

Cornwall Primary & Community
Care Training Hub



New to Practice Fellowships

Cornwall Primary Care Training Hub

GPN Programme

2021- Delivered on behalf of NHSE/I & NHS Kernow

NHS England and NHS Improvement



NHS

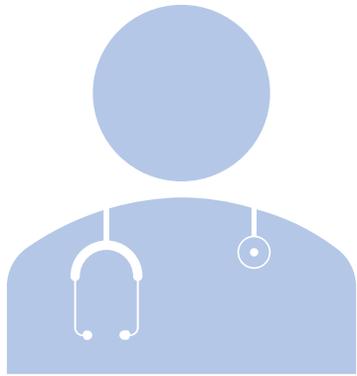
Kernow

Clinical Commissioning Group

NHS

Health Education England

Introduction & Eligibility



Cornwall Primary Care Training Hub is pleased to be delivering the New to Practice Fellowship programme, on behalf of NHS Kernow & NHS England & Improvement, with support from Health Education England.

The programme was launched in Cornwall in September 2020, with funding from NHSE/I and is a 2 year programme of funded support & CPD time for GPs & GPNs at the start of their career in General Practice.

You will find enclosed in this pack, information about the programme content for General Practice nurses, registration process and frequently asked questions.

In order to register for the scheme, the applicant should be:

A General Practice Nurse that has qualified within the last
12 months

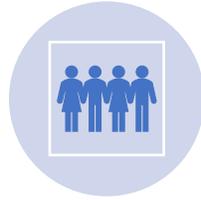
AND

In, or about to commence in, a substantive role in
General Practice in Cornwall

Programme Content- Nurses



Up to 4 hours per week (pro rata) of funded CPD time for 2 years



Peer support with other newly qualified and new to practice nurses



1-1 competency development in practice with Training Hub education facilitator, and support with a bespoke study plan for your preceptorship year in practice.



Local and Regional educational sessions on areas of interest, including “Passport to Primary care”



Participation in Clinical Supervision Groups



Access to coaching sessions across the 2 years

The CPD time will be largely self directed, with GP Nurse fellows expected to set their objectives and desired outcomes of this protected time at the start of the programme. These objectives will need to be linked to their practice priorities and PCN population health needs, and will need to be agreed by their employing practice. The funded time should allow for attendance at the programme sessions in addition to any required development.

Broad outline of the programme

Year 1- Focussed on a supportive introduction to General Practice, clinical supervision, peer support

Year 2- Increased focus on specialist interests, portfolio working, coaching

Nurses will also be eligible to apply for funding towards the “Fundamentals of General practice nursing” course at Plymouth University (limited places starting October 2021) and will also have access to the [Cornwall Training Hub Primary Care Education programme](#) and within this the “Passport to Primary Care”.

Funding breakdown- Nurses

For the purposes of this programme, full time is 37.5 hours per week.

Where possible, this time should be taken as an additional hours to existing clinical hours in the practice, and nurse fellows should agree this with their employing practice.

| Number of weekly clinical hours | Number of weekly hours for CPD | Total annual practice remuneration* |
|--|---------------------------------------|--|
| 32- 37.5 | 4 | To be confirmed on registration- updated September 2021 |
| 28-31 | 3.5 | |
| 24-27 | 3 | |
| 20-23 | 2.5 | |
| 16-19 | 2 | |

*The total annual remuneration is paid to the employing practice, and is a total payment will cover a set hourly rate, with an additional allowance for employing practices for associated employment costs to ensure that employing practices do not have to make this up.

Fundamentals of General Practice Nursing- Plymouth University



In addition to the funded time provided through the fellowship programme and the study days available through Cornwall Primary Care Training Hub, there are some limited places available on the Fundamentals of General Practice nursing course, delivered by Plymouth University. This course will provide newly qualified nurses with the skills and competencies required.

Cornwall Primary Care Training Hub is able to fund a limited number of nurses to undertake this course in 2021, and this opportunity will be discussed with each GP nurse on registration to the fellowship programme.

[You can find further information and breakdown of the course modules here](#)

Course overview

This course comprises three clinically focussed modules, aiming to support the development of nurses and AHP practitioners who are new to General Practice. Each module builds on knowledge and competencies gained from the previous one. For example: primary prevention, identification, and management of cardiovascular risk factors is explored in Module 1, and secondary prevention in cardiovascular and endocrine conditions in the following modules. Module 1 also addresses physical health in mental health and learning disability, plus key areas of asthma management and frailty. Some skills based competencies, e.g.: Immunisation of children and adults, or ear care, are offered as optional clinical sessions early in Module 1. These are not required by all students, thus are taught on days otherwise set aside for highly directed online study which can be accessed at other times within the 24 days of the course.

Module 1:

- Primary Prevention, Health Promotion, Health Screening
- Immunisations of children and adults
- Ear Care
- Physical Health in Mental Health and Learning Disability
- Diagnosis & Management of Hypertension (+ understanding pharmacological therapies)
- Introduction to Asthma management in Primary Care
- Frailty

Module 2:

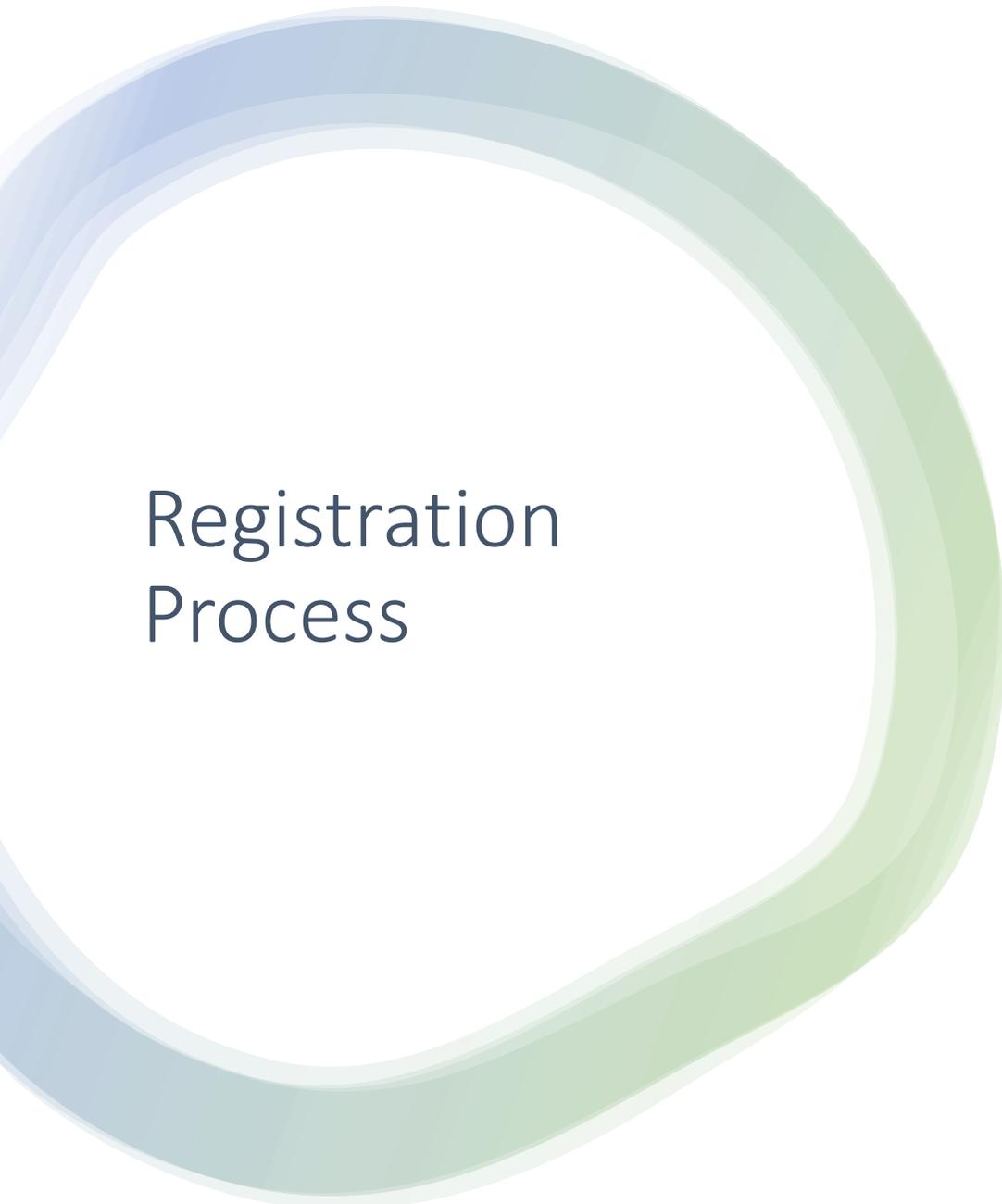
- Managing consultations
- History taking and basic clinical examination skills
- Using technology in healthcare
- Tissue viability and wound care
- Multi-morbidity and polypharmacy
- Secondary prevention in CVD Atrial fibrillation, Care post MI, stroke and TIA
- Dementia

Module 3

- Contraception and Sexual Health
- An introduction to neurological diseases
- Epilepsy
- Diabetes
- Chronic Obstructive Pulmonary Disease
- Travel Health
- Evidence based guidance: focus on common conditions (e.g.: arthritis, heart failure)

Each taught day has a suggested work-based activity to embed knowledge. This provides evidence to support competency achievement. Students are additionally encouraged to access online learning and to create and participate in communities of practice.

As always the course is taught by current practitioners and therefore will be flexible in terms of content.



Registration Process

Cohorts start in April & October.

Nurses wishing to register should first discuss the programme with their employing practice, and then complete the [Registration form](#) on our website.

Following completion of the registration form, the employing Practice Manager will be sent a Memorandum of Understanding for review and approval, detailing the invoicing terms and obligations.

Frequently Asked Questions

Q

DOES MY PRACTICE HAVE TO RELEASE ME FOR THIS TIME, OR CAN THIS BE ADDITIONAL TO MY CLINICAL SESSIONS/HOURS?

Either of these options are available, but this will need to be discussed and agreed with your employing practice. Where possible, it would be more beneficial for this to be additional hours, and to therefore not adversely affect your practice clinical sessions. We recognise that this is not always possible dependent on the number of sessions worked which is why it must be agreed with your employing practice.

Q

DOES THE CPD SESSION/HOURS HAVE TO BE ON THE SAME DAY/TIME EACH WEEK?

No. We have opted for this programme to be largely self-directed, so that it works for each participant around their clinical sessions and family lives, however the Training Hub will be providing the core programme in a structured way throughout the year (peer support/seminars) but shall ensure as much notice as possible and that availability is explored initially.

Q

WHAT SORTS OF CPD CAN I USE THIS TIME FOR?

You can use this for courses, eLearning, virtual courses, all of the programme content provided by the training hub, in addition to shadowing other members of the practice/PCN/specialty teams, participation in clinical supervision and self directed study. You can't use this time for core mandatory training required by your employing practice (e.g. Bluestream, E-learning for Health).

Q

WHAT HAPPENS IF I LEAVE MY CURRENT PRACTICE DURING THE PROGRAMME?

You or your employing practice should let the programme manager know as soon as possible if you are planning to leave your employing practice. Should you wish to continue on this programme in another practice, we will work with you and your new employing practice to try to support you to do so. Your new employing practice would be required to complete the required sign up paperwork in order to access the funding that supports you, and the CPD aims may need to adjust to fit the new employing practice and their population health.

Q

CAN I USE THIS TIME TO DEVELOP IN A SPECIALTY AREA?

Yes, however we would encourage you to ensure you have discussed this with your practice partners and practice manager, to ensure it fits with the practice or PCN development plans. Please note any associated qualification fees would need to be met by the participant or the employing practice

Q

WHY IS THE REMUNERATION LOWER THAN A STANDARD CLINICAL SESSION?

The funding is nationally set by NHSE. As this time should not be spent in routine clinical settings, the lower rate is reflective of the different nature of the time, and is intended to support the release from the session for CPD and support, rather than direct clinical care.

Q

IS THERE ANYTHING I HAVE TO SUBMIT THROUGHOUT THE PROGRAMME?

Fellows will be asked to complete and submit quarterly CPD returns to evidence their time, along with a reflective statement about the programme in order for their employing practice to receive the funding. Fellows will also be asked to complete evaluation/feedback throughout the course of the programme.

Helpful information

[Cornwall Primary Care Training Hub Fellowships](#)

Contacts

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