

# Newsletter

July 2024



**Funded UWE Modules for Nurses and AHPs Starting in September: Apply Now**

The Training Hub has some funded modules at UWE starting in September for nurses and AHPs. These include PACR; PADRAP, Long Term Conditions and Diabetes.

Please email [bswicb.traininghub@nhs.net](mailto:bswicb.traininghub@nhs.net) for more details and links to apply.



**The BSW GP Update Study Day Live, delivered by Red Whale, will take place on Wednesday 10 July, from 10:00 to 16:00**

The course will stream live from the Red Whale studio and cover all the latest need-to-know updates in primary care. There will be polls, Q&A, sofa chats, green screen segments, and dare we say... fun!?

You'll find details of all the course topics in the attached flyer. The course also includes 12 months membership to [redwhale.co.uk](http://redwhale.co.uk) where you'll find all Red Whale written resources - there's over 900 articles and GEMS to explore (think super handy ready written protocols to aid speedy decisions in practice) with super fast search, filter and bookmark functions.

**[Book your free place now](#)**

Not sure if you can make the date? If life gets in the way and you can't make it on the day, you'll get 12 months access to the course on demand, so no-one need miss out on the learning!

and more!



## What's included:

- ✓ [FOCUS ON - Social Prescribing - page 2](#)
- ✓ [Webinar: "How to deal with trauma on the frontline" - page 2](#)
- ✓ [General Practice Staff Survey \(GPSS\) - page 3](#)
- ✓ [Visa Sponsorship Licences - page 4](#)



## FOCUS ON - Social Prescribing



**Veronica Kuperman**  
Personalised Care Lead

Since 2019, Social Prescribing has increasingly become an integral part of our health system. The Additional Roles Reimbursement Scheme (ARRS) played a key part in facilitating and encouraging the recruitment of Social Prescribers. There are now more than 3,500 Social Prescribers in England, and approximately 40 in BSW.

Social Prescribing is a non-clinical approach to enduring health issues. Often, people are not easily able to differentiate between medical and non-medical problems, since these are often intricately connected.

With 80% of health outcomes being the result of our socio-economic and personal circumstances, and healthcare being responsible for the remaining 20%, meeting people's social, emotional and practical needs is increasingly seen as just as important as treating their medical ones.

Social Prescribing is a key component of Personalised Care, a conversational framework that focuses on 'what matters to you' rather than 'what is the matter with you'. The focus is on individuals' strength rather than deficits, enabling people to improve various components of "wellbeing" such as self-esteem, self-confidence, social interactions, day-to-day functioning. It also helps patients discover or rediscover the joy in life, try something new, build on a hidden or long forgotten talent, or find help with the things that are challenging in life. Social Prescribing is much more than a transaction of information, Social Prescribing has the potential to be transformational and a mechanism to tackle health inequalities by focusing on the wider determinants of health.

There is extensive expertise in the system, with Social Prescribing operating in some areas of BSW since 2015, and various opportunities through the Training Hub, for colleagues to develop the skills and knowledge required for the role, share best practice and receive support from peers. The latest Personalised Care event organised by the Training Hub in January, was attended by 80 colleagues, including Health Coaches, Care Coordinators, Social Prescribers and Mental Health Practitioners, and received fantastic feedback. To find out more about Social Prescribing and Personalised Care, please contact [Veronica Kuperman](#).

**DON'T MISS OUT!**

### Webinar: "How to deal with trauma on the frontline"

Understanding more about trauma and knowing what to look out for is really important if we want to better manage the effects of trauma, in ourselves and in our colleagues. There are ways we can learn to cope better with trauma exposure in a healthy way.

"How to deal with trauma on the frontline"

Wednesday 03 July at 19:30

[Sign up here to get your joining link.](#)

The Work Well Webinars are a series of monthly online trainings all about staying well, tackling burnout and managing your time and energy when things are stressful. Practical session focused on actions you can use straight away. And it's designed specifically for healthcare staff, so the tools are tailored to the pressure you're working under in a stretched system.

## General Practice Staff Survey (GPSS)

### Year 1 Recap

The NHS Staff Survey is one of the largest workforce surveys in the world and for 20 years it was only available to secondary care.

In October last year, the NHS Staff Survey was extended to primary care for the very first time. The survey aims to give a voice to staff working in general practice.

BSW was one of 21 participating systems nationally. 66% of BSW practices participated and of those practices 47% of staff completed the survey, which was the 2nd highest response rate nationally. A big thank you from the ICB to everyone who responded and helped to promote the survey. Participating practices received their individual reports in April and the ICB benchmark report shows combined scores very much aligned with the national average. [Results Webinar Recording and Slides](#) have been uploaded to the [Future NHS Site - GPSS](#). If time is limited, we recommend watching 13-45mins of the presentation for key information. For tips and a template on using your results click [here](#).

### Year 2 Roll Out

The ICB has signed the MOU with NHSE to enable practices/PCNs to take part in Year 2.

Rachel Cooke will be in touch with Practice Managers in July/August with a staff list template for completion, which allows Picker (survey provider) to send individual survey invitations.

The survey will run alongside the main NHS staff survey and will be open in October and November.

Participation is not compulsory but strongly encouraged and very keen to get even more practices participating in Year 2.

### Benefits

Taking part in the GPSS will, produce standardised, comparable, actionable data for practices which will support recruitment and retention and efforts to mitigate the prevalence of burnout amongst staff. The GPSS will include some of the WRES and WDES indicators – marking a critical step towards the implementation of workforce equality standards and will provide important evidence about the differences in staff experiences. The more staff know their organisations are listening to them and acting on their feedback, the better the outcomes for practices and patients. The GPSS will, over time, be a rich source of data to support understanding of working experiences.

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



# UPDATE

## Visa Sponsorship Licences

Over 50% of doctors in GP training are International Medical Graduates (IMGs) and 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. Only 19 of 84 (23%) BSW practices currently hold Visa Sponsorship Licences. You can help support IMGs into employment by becoming a visa sponsoring practice. The Training Hub are offering to fund the cost of a licence for the next few practices that come forward to apply.

To secure funding and become a sponsoring practice, please email [rachelj.cooke@nhs.net](mailto:rachelj.cooke@nhs.net). Six practices have obtained a Visa Sponsorship Licence (funded by the Training Hub) so far and a further nine are in the process of applying. Further information and guidance on how to become a sponsor can be found [here](#).

## 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.

- **Personalised Care B&NES Coffee and Connect: Monday 8 July 12.00- 12.45**
- **Personalised Care Wiltshire Coffee and Connect: Monday 8 July 13.00- 13.45**
- **Personalised Care Swindon Coffee and Connect: Monday 22 July 12.30- 13.15**

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.



# Training Hub Team



**Liz Alden**  
Clinical Lead  
(Portfolio with  
GP Education)



**Rachel Cooke**  
Projects Lead (GP  
Flex Pool / Staff  
Survey Lead)



**Hannah Cornish**  
GP Fellow  
(Education)



**Shaya Chivers**  
Admin Fellow  
(Digital)



**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  
(Digital)



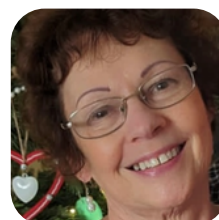
**Jim Petter**  
Paramedic Lead &  
Workforce Planning



**Ros Petrie**  
Population  
Health GP  
Fellow



**Jo Sinclair**  
GP NQF & GP  
Retention Lead



**Jacqui Simmonds**  
Legacy Nurse &  
GPN Support



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



**Michelle Trenwith**  
Admin Fellow  
(Digital)



**Will Wallage**  
Clinical Lead &  
Learning  
Organisational  
Approval Lead



**Di Walsh**  
Programme Lead &  
OD & Wellbeing  
Lead



**Kath Whysall**  
Nurse Fellow –  
Student Nursing  
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