

Newsletter

December 2023



Calling all BSW Practices: Are you employing new Nurses/Nursing Associates in your practice?

The online Preceptorship Fellow Programme for Nurses and Nursing Associates new to General Practice begins on **Feb 8th 2024**. The programme includes core skills training such as Imms & Vaccs 2-day course. For more information, contact [Tina](#).

BSW Academy are hiring student reps!

BSW Academy is launching the BSW Student Council project to improve the learning experience in practice. They are seeking representatives from all types of students, including apprentices, and it is a paid role that would take no more than 24 hours over the next 2 years. It would be great to have representation from primary care! Those interested in applying can email [Vanessa](#) for more information.

Looking after you: confidential coaching & support for the primary care workforce



The South West Leadership Academy offers 3 confidential coaching programs that are tailored to individual needs and designed to be easily accessible. Experienced coaches provide support for individuals, team management, and reflection on career goals and ambitions. [Read on here.](#)



Exploring Primary Care Careers: NHS Webinar for Students!

The NHS Careers Untapped team would like to extend an invitation to primary care staff to encourage students with a keen interest in primary care to join their upcoming webinar on Wed 6th Dec 16:30-18:00. The event is designed to promote primary care and community careers, and will showcase various roles, including social prescribers, general practice nurses, and first contact physiotherapists among many others. To book, click [here](#).



Updated docs: Physician Associate Primary Care Preceptorship and Mentorship Guidance

NEW!

Primary Care Preceptorship and Mentorship guidance documents have been updated collaboratively with colleagues. You will be able to view them on the [Health Education England \(HEE/NHSE\) website](#) as well as the [Faculty of Physician Associates website](#) on the [Employers page](#) for General practice shortly. If you have any questions contact england.maps@nhs.net.

Primary Care: Coming Together as a Team Conference

The Primary Care Conference Coming Together as a Team takes place on Thurs 14th March 2024 at Sandy Park, Exeter. You can [book here](#).



New NHS England Frameworks published to help systems reduce health inequalities

NEW!



NHS England has published 2 new frameworks to support work to reduce health inequalities. The [Digital Inclusion Framework](#) supports work to design and implement inclusive digital approaches and technologies. The [Inclusion Health Framework](#) gives practical information to support NHS systems and their partners to take practical action on reducing health inequalities for inclusion health groups, such as people experiencing homelessness and Gypsy, Roma, and Traveller communities.

FOCUS ON - General Practice Assistants

Training Hub Lead: Hilary Fairfield, Education and Training Manager

As part of the multidisciplinary team, General Practice Assistants provide a support role, carrying out administrative tasks combined in some areas with basic clinical duties. By doing this, they can help to free up GPs time and contribute to the smooth running of appointments, improving patients experience in the surgery.

Although there were a number of GP Assistants trained in the BSW area two years ago, their inclusion in the ARRS has generated further interest in this role and there are a number of PCNs who have already expressed an interest in nominating staff for the training. After a delay of several months, the national contracts for delivering an accredited training programme for GP Assistants have recently been awarded. In the south west, the contract has been awarded to Sysco, with accreditation of 10 CATS points at level 4 through Pearsons. The programme in the region is being co-ordinated by Sarah Stapleton from Devon Training Hub and I am working closely with her to ensure that this programme will be delivered for staff in BSW and that trainees are supported. Expressions of interest are being invited by Devon Training Hub for the 50 GP Assistants training places available in January, with a further course being planned later in 2024.



Updates from BSW Academy

Over 2000 health and social care colleagues (including 66 from primary care) have completed the Tier 2 training of the Oliver McGowan Mandatory Training on Autism and Learning Disability since June 2023. Tier 2 training is a full day face-to-face session for those who may need to support people with autism or learning disability. Tier 1 training is a 1 hr online interactive session for those who require general awareness of the support needed by such people and will be available soon. Great feedback includes: 'Increased awareness - particularly of autism and feel more confident in making suitable reasonable adjustments for people with autism and/or learning difficulties' and more!

There are 6 Tier 2 sessions per week available across multiple venues provided by our partners across BSW - to find out more and to book a place click [here](#). Prior to booking, colleagues are required to complete Part 1 of this training which is an E-learning module which can be accessed [here](#). For further information on Oliver's story, visit [here](#).



Leading collaboratively

The team has expanded with 2 Lead Trainers, 8 Autism co-trainers, and 8 Learning Disability co-trainers. Co-trainers have lived experience of Autism and/or Learning Disability making the training powerful and insightful. Collaborating with AWP and Swindon Advocacy Movement, the team aims to recruit and support co-trainers - interested? [Email for more information](#).



General Practice Staff Survey: Thank You!

Thank you to everyone who has responded to, and helped to promote, the NHS General Practice Staff Survey which is now closed. We are delighted with the great response, with **1230 colleagues (47% of the participating workforce)** taking part and giving their views. We really appreciate your involvement and hope that you have felt supported in this opportunity to have your voice heard. This is an important step in understanding the experience of people working in general practice and then working to identify what changes can be made for the better. The survey supplier Picker is now working on the analysis and reports, and we expect to see results in Spring 2024. Reporting will be in summary form and does not reveal the identity of anyone who took part. For instance:

- Practices and PCNs with 10 or more responses will receive individual results, with appropriate levels of detail depending on sample size (to meet confidentiality standards).
- ICBs will receive system reports including a RAG report to allow comparison of results by breakdown of choice i.e., ethnicity, gender, length of service etc.
- A national level report (themed analysis) will also be available.

For any queries about the survey, please contact [Rachel](#).

Level 6 Chartered Manager Degree Apprenticeship (Mary Seacole)

The NHS Leadership Academy and the University of Exeter have partnered to offer a Level 6 Chartered

Manager Degree Apprenticeship with Mary Seacole certification. This program enables healthcare sector staff to earn a degree while working. [Click here to find out more.](#)



Apprenticeships - Information Webinars

Information webinars, designed to enable you to find out more about each NHS Leadership Academy apprenticeship. [Click here to find out more.](#)

The School for Change Agents

Would you like to develop skills to make a difference and create change in health and care? The School for Change Agents by [NHS Horizons](#) is a free, online, self-paced course designed for health and care staff at any level to build confidence. [Click here to find out more.](#)



NHS Leadership Academy: Edward Jenner Programme

Designed to offer flexibility with its suite of online short courses, this programme is your first port of call if you're looking to build a strong foundation of leadership skills that can help enhance your confidence and competence in your role. [Click here to find out more.](#)

Get involved - #ProjectM

A place and space for team leaders and managers to connect, share and learn together. Through your feedback, contributions and emerging themes, new content will be released led by you, for you. [Click here for more information.](#)



Find us on LinkedIn!

Check out our [new LinkedIn page](#). Give us a follow for all the latest updates!



Developing a research skilled workforce in the South West



To support workforces to progress their skills and confidence with research-related activities, Research Skilled Workforce have run a series of webinars:

- [Demystifying research](#)
- [Using evidence to change practice](#)
- [Do I matter to research?](#)
- [Designing your roadmap to success](#)
- [Sharing is caring](#)
- [There's No 'I' in Team](#)

If you have not yet completed the short, online survey on research / related support within your organisation, please [click here](#) to complete.

NEW! New training directories for heart and respiratory disease

Two [new training directories](#) have been developed by the Long Term Conditions programme team in the WT&E directorate for heart disease and respiratory disease. These directories provide a centralized repository of career competencies, pathways, higher education resources, and short courses to help healthcare professionals develop their careers and expand clinical expertise.

Resources to develop advanced practice roles

The [Emerging Areas Advanced Practice Workforce Transformation Resource](#) was recently launched to help local systems, organizations and services develop advanced practice roles in new areas. The resource comprises workshops and materials to design advanced practice plans that address local service challenges. The framework is supportive and adaptable to take core workforce transformation principles as required. For more information or questions, email england.advancingpractice.sw@nhs.net.

Clinical Examination Skills for community pharmacists

Fully funded training modules are available for community pharmacists to expand their clinical skills and improve patient care. The training program is flexible and can be tailored to individuals' skills and learning requirements. Optional face-to-face sessions are available, providing the opportunity to practice new procedures and techniques in real-life scenarios. This training offers a step towards Independent Prescribing and an opportunity to gain new specialist skills. [Click here to learn more and sign up.](#)



Have you considered the benefits of being a research active practice?

Who we are: The NIHR Clinical Research Network (CRN) supports patients, the public and health and care organisations across England to participate in high-quality research, thereby advancing knowledge and improving care. We are working with health professionals and researchers to support the set up and delivery of NIHR adopted research studies at 90 primary sites across the region. For research to be equitable and accessible for all, it is important for as many sites to be offering research opportunities as possible.

Benefits for you: Many healthcare professionals find the experience of being involved in research studies positive and rewarding. It can increase job satisfaction and overall quality in performance.

Benefits for your practice: It can be empowering for GPs and patients alike to be helping to answer important research questions that are relevant to UK general practice. Practices have found that developing a research interest not only produces a new income stream (Research Site Initiative (RSI) scheme) but leads to a novel aspect of staff development and portfolio careers. Hosting research offers more variety to clinical roles and further opportunities to build networks.

Benefits for your patients: Evidence shows that research-active organisations delivering clinical research trials and studies have better patient outcomes. Patients participating in research can access novel treatments and/or facilities, tests and enhanced monitoring. Patients value the opportunity to participate in research studies; it empowers them to understand more about their conditions and allows them to contribute to improving future healthcare.

Contact us: If you are interested in becoming research active, CRN WE have many resources to support you in research delivery.

- A funding scheme which supports research activity at GP practices.
- Mentorship by GP Champions and research experienced sites.
- A Team of Research Nurses and Clinical Research Practitioners who can support research activities in Primary Care
- Supportive resources available on our website

Please get in contact with [CRN West of England](#) if you would like to discuss your site joining our mailing list and becoming research active.

Personalised Care Corner

A dedicated to Personalised Care Practitioners and managers.

Coffee & Connect

An opportunity to network with colleagues in the same role or working in the same locality.



Care Coordinators: Mon 4 March
12.30- 13.30



Health & Wellbeing Coaches: Mon 11
March 12.30- 13.30



Team Leader and Managers: Mon 18
March 12.30- 13.30



Social Prescribers: Mon 4 December
12.30-13.30

If you haven't received an invite and would like to attend please contact [Veronica](#).

Team on TEAMS

A new team on TEAMS has been set up to bring together Personalised Care colleagues. If you are not a member yet and would like to be included contact [Veronica](#).

Induction & Information Sessions

The Training Hub Personalised Care Lead is now offering induction and information sessions for new and existing Personalised Care colleagues and managers. Please email [Veronica](#) to book.

Personalised Care Annual Event

A training and networking event for Care Coordinators, Health and Wellbeing Coaches, Social Prescribers and Personalised Care Managers.



Thursday 18 January 2024 - 9.30-16.00



Somerdale Pavilion, Keynsham, BS31 2FW

Please complete [booking form](#) to secure a place or email [Veronica](#) to find out more.

Training Hub Team



Liz Alden
Clinical Lead



Rachel Cooke
Governance Lead
& GP Flexible
Pool Lead



Hannah Cornish
GP Fellow



Shaya Chivers
Admin Fellow



Helen Edwards
Business
Support Officer



Hilary Fairfield
Training and
Development
Manager



Tina Fear
Nursing Lead



Kevin Foreman
Lead for
Apprenticeships,
AHPs, and
Advanced Practice



Isaac Frank
Near Peer GP
Fellow



Andrew Girdher
GP Fellow



Veronica Kuperman
Personalised Care Lead



Chelsea Markham
Admin Fellow



Jim Petter
Paramedic Lead



Jo Sinclair
GP NQF and
Retention Lead



Roger Stead
Senior Project
Manager (BEMS)



Lucie Thompson
Pharmacy Lead



Michelle Trenwith
Admin Fellow



Will Wallage
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Di Walsh
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