

Newsletter

March 2024

NB Medical

Education: licences still available!



The Training Hub has obtained a number of licences for the 'Hot Topics' courses offered by NB Medical. These are for staff who are eligible for the CPD funding* from NHSE which is held by the Training Hub. If you fit the criteria and have not yet fully used your CPD allowance for this year, you may wish to take advantage of one of these subscriptions. **If you are interested in this, please contact bswicb.traininghub@nhs.net, giving your name, role, and the name of your practice/PCN.** * 'Eligible' staff are Registered Nurses, Nursing Associates, Physiotherapists, Paramedics, Podiatrists and Therapists who are employed in BSW practices.

Funding to become a Visa Sponsorship Practice! Hurry! 3 spaces left!

Over half of the doctors in GP training are international medical graduates (IMGs). This percentage is even higher for those training in the BSW area.



Many of these doctors who are on Skilled Worker Visa (formerly Tier 2 Visa) are typically not eligible for indefinite leave to remain (ILR) in the UK when they qualify and must be employed by a practice with a Visa Sponsorship Licence to continue working in the UK.

In BSW many of the IMGs completing their GP training would like to stay in the area and are looking for employment. But only 15 of 87 (17%) BSW practices currently hold Visa Sponsorship Licences.

You can help support them into employment with your organisation by becoming a visa sponsor.

The next 3 practices that come forward to apply for a Visa Sponsorship Licence will be supported by the BSW Training Hub.

To secure this funding and become a sponsoring practice, please email rachelj.cooke@nhs.net. Further information on the process and how to apply for a licence can be found [here](#).



Still available: Introduction to Primary Care programme for new admin and support staff

New to primary care? Join our tailored 6-week programme for administrative or support staff, designed for those who've joined in the last 6 months. Attend 12 interactive one-hour web workshops via MS Teams, every Tuesday and Thursday from 11:00-12:00, starting April 16, 2024. Email bswicb.traininghub@nhs.net to register.

Webinar in preparation for the General Practice Staff Survey (GPSS) results

Practices and PCNs who participated in Year One of GPSS are invited to attend a pre-release webinar for 2023 results, hosted by the survey provider and NHSE. Please register using the following link: [GPSS Pre-release Event Webinar](#) and hold the **11th of April 14:00-15:30** in your diaries. Diary invitations with joining details will be shared 24 hours before the event.

The session will provide detail on:

- survey participation
- an overview of organisation reports
- an overview of PCN reports and,
- how to make use of the data locally.



Work Well Webinars:

Empowering Healthcare Professionals: Monthly Webinars

Live monthly interactive evening webinars delivered by Dr Rachel Morris (former GP, founder of Wild Monday, creator of the [Shapes Toolkit™ Training](#) and host of You Are Not A Frog Podcast) and the Wild Monday team of doctors, trainers and coaches. They focus on the REAL issues and challenges that doctors and other professionals in healthcare are facing right now and use simple, evidence-based tools to offer practical solutions. Next month's topic is How to be happy at work at 19:30 on Wednesday 13th March. [Register here.](#)



FOCUS ON - Trainee Nursing Associates and Registered Nursing Associates in Primary Care

What is a Registered Nursing Associate (RNA)?

The Nursing Associate role was developed in 2015 to increase the capacity of the nursing workforce, bridging the gap between Healthcare Assistants and Registered Nurses (RNs). It offers career development opportunities for current staff and an alternative route to becoming a Registered Nurse. Trainee Nursing Associates (TNAs) complete a 2 year foundation degree by **apprenticeship**, with time equally spent between higher education and clinical placements within a range of different settings to gain experience across the four fields of nursing (adult, child, learning disability, mental health). On qualification, they can apply for Registration with the NMC, and can also undertake a further 2 year Registered Nurse Degree Apprenticeship (RNDA) programme to qualify as an RN.

Did you know that there are currently at least 22 RNAs, and 30 TNAs employed in General Practices and PCNs across BSW? This means that in BSW, we are well ahead if not taking the lead in the South West on training and establishing this new workforce in primary care. So a big **"WELL DONE"** shout-out goes to all of the practices and PCNs who have already and are currently supporting staff to complete the TNA programme.



Many, but not all of our TNAs already have rich experience of working in General Practice as HCAs or Assistant Practitioners. Others have been GP Assistants or Admin apprentices. A few are completely new to Primary Care and at least one new starter was a Sixth Form school leaver. Following the **apprenticeship programme**, TNAs work a minimum 30 hours a week and spend half of their time studying with one of the six approved universities covering the BSW area including BPP, Open University, Oxford Brookes, Solent, University of West of England, and University of Gloucester. The remainder of their time is spent working in General Practice with supervision, and in external clinical placements.

With a Government levy-transfer the **university course fees of £15,000 are paid in full**, and in addition, Primary Care employers can get a two year grant from NHSE totalling £8,160. The roles of both TNA and RNA are also reimbursable under the ARRS scheme! What's not to like?

Whilst it can seem overly complicated and perhaps daunting to set about employing a TNA in General Practice, there are colleagues within the Training Hub whose specific role it is to guide and support you through the stages of applying for an apprenticeship, funding, and university provider for your prospective TNA. You can contact us for an initial discussion whatever stage of planning and thinking your GP practice or PCN is at. I would be delighted to work with you on this in my role as TNA Lead. I work extremely closely with colleagues Petra Freeman and Kevin Foreman, so between us we have the knowledge and experience to help you get this off the ground. My role is also to support employers and TNAs along the two year programme, and to contribute towards their retention in the Primary Care workforce. Please do not hesitate to contact me via kath.whysall1@nhs.net



Focus on YOU

If you are a TNA currently studying, or a qualified NA just registering with the NMC, or pioneering the RNA role primary care, I would love to hear from you! I am actively developing a Peer Support Network for TNAs and RNAs, with the launch of TNAs Together at the end of February. The network will have several layers employing a number of communication methods including the TNAs Together WhatsApp group, regular information and relevant updates by email, meetings on Teams, and hopefully an initial face to face event in the early Summer. If you have not yet had your personal invitation to join the TNAs Together WhatsApp group, and would like to know more, please contact me directly via kath.whysall1@nhs.net. As I write this, seven TNAs are members of the WhatsApp group so please join us. **Setting up a peer support Network will allow TNAs across different Primary Care settings to connect with their peers, share experiences, challenges, and solutions and to learn with others.**



Kath Whysall - Nurse Fellow – Trainee Nursing Associate Lead BSW Primary and Community Care Training Hub

Unlocking opportunities: free CPD course for Primary Care professionals

The Southwest School of Primary Care is excited to offer free access to a prestigious CPD opportunity from the University of Exeter, relevant to all clinical professionals in Primary Care. Nurses, AHPs, and GPs who have completed CCT within the last two years or will do so soon can apply for funded places. The "Principles of Primary Care CPD Course" by the Faculty of Health and Life Sciences at the University of Exeter will be held on April 16th or May 14th, 2024, either online via Zoom or in-person at St Luke's Campus. To find out more about [Principles of Primary Care](#) visit the [website](#). **To reserve a funded place email FHLS_CPD@exeter.ac.uk**



Join us in celebrating Social Prescribing Day

We are celebrating Social Prescribing Day on **14th March**. Thanks to our Social Prescribing colleagues for their work and the difference they make in our communities. Help us celebrate by hosting events, showcasing your work on social media or highlighting what you're doing in the media. The [following resource pack](#) contains information, social media graphics and ideas that you could use to organise an event.



**Humble Health
Conference 2024**
Let's bring out our best

**Humble
Health
Conference**

The Humble Health Conference is about bringing out your best. Combining talks, workshops and community, it is a gathering of pioneering health professionals, passionate about nurturing our holistic health, performance and potential. To find out more visit our [website](#) or watch this one minute [video](#). **To book your place click this link.** Thursday 2 May 2024 09:00 – 15:00, Cumberwell Golf Club, Bradford-on-Avon BA15 2PQ

Are you a nurse working within NHS primary care?

Join in on research exploring changing job roles of the nurses in Primary Care. For questions, contact researcher [Samantha Hyde](#).



Lantum - does your practice need GP Locum cover?

 Lantum

If your practice would like to try using Lantum (workforce management platform) to cover gaps in rotas with GP locums, please contact rachelj.cooke@nhs.net to get set up and start posting.

A limited number of licences remain available (with all booking, commissioning and licence fees covered by BSW ICB) until November 2024.

Feedback from BSW practices currently using Lantum include:

- "Without Lantum I wouldn't have half the sessions filled, and because of Lantum, I have been able to make contacts with GPs, which has even led to offering a permanent position to a GP".
- "I find this a transparent and reliable platform for accessing a quality locum pool hence why I am a repeat customer. No problems with building relationships with locums through this platform".
- "Thanks to Lantum, we have been able to build a solid cohort of Locums that I am able to contact regular locums in a pinch..... I can't really fault Lantum in any way".



BGPERT
Bath GP Education & Research Trust

Annual Diabetes Study Day for GPs and Practice Nurses

With the RUH & Community Diabetes Teams. Wednesday 18th September 09:00 – 16:30 TBC. Trowbridge Civic Centre, BA14 8AH. Please email [BGPERT](#). This meeting is open to non-members of BGPERT including Practice Nurses. BSW Training Hub have paid for all practice nurse, physio and paramedic places for BSW Practices.



Introducing the BSW Higher Development Award: elevate your skills in health and care

The BSW Academy and Wiltshire College and University Centre introduce the BSW Higher Development Award, a new qualification tailored for support staff (clinical & non-clinical) in the health and social care sector. Available at levels one, two, and three, the award encompasses certifications in Personal Development, Team Leading, and Leadership and Management (coaching) - ILM. While level one and two qualifications are fully funded, the cost for level three is covered by the employer. For further details, visit [here](#).



Unlock your potential: explore the NHS Leadership Academy's Learning Hub!

Discover a wealth of learning opportunities at the [NHS Leadership Academy's Learning Hub](#). Whether you're looking to enhance your leadership skills, develop professionally, or stay updated on the latest trends in healthcare management, the Learning Hub offers a diverse range of resources and courses tailored to healthcare professionals.



Empower your leadership: join the Core Managers Programme for Inclusive Workplaces!

Dive into the [NHS Leadership Academy's Core Managers Programme for Inclusive Workplaces](#), designed to equip managers with essential tools for fostering inclusivity in healthcare settings. Through workshops, coaching, and practical learning, participants drive positive change and build diverse, equitable, and inclusive workplaces.

Personalised Care Corner

A space dedicated to Personalised Care Practitioners and Managers.

Coffee and Connect

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

- Care Coordinators Coffee & Connect: Monday 4 March 12.30- 13.30
- Health & Wellbeing Coaches Coffee & Connect: Monday 11 March 12.30- 13.30
- Team Leader and Managers Coffee & Connect: Monday 18 March 12.30- 13.30
- Social Prescribers Coffee & Connect: Monday 25 March 12.30- 13.30

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

Team on TEAMS

If you would like to be added to our Teams channel, please email [Veronica](#).

Induction and 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.

Coming soon...

Don't forget to join the **Primary Care: Coming Together as a Team Conference** Coming on March 14, 2024, at Sandy Park, Exeter. Submit your interest for presentations [here](#).

Gateway C: Short videos for primary care relating to various aspects of cancer

- Cancer in an ageing population
- Proton beam therapy
- The role of genetic testing
- Cancer and pregnancy
- Cancer in the trans community



For more, [click here](#).



Training Hub Team



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Rachel Cooke
Governance Lead
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Pool Lead



Hannah Cornish
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Andrew Girdher
GP Fellow



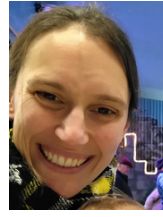
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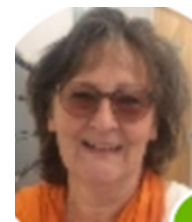
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