

## Ambition to Lead Programme 2024

 The Queen's Nursing Institute

Applications are now open for the **Ambition to Lead Programme**, aimed at nurturing future healthcare leaders from among experienced nurses and allied health professionals (AHPs) in community settings.

**Open until 6th May 2024**, this development opportunity welcomes applications from a wide range of professionals, including those from the charity or independent sectors, and strongly encourages Global Majority (BAME) applicants. Designed for those ready to advance their leadership journey, the programme is not limited to Queen's Nurses but is accessible to any qualifying nurse or AHP. [Apply here.](#)

### Calling all General Practice Nurses in BSW!

BSW Primary and Community Care Training Hub is hosting "an exciting funded conference for you on **June 19th 09:30-16:30**" at **Trowbridge Rugby Club!**

The aim of the conference is to support you in your day-to-day work with your patient population. Topics covered will include rethinking services for our population, health inequalities and inclusion, and vaccinations. For more information and / or to book your place, please email [h.edwards12@nhs.net](mailto:h.edwards12@nhs.net).



**NEW!**

### Primary Care Sustainability Morning and Lunch

In May, BSW ICB are providing 3 educational mornings titled: BSW PCN: Sustainability - improving patient care and working environments through green initiatives across three weeks with a networking lunch and CPD certificates. These events are open to everyone and anyone working in primary care in BSW focusing on how sustainability improves patient health, staff morale and wellbeing, primary care finances and the environment too.

Please sign up to the events through the Eventbrite links below – there is one for each venue and morning.

Devizes Wednesday 1st May 09:00-13:30  
Swindon: Thursday 9th May 2024 09:00-13:30  
Bath: Tuesday 14 May 2024 09:00-13:30

### BSW Training Hub's Qualitative Fit Testing Trainer Course

BSW Training Hub offered each PCN funded spaces on Qualitative Fit Testing Trainer course. The enhanced IP&C training has enabled colleagues to meet the requirement of INDG 479 for Fit Test Operators so that they can now Fit Test individuals within their PCN for FFP3 masks and respiratory protective equipment. FFP3 masks and/or RPE are needed to reduce transmission to staff who may see patients with certain infectious diseases that have airbourne transmission e.g. Measles, TB, Chickenpox. This also ensured that practices are compliant with The Health and Safety Act 1975 and The Health and Social Care Act: 2008. The course was delivered by RPA who are a Fit2Fit Accredited Fit Testing Specialist company and have supported BSW and the NHS previously.

## What's included:

- ✓ NHS General Practice Staff Survey (GPSS 2023) Results - [page 2](#)
- ✓ Future of Flexible Staff Pool - Have Your Say - [page 3](#)
- ✓ Meet Dr. Kate Lippiett: Enhancing Research and Support for General Practice Nurses - [page 3](#)
- ✓ Be a part of NHS General Practice Staff Survey Development - [page 4](#)

and more...!



## FOCUS ON - 'From Student Nurse to GPN to Advanced Practitioner



### Opportunities for new nurses in General Practice

There are some exciting opportunities to develop new nurses and further benefit BSW Practices.

An online Primary Care Student Nurse Event is held annually for 3rd year students from all our regional universities, targeted to those who are interested in working in Primary Care on qualification. This event focuses on 'a Day in the Life of Primary Care.' It is supported by some practice colleagues who give their time to share their experience. Attendance varies from 30- 40 eager students. Their expression of interest identifies their geographical area enabling practices to be notified to match with vacancies.

In 2023, 17 General Practice posts were secured for those wishing to pursue an exciting career in primary care across BSW.



### Practice Nurse Vacancies Needed in 2024!

We currently have 24 enthusiastic soon-to-be newly qualified nurses, who will be seeking Practice Nurse posts in BSW in the summer after experiencing a placement in Primary Care and attending the student event. It's a testament to Primary Care and the experience these students are having that they are eager to join one of your teams.



### Gaining Further Skills Needed

Once in post we currently offer a 12-month funded online Preceptorship Programme to all those nurses & nursing associates who are new to Primary care. This programme offers all core skills needed to work in primary care, including an immunisation & vaccination course. Sessions take place at lunchtimes to reduce time out of clinical practice, and the overall offer is extremely well evaluated.



### Advanced Nurse Practitioner (ANP) Apprenticeships

Applications are currently available after completion of the Preceptorship Programme to prepare nurses for an Advanced Practice role. If your workforce planning has identified a need, this could be a great interest to you.

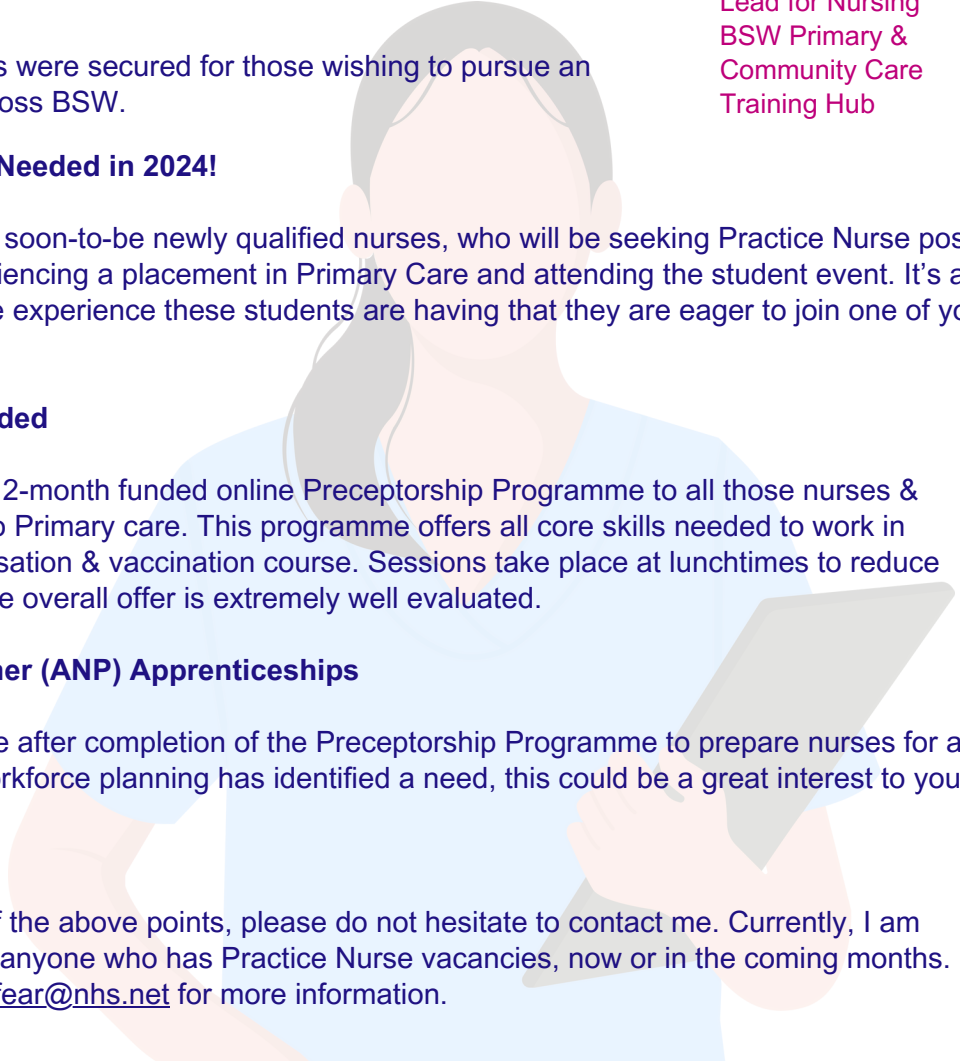


### Making Contact

For discussion in relation to any of the above points, please do not hesitate to contact me. Currently, I am particularly interested in talking to anyone who has Practice Nurse vacancies, now or in the coming months. Please contact me via email: [tina.fear@nhs.net](mailto:tina.fear@nhs.net) for more information.



**Tine Fear**  
Education Facilitator  
Lead for Nursing  
BSW Primary &  
Community Care  
Training Hub



NEW!

## NHS General Practice Staff Survey (GPSS 2023) Results



GPSS reports were sent to participating Practices/PCNs directly from Picker (survey provider) w/c 15 April. To support Practices/PCNs with their use of the GPSS results and maximise its value, NHSE and Picker ran a pre-release webinar on 11 April. If you were unable to attend, the **recording and slides** have been uploaded to the **Future NHS Site - GPSS**. If time is limited, recommend watching 13mins-45mins of the presentation for key information.

A follow-up FAQ document from the webinar will be shared on the site shortly.

For tips and a template on using your results click [here](#).

There will be availability for questions (with Rachel Cooke) at the PM / PCN Manager face-to-face meeting on 05 June 2024.

Details on how practices can take part in Year 2 GPSS will be shared in the coming weeks.

For any queries, please contact [rachelj.cooke@nhs.net](mailto:rachelj.cooke@nhs.net).





WE WANT YOUR  
FEEDBACK

## Future of Flexible Staff Pool - Have Your Say

BSW ICB's original 2-year flexible staff pool contract with Lantum from Nov 2021 to Nov 2023 was put in place to support the creation of a primary care flexible staff pool for all practices to book GP locums and practice nurses - an initiative first launched by NHS England.

As not all practices had taken up using the service, a scaled down 12-month contract with Lantum was put in place from Nov 2023 for a maximum of 29 practices to book GP locums only.

15 practices are using Lantum in the current contract to cover GP locum gaps in their rotas. 14 licences remain available.

The contract with Lantum ends in Nov 2024 and as potential funding for flexible staff pools is now bundled into the ICB's Service Development Funds, we would value your thoughts and feedback to help plan any future use of this service.

**Please complete the 2min survey** and vote for which of the three possible options you'd like to see going forwards. Your feedback is important to us, thank you for taking the time to complete. For queries, please contact [rachelj.cooke@nhs.net](mailto:rachelj.cooke@nhs.net).



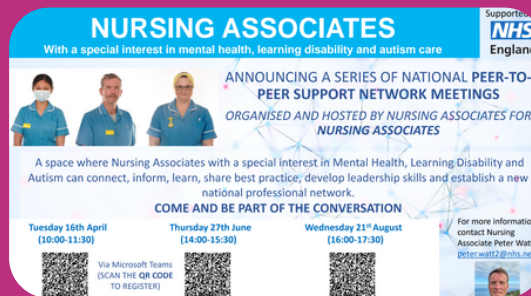
### Meet Dr. Kate Lippiett: Enhancing Research & Support for General Practice Nurses

Welcome Dr. Kate Lippiett, the new Clinical Academic at the University of Southampton and NHS South West! With a rich background in respiratory nursing and a PhD focusing on patient experiences in lung cancer and COPD, Dr. Lippiett is dedicated to simplifying care for people with long-term conditions. Her role involves enhancing research opportunities for General Practice Nurses across the South West. Whether you're looking to lead research, seek funding, or gain new skills like writing abstracts, Dr. Lippiett is here to support you. Interested in a chat about research or need guidance? Email [kate.lippiett1@nhs.net](mailto:kate.lippiett1@nhs.net). For more resources, visit the GPN Research section on the [FutureNHS Collaboration Platform](#).



## Join A Peer Network: Nursing Associates in Mental Health, Learning Disability, and Autism

South West Clinical School in Cornwall are hosting a number of peer-to-peer events supported by NHS England, with the purpose of developing a network for Nursing Associates with a special interest in Mental Health, Learning Disability and Autism. This will support Nursing Associates to connect, inform, learn, share best practice, and develop skills together. Please see [the flyer](#) for more information and email [peter.watt2@nhs.net](mailto:peter.watt2@nhs.net) for any queries.



### Funded places still available: Principles of Primary Care CPD course from the University of Exeter



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 course will be run by the Faculty of Health and Life Sciences at the University of Exeter on **14th May 2024**, either online via Zoom or in-person at St Luke's Campus. To find out more visit [the website](#). To reserve a funded place email [FHLS\\_CPD@exeter.ac.uk](mailto:FHLS_CPD@exeter.ac.uk)



### Webinar: How to have healthy conflict conversations - Wednesday 15th May 19:30

Join May's Work Well Webinar with Annie Hanekom, Director of Leadership at Wild Monday, and Dr Sarah Coope to learn: How to avoid dysfunctional approaches to a tricky conversation - Steer clear of having conversations when triggered - Get better at managing our response. It will be a practical session focused on actions you can use straight away - designed specifically for healthcare staff with tools tailored to the pressure you're working under in a stretched system. [Book here.](#)

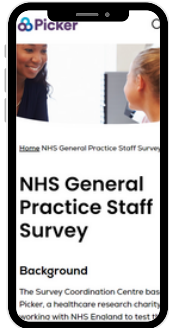
VOLUNTEERS  
NEEDED

### Join in on a study: MSK First Contact Practitioners and Injection Therapy

Philip Nardone, MSK First Contact Practitioner and student at the University of Essex, is requesting MSK FCPs to participate in sharing view and experiences around injection therapy as a necessary skill in the role. Please see [recruitment to participate letter](#) for more details.



## Do you work in General Practice? Would you like to be part of developing the NHS General Practice Staff Survey?



- As part of the ongoing development of the NHS General Practice Staff Survey questionnaire, Picker are looking for volunteers from a wide range of different roles and backgrounds to help test a questionnaire on staff experience in general practice.
- You may be eligible to take part if you work within general practice and are employed by an organisation such as a practice, PCN, or federation.
- This would involve a one-to-one informal chat with a researcher from Picker. This would last for about an hour and be held virtually over Microsoft Teams.
- Your input will help Picker to understand staff experience of working within general practice.
- For more information, [visit their website](#).
- Or to register your interest, [complete this survey](#).

## Learning Organisation Approval Process

- This [short video](#) promotes the benefits of undergoing the Learning Organisation Approval process.
- The Learning Organisation Approval process assesses your Learning Organisation (usually over a PCN footprint) via submission of appropriate evidence and a visiting panel (via MS Teams). This will result in a recommendation to the NHSE Quality Assurance Group for Primary Care Learners regarding the suitability to become an approved Learning Organisation. This would enable the Learning Organisation to host placements for all multidisciplinary learners.
- Further information including helpful facts can be found [here](#).
- The [Primary Care Learning Organisation Toolkit](#) sets out the new approval process, procedure and documents.
- We have approved 6 Learning Organisations to date in BSW and are due to complete this over the next four years.
- Dr Will Wallage (Primary Care Associate Dean for Quality NHSE South West and BSW Training Hub GP Lead) and Rachel Cooke (Governance/Quality Admin Lead) are in the process of contacting PCN Clinical Directors / PCN Managers for a 30min informal chat to outline the Learning Organisation process and answer any questions.
- We are keen to support and make this as streamlined as possible.
- Please do not hesitate to contact [wwallage@nhs.net](mailto:wwallage@nhs.net) and [rachelj.cooke@nhs.net](mailto:rachelj.cooke@nhs.net) if you have any queries in the meantime.



## Funding available to become a Visa Sponsorship Practice

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 18% of BSW practices currently hold Visa Sponsorship Licences. You can help support them into employment with your organisation by becoming a visa sponsor. The next few 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](mailto:rachelj.cooke@nhs.net).

Further information on the process and how to apply for a licence can be found [here](#).

The Home Office has [announced](#) that from 06 April 2024, employers that already hold a sponsorship licence will no longer be required to apply for a licence renewal after four years. There is no action needed for employers. If a practice has a sponsorship licence that is due to expire on or after this date, the Home Office will automatically extend the expiry date on the licence by 10 years. This will help reduce visa sponsorship related admin and costs for practices.



## South West Community Nursing & GPN Research & Innovation Conference

Join the Community & Primary Care Research and Innovation Conference in the South West on **Wednesday 26th June, 10:00 - 16:00** - aimed at nurses working outside of the hospital across the region, to help them get more involved in research. It can be nurses who know nothing about research and want to know more or nurse that have little research experience. [The link to book a place is on the flyer](#), and if you know anyone who wants to present a poster at the conference, they can email [Jennifer.charlewood@nhs.net](mailto:Jennifer.charlewood@nhs.net) for more information.

### Don't want to miss Inflammatory Back Pain? We've got your Back.



SWAG is a collaboration between rheumatology teams at Great Western Hospital (Swindon), Royal United Hospital (Bath), Torbay Hospital, North Bristol and Bristol Royal Infirmary/Weston super Mare NHS Trusts. The average time to diagnosis of axial spondylarthritis (axial SpA) in the UK is eight years - we can do better. SWAG aim to improve the recognition and referrals for suspected axial SpA. Join us for this important update on what to ask and how to refer.

#### Presenters

Dr Tom Williams, Consultant rheumatologist, RUH and Dr Imogen Taylor, GPwSI in rheumatology, BRI

#### Learning objectives

1. Differentiation of possible inflammatory back pain presenting in primary care
2. Investigations in primary care
3. When and how to refer to local rheumatology teams

**Wednesday 22nd May 13:00-13:45 on Teams**

Via Bath Institute for Rheumatic Disease (BIRD), on behalf of SWAG, please email [BIRD@birdbath.org.uk](mailto:BIRD@birdbath.org.uk).

### 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.

- **Team Leader and Managers Coffee & Connect:** Monday 13 May 9.30- 10.30
- **Social Prescribers Coffee & Connect:** Monday 20 May 12.30- 13.30
- **Care Coordinators Coffee & Connect:** Monday 8 July 12.30- 13.30
- **Health & Wellbeing Coaches Coffee & Connect:** Monday 15 July 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.



### Intimate Examination: The Basics - spaces still available

This FREE, full-day event for all primary care clinicians will cover the basics of intimate examinations, including common primary care presentations and their management. In the afternoon, you will have the opportunity to put your newfound knowledge to use on medical training aids. By the end of the day, you will understand how to complete a range of intimate examinations (identifying both normal and abnormal findings), as well as understanding basic anatomy, management of common presentations, and red flags. **Monday 3rd June 2024 10:00 - 17:00.** Wiltshire Air Ambulance, Semington BA14 6JX

**NEW!**

### MECC - Making Every Contact Count - New Dates

New dates are available for MECC training ([more information here](#)).  
**Thursday 16th May 09:30-12:30**

More dates to be released shortly!



# 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**  
Admin Lead



**Tina Fear**  
Nursing Lead



**Kevin Foreman**  
Lead for  
Apprenticeships,  
AHPs, & Advanced  
Practice



**Isaac Frank**  
Near Peer GP  
Fellow



**Andrew Girdher**  
GP Fellow  
(Digital)



**Veronica  
Kuperman**  
Personalised Care  
Lead



**Chelsea Markham**  
Admin Fellow



**Jim Petter**  
Paramedic Lead



**Ros Petrie**  
Population  
Health Fellow



**Jo Sinclair**  
GP NQF &  
Retention Lead



**Roger Stead**  
Senior Project  
Manager (BEMS)



**Michelle Trenwith**  
Admin Fellow



**Will Wallage**  
Clinical Lead



**Di Walsh**  
Programme Lead



**Kath Whysall**  
Nurse Fellow –  
Trainee Nursing  
Associate Lead



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