learn about diagnostic clues which should prompt testing, and guidance on the testing process. [Listen here.](#)

## Fully Funded Respiratory Courses

I'm thrilled to have secured further funding for my e-learning courses which means delegates can access respiratory education for free. They are funded by the pharmaceutical companies, however the companies have no input into the content or organisation of the courses. They dial into the webinar for 10 mins to deliver a short presentation.

I'd like to share an update on the most recently advertised respiratory courses available should you wish to share with HCPs.

The courses now include 2 hour stand alone webinars for those new to respiratory:

- An introduction to asthma
- An introduction to COPD

2 hour stand alone webinars for those wanting an update:

- An update in asthma
- An update on COPD
- An update in spirometry
- Running remote consultations for asthma and COPD reviews

Advanced modules- studied over 6 weeks, blended learning

-Clinical assessment, diagnosis and management of asthma

-Clinical assessment, diagnosis and management of COPD

The course information and currently advertised courses available to book can be found [here](https://www.lrrespiratory.com/e-learning-1):

<https://www.lrrespiratory.com/e-learning-1>

With kind regards

Laura

LR Respiratory Training & Consultancy

## Clinical Skills Leeds Beckett University

We have added extra dates and addition modules to help out during the Covid 19 pandemic. Some of the skills that we are currently offering include;

- Venepuncture
- Cannulation
- Arterial Blood Gas sampling
- Basic life support and anaphylaxis
- Ear care
- ECG Lead placement
- Recognition and management of the sick patient.

if you would like any further information on our skills sessions please follow the link below or contact

Matt Greenwood. [m.greenwood@leedsbeckett.ac.uk](mailto:m.greenwood@leedsbeckett.ac.uk)

<https://leedsbeckett.ac.uk/short-courses-and-cpd/continuing-professional-development-cpd/clinical-skills-and-nursing-allied-health-professionals/>

Best Wishes

David Wilcock

Senior Lecturer

## Spirometry Course now available for booking

**Our Spirometry Interactive Blended Online Learning Package has now launched and is open for booking, and since you registered your interest, we wanted you to know first.**

Our package is designed to enable you to undertake all the learning you need to prepare for the ARTP assessment. This learning will consist of a series of videos, eLearning, Q&A sessions, and masterclasses to enable you to build the knowledge and skills that are needed to effectively carry out a spirometry assessment as well as to interpret the results needed to support people with respiratory conditions.

**You can join this course at any time, there are no set start dates. Once signed up to the programme, you have six months to complete the studying; enabling you to learn at the pace that best suits you.**

Watch our video to find out more: <https://youtu.be/ZhSeJhCcSUY>

Check our flyers:

Spirometry Interactive Blended Online Learning <https://www.educationforhealth.org/wp-content/uploads/Spirometry-Interactive-Blended-Online-Learning2.pdf>

Spirometry Interactive Blended Online Learning including ARTP assessment access <https://www.educationforhealth.org/wp-content/uploads/Spirometry-Interactive-Blended-Online-Learning-Assess.pdf>

Book your place: <https://store.educationforhealth.org/catalog?pagename=Spirometry>

We look forward to welcoming you to our Spirometry Course!

[contact@educationforhealth.org](mailto:contact@educationforhealth.org)

## GP and GPN Fellowship Scheme – DEADLINE EXTENSION

There is national funding for a 2 Year Fellowship Scheme for all newly qualified GPs and Nurses new to primary care since August 2019. The WY Primary and Community Care Steering Group has been working to develop the offer and the detail of this, in line with the national guidance (and as mentioned in the Long Term Plan).

The Training Hub will be managing this scheme across West Yorkshire, and we are initially looking for EOIs to ascertain how many Nurses will be eligible (i.e. new to general practice since August 2019) and would like to join this scheme when it starts later this year. (Please note: GPs are being engaged initially via the LMC and the VTS for this EOI and scoping exercise.) We also welcome input from every nurse around what they feel the Fellowship could offer to add real value; we are aware that to get to this stage you have undergone a plethora of training! This is more about finding each nurse new to primary care a more experienced nurse to link with them and mentor in a more supportive, pastoral way for their first 2 years. It is likely that there will be a mixture of one to one support from your mentor and group sessions to allow for peer support and networking, and to give a platform for more general topics.

If you are eligible and would like to be added to the scheme, please email [wy.traininghub@nhs.net](mailto:wy.traininghub@nhs.net) with the following information:

- Name
- Email address
- Contact telephone number
- Name of employing GP Practice or PCN and your start date
- Are you Full or Part Time?
- If you are Part Time, how many hours per week are you a GPN and what is your other role (if you have one)?
- Do you have any ideas of how you would like your mentor to support you personally in your role?
- Do you have any suggestions around what group sessions could include?

And if you are a more experienced nurse with ideas for numbers 7 & 8, please also drop us a line. And please look out for further comms from us around EOIs for funded mentors when the scheme is more developed. We hope this will be a really rewarding role and we know we have some great nurses across West Yorkshire that will be invaluable to the new GPNs.

For Further Details Please Email [wy.traininghub@nhs.net](mailto:wy.traininghub@nhs.net)

## Physicians Associate Preceptorship Scheme – DEADLINE EXTENSION

Physician Associates could be an ideal addition to your clinical team – with the ability to see and manage patients for routine care/self-limiting minor illness and also be able to run LTC management clinics. The NHS has been investing heavily in Yorkshire to train PAs using the resources freed up by a lack of GP trainees. **PAs are also eligible to be part of the ARRS scheme and their full employment costs can be reclaimed as part of this scheme.**

It is recognised, however, that there are some challenges in integrating the PA role into Primary Care. As a new role practices struggle to understand quite what value they may bring to the primary care team or how they are able to work in clinics and what level of support they may need to deliver safe care. Certainly as a newly qualified PA they will need some close support and supervision, but over time as competencies are confirmed they will be able to work as independent practitioners. It is also recognised that the inability to prescribe (still awaiting a legislative change which is promised soon) is a drawback, but there are ways to work round this as practices do now with PNs that don't prescribe.

To support practices to overcome these challenges, NHSE has worked with the WY&H Workforce Steering Group & Training Hub to run a 2 year Physician Associate Preceptorship programme with cohorts of PAs starting in November 2019 and 2020. The key features of this preceptorship programme are as follows:

- The practice chooses and employs the PA (with a joint recruitment programme/day run by the training hub)
- Advice and support from the training hub on safe working practices for PAs and peer group networking arranged between employing practices
- Facilitation of regular peer group training sessions and clinical masterclasses throughout the 2 year programme
- The provision of a training portfolio to help support structured learning for the PA
- Further rotational placements to broaden skills further in other relevant care settings in the first 2 years (nominally 1 day per week)
- Extensive advice and support from the training hub throughout the programme

The Physician Associate Preceptorship Scheme will require an investment of time from the employing practice to enable the PAs to be excellent productive members of the practice clinical team, and it would be expected that the employing practice would look to tie the employees to their practice for a period following the programme to ensure that you get a return on that investment. However, from first-hand experience of the three PAs Nick Nurden has employed in his practice, he can confirm that the PAs have become a fantastic asset to the clinical team both in acute clinics and in running LTC clinics. He is happy to speak further with anyone who would like to know first-hand more about their role in the primary care team.

This Preceptorship programme is being run with a view to employment starting towards the end of 2020, with the formal teaching sessions starting in January 2021. This will encourage recruitment of the current final year students who will have completed the national exam, but recruitment will take place shortly.

We are looking for a cohort of 20 new PAs to commence in Primary Care across the West Yorkshire area but a larger group could be supported if there is the interest. Also if there is interest from your CCG workforce groups who could supplement the NHSE funding to the training hubs we can support a larger group so it may be worth engaging with them as well.

If you are interested in participating in this scheme once you have digested this information then please email [wy.traininghub@nhs.net](mailto:wy.traininghub@nhs.net) so that we can get a recruitment process underway as soon as possible before the final year students all take up roles in secondary care! If you have any queries regarding this scheme then please contact us.

## Workplace Supervision for Advanced Clinical Practice

Today [Thursday 22 October 2020], Health Education England are launching **Workplace Supervision for Advanced Clinical Practice: An integrated multi-professional approach for practitioner development**, it provides guidance for workplace supervision of trainee Advanced Practitioners, drawing from a range of resources and advice and sets out clear pathways for trainees and supervisors.

Multi-professional advanced clinical practitioners are a growing part of the modern healthcare workforce. Their contribution to patient care and pathways is recognised in health and care policy. They are registered practitioners from a range of professional backgrounds that have advanced level capabilities across the four pillars of clinical, leadership and management, education and research, as set out in [The Multi-professional Framework for Advanced Clinical Practice in England](#).

To develop these capabilities, advanced practitioners undertake a combination of practice-based (workplace) learning and training with academic learning at level 7, (masters).

The supervision of healthcare practitioners through their training and beyond is an established part of healthcare practice, endorsed by professional bodies and regulators as the cornerstone of both professional and public safety. The CQC (2013) have described clinical supervision as:

***'an opportunity for healthcare practitioners to reflect on and review their clinical practice, discuss individual cases in depth and identify changes or modifications to practice which are required to maintain professional and public safety. It provides an opportunity to identify training and continuing development needs.'***

- Currently, supervision has a profession-specific focus and varies greatly within and across professions. Existing workplace supervision practices may not map neatly to the learning needs of developing multi-professional advanced clinical practitioners/trainees. Nor can it be assumed that uni-professional colleagues have an understanding of the professional scope or typical clinical practice profile of developing advanced clinical practitioner/ trainees from different qualifying professions.

This publication draws on these fundamentals to describe what is required to:

- establish the requirements of multi-professional advanced practitioner supervision
- establish the training and development of supervisors
- improve consistency and limit supervision practice variation across the health and care sector through a combination of a Coordinating Education Supervisor and Associate Supervisors matched to specialty knowledge and skills development.
- ensure supervision with a focus on professional and public safety in advanced clinical practice.

This publication aligns to the [First Contact Practitioners and Advanced Practitioners in Primary Care: \(Musculoskeletal\)](#).

**[This can be accessed here: Workplace Supervision for Advanced Clinical Practice](#)**

- ***"This publication has been developed collaboratively with a wide range of stakeholders from across the field of advanced clinical practice; from primary care to mental health and children's services to emergency medicine. With advanced clinical practice continuing to develop in rapid and diverse ways, it is anticipated that this is a first iteration of such guidance.***
- ***The document addresses the issues of multi-profession supervision within the changing and varied environments within which the trainee will be learning. Various definitions and roles are identified; Co-ordinating Education Supervisor and Associate Workplace Supervisors, with clear descriptions of these individual roles. The employers role is also identified with a solution-centric approach to some of the challenges that may occur in relation to providing and supporting workplace supervision.***
- ***The guidance is well laid out which supports it's use as an 'often to be returned to' source of information. There is a useful glossary, abbreviation and appendixes, references and further reading.***
- ***Health Education England supports the guidance and encourages trainees and supervisors to add a copy to your training portfolio and to refer to it frequently."***
- ***Dr Richard Collier, HEE Lead for Advanced Practice & Lead for Centre for Advancing Practice, Health Education England***



## Training Needs Analysis Survey

The Primary Care Workforce and Training Hubs are conducting a training needs analysis project across the West Yorkshire ICS that is looking at the primary care workforce and their training needs. To gain a comprehensive picture of the workforce, we have generated a survey about individual skills that currently encapsulates skills that can be obtained by GPNs.

It also includes skills from Clinical Pharmacists, HCAs and many other AHPs. The survey does not currently look at GP training needs. Part of the survey also encourages individuals to look at their 5, 10 and 15 year plan for their career, which can allow for workforce planning. This information is collected anonymously and is received as practice data.

Ultimately we are hoping the evidence will help identify resources that our region needs to protect our workforce. We would appreciate if this could be completed by as many individuals as possible to ensure we have the best idea of the skill set available in Leeds.

<https://www.surveymonkey.co.uk/r/WYTNA>

## Response from Leeds Primary Care Workforce and Training Hub regarding recent CPD applications

We wanted to extend our thanks to everyone that submitted an application for the £333 CPD funding for GPNs and eligible AHPs from HEE.

As a city, we submitted applications for **219** individuals in primary care including Advanced Nurse Practitioners, GPNs, Paramedics, Physiotherapists and Nurse Specialists.

Part of the application also included an offer for a PCTC 6 month online course at a significantly reduced rate. Out of those 219 applications we had applications for:

- 33 Diabetes courses
- 29 Cardiovascular Disease
- 29 Respiratory
- 31 Women's Health

Totalling 122 applications across the city!

These applications have been submitted to HEE for processing and funds will be released to practices and PCNs in due course. The Leeds PCWTH Project Coordinator will be in contact with practices when this funding is released. The information provided in the applications regarding training demands in the city will also be used to discussions regarding training provision in the city.

Many thanks for your time and effort in submitting the applications.

Gemma Cook, Leeds PCWTH Project Coordinator