

HEE East Midlands Primary Care Newsletter May 2019



The New RCGP Mandatory Prescribing Assessment Pilot for Full Time ST3 Trainees

To be Completed Between August 2019 and January 2020

We wanted to make sure you are aware of the new mandatory prescribing assessment pilot for **full time trainees starting in August 2019**. It is mandatory to engage with the process for all full time August starter ST3s. They should review 60 prescriptions against a set of standards and have 20 of them reviewed by either their clinical supervisor or a nominated appropriate person for example clinical pharmacist. The trainee needs to reflect on their prescribing errors and the educational supervisor needs to review a number of the prescriptions and confirm they have done so. There are a number of forms.

It is likely to become mandatory for all trainees after the pilot which needs to be completed in the first six months of ST3 (**and the number of CbDs in ST3 reduces from 12 to 10**).

Here is the link to the information page on the college website <https://www.rcgp.org.uk/training-exams/training/mrcgp-workplace-based-assessment-wpba/prescribing-assessment.aspx> which contains all the resources as well as a detailed power point presentation. It builds on the research that Tony Avery and Richard Knox did on feedback to trainees, about their prescribing, and has been developed by the WPBA at RCGP.

Please note that trainers can refer to this in their own appraisal portfolio.

The reduction in CBDs will be some slight payback and it is suggested that trainers may well want to do this themselves for their appraisal. The WPBA group suggested about 2 sessions of private study time required for the trainee, 2 hours of prep for the trainer and then probably 1-2 hours of discussion.

If practices have a clinical pharmacist, then they can do the analysis and feedback.

It is non-negotiable. Trainees will get an ARCP OC 5 until they do it, but it does not have to be passed, just done. In fact, perfect ones with no errors will be rejected as the original study found that all of us make errors with the number we are talking about. Please do ask if you are unclear but we anticipate that GP programmes will be covering this in teaching and at trainers' workshops.

Dr Caroline Ahrens
Head of School, Primary Care LLNR (Lincolnshire, Leicestershire, Northamptonshire and Rutland)

CEGPR (CP) – Certificate of Eligibility for GP Registration – Combined Programme

The Combined Programme is for trainees who want to combine part of the GP CCT programme with posts held earlier in their career which were not approved for general practice training. This is just a reminder that those trainees wishing to do this need to declare this on their form R, and also inform me well before their first ARCP so that we can discuss the process and evidence required from you.

For more information please look at <http://www.rcgp.org.uk/training-exams/becoming-a-gp/entry-to-gp-the-register.aspx>

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Workplace Based Assessments: Common Pitfalls at ARCP

Alongside the AKT and CSA, WPBA is a common cause of a non-standard outcome at ARCP. Early in training this might be easy to rectify, but later, this could delay CCT. It is important to be aware of what the 'Minimum' evidence set you should provide in each ST year. You can find this on the RCGP website:

<http://www.rcgp.org.uk/training-exams/training/mrcgp-workplace-based-assessment-wpba.aspx>

Please remember this is a MINIMUM. There is the possibility of a piece of evidence not being accepted by the panel, so sticking to the minimum can, for some, be a dangerous game. Here are some of the common pitfalls:

- **MSF:** When in a primary care placement, an MSF needs to have a minimum of 5 replies from clinicians plus 5 non-clinicians. We quite often see MSFs which are incomplete, which might have at least 10 replies, but lack either enough clinicians or non-clinicians.
- **Mini-CEX / COT:** Mini-CEX can only be done in secondary care, COT only in primary care, any done on the wrong form cannot be accepted.
- **CEPS:** will be reviewed by the ARCP during your final review, to ensure there is observed evidence of the 5 mandatory intimate skills and a range of CEPS relevant to General Practice. The panel will check that these have been completed by someone who is qualified to assess. This should be a Doctor at level ST4 or above, or another health care professional, such as a specialist nurse, that has the necessary training and experience (please make sure this is clear on the form)
- **CSR:** The Clinical Supervisors Report is compulsory for all hospital posts. Because a CSR provides such rich information, it is strongly recommended that you also seek one for primary care placements. Although not really a pitfall, by not having a GP CSR you are limiting the evidence that you can use at ESR time and that the panel can use to judge progression.

Leadership and Management Training

As you may have heard, **Leadership and Management training in the East Midlands for all trainees** is getting a revamp. We are now ready to launch the new program starting with current ST1 trainees. When the course is fully up and running it will consist of **Day 1 and Day 2 in ST1 and a further day in ST3**.

However as this is a transition year to the new programme we are putting on **Day 1** from May 2019 (open for booking on Intrepid course manager now) and **Day 2** will be provided from September 2019. **Day 3** will be available from September 2020.

The first part of the course covers emotional intelligence, team working, communication skills, coping with stress and building resilience.

Trainees will also be asked to complete **an assessment tool through a new 'Learning to lead toolkit'** developed by the National Leadership academy. This will help the trainee to prioritise development areas in leadership and management which can then be discussed with their educational supervisor to develop an educational plan.

The tool is also an excellent resource for relevant content and supplies practical suggestions of how trainees can acquire experience during their training.

The content of the course should mean that when trainees start to tackle their **Quality Improvement Projects** (QIPs) they will feel better equipped to do these successfully. The existing teaching on the QIPs will continue on the GP training days as before to ensure that they start early in training.

Please encourage ST1 trainees to book on to Day 1 and Day 2 (when available) via intrepid course manager. ST2s and ST3 should continue to book sessions on the old course.

Further details are available on <https://www.eastmidlandsdeanery.nhs.uk/faculty/training-courses/leadership-management-programme>.

RCGP Essential Knowledge Updates & Challenges: EKC 2019.1

Preparing for AKT? Keep up to date with the latest changes, test your existing knowledge and highlight your learning needs with the ECU Programme. Offering **Updates, Challenges, Podcasts** and **Screencasts** as well as monthly **Hot Topics** and **Journal Watch** bulletins, the ECU Programme provides a wealth of resources that are easily accessible and are **FREE** to RCGP members and AiTs.

RCGP Online Learning Environment: <http://elearning.rcgp.org.uk/>

Mentorship and Coaching

The East Midlands Professional Support Unit (PSU) have commissioned a series of two-day workshops for TPD's and Educational Supervisors interested in Mentorship and Coaching.

Mentorship Using a Coaching Approach: No Charge to attend.

- **TPDs/EDUCATIONAL SUPERVISORS/TUTORS (only):**
27&28 Jun 2019 Doubletree by Hilton Nottingham Gateway
- **TRAINEES (only):**
29&30 July Leicester Hilton

Places are limited to 15 for each workshop and delegates must commit to attending both days. Booking at <https://secure.intrepidonline.co.uk/CourseManager/EMD/>

Lynne Cooke
Project Support Officer (RTT), Professional Support Unit
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Mentoring is a learning support mechanism where an experienced person provides knowledge or guidance to a person who needs developing or has less experience in a function, topic or role. Good mentoring can be instrumental in the development of an individual's skills, knowledge, behaviour and outlook in the workplace.

Coaching is all about empowering change and results. It helps us become more aware of ourselves, our impact on others and our responsibilities in achieving our own goals.

Good coaching can engender an increase in confidence, our ability to handle change and improve communication, performance and leadership skills.

Lead Employer Update

This month's Lead Employer Information Brief is now available [here](http://www.sharedservices.sthk.nhs.uk) via our website at <http://www.sharedservices.sthk.nhs.uk>

This month, you'll find:

- a message from our new Medical Director, Professor Andrew Rowland
- Junior Doctor's Forum dates for 2019
- important payroll and pensions information for the new tax year
- Workforce systems tutorials to help you get the most out of ESR and e-Expenses
- essential Health, Work and Wellbeing services and messages.

As always, we want to hear from you and your feedback is extremely valuable to ensure we continue to provide relevant updates which are informative and assist you during your employment and training. Feedback can be submitted to our team by following the link on the back page of our brief or clicking [here](#).

Jo Pickstock
HR Service Manager - 0151 290 4751

New GP Post-CCT Fellowships

These are an output from the GP Forward View and integral to the NHS Long-Term Plan. In recent years GP Fellows have explored ways to make working as a GP more attractive. The national HEE Fellowship scheme builds on the pilot fellowship schemes pioneered in the East Midlands.

The HEE Fellowship team is actively seeking initial expressions of interest from individuals who may wish to commence as a full-time or part-time fellow any time during the 12 months from September 1st 2019. We can put you in contact with key individuals at the training hub(s)/partner organisation(s) which lead on fellowships in the area where you wish to work in order for you to discuss the opportunities available and to be updated about the process and key dates for the local selection process.

Elements of a Fellowship

- **Clinical work** - salaried General Practice for four half-day sessions per week in the county in which you are a fellow. (You are employed by your practice).
- **Fellowship Placement** - four half-day sessions per week. The training hub/partner organisation will help to identify funded local placements for each fellow. The placements can be tailored to your ambitions and can be clinical, managerial or educational or a combination. Examples include:
 - Helping you to develop a clinical special interest such as dermatology, frailty and palliative care.
 - Supporting you to become a leader within the local healthcare system working with evolving Primary Care Networks and with GP Federations, Training Hubs, Integrated Care Systems, NHS England and HEE.
- **Project** To be determined by the Fellow and agreed with the HEE team and training hub within a few months of starting your fellowship.
- **Accredited Qualification** - two half-day sessions per week of grant supported study leave. (HEE fund your time and the cost of the tuition*).

There is a wide choice of courses. Suitable qualifications include those linked to a clinical speciality/interest or to leadership, education or research.

**course fees of up to £5000 plus £18,963 per annum for the two sessions.*

Places and Eligibility

If you have gained your CCT since August 2014 or will be gaining your CCT by September 2020 and plan to work in the East Midlands as a GP, you can apply for the current scheme.

Interested? Want to find out more?

Please email the HEE Fellowship Team for the East Midlands: fellowships.em@hee.nhs.uk

Please confirm:

1. Your name and GMC number.
2. Date of CCT (if you are in training please indicate expected date).

PD Development Day **Westbridge Place, Wednesday 22nd May 2019**

Another fun filled development day -programme to be finalised but covering –OOH/New contract/SuppoRTT /honest Conversations/differential attainment.

Please book through intrepid. Although this is a whole day you are welcome to attend morning or afternoon if you are unable to make the whole day. Our speaker on differential attainment is doing the afternoon slot. We hope to see many of you there.

Bullying, Undermining and Harassment in the NHS: #letsremoveit campaign

As medical professionals, we are only too aware of the size and scale of bullying, undermining and harassment in the NHS. For this reason, the Royal College of Surgeons of Edinburgh has an ongoing commitment – through our **#letsremoveit** campaign – to working with healthcare professionals to challenge unacceptable behaviours and support change across the NHS.

However, the size and scale of the problem is such that only a long term and co-ordinated approach can hope to reduce the unacceptably high levels of workplace bullying in the NHS. For this end, an informal alliance of medical and healthcare bodies has come together to share ideas and best practice as well as illustrate the variety of assistance available including a new document aimed at outlining some of the work these organisations are doing as well as the support available. This can be found <https://www.rcsed.ac.uk/media/417910/antibullying-3april2019-002.pdf>. It is reported that, over a quarter of NHS staff in England experienced bullying by a colleague in the last year, and research estimates that it costs the health service at least £2.4 billion p.a.

Bullying not only affects those on the receiving end but has severe consequences for patient care. We would therefore welcome any suggestions you may have to address this important issue and your involvement in this alliance's work.

Should this be of interest, please contact birmingham@rcsed.ac.uk.

Professor Mike Griffin OBE
President, the Royal College of Surgeons of Edinburgh

Supporting your future workforce - Return to Practice for General Practice Nursing Project – April 2019

An opportunity for GPs, Practice Managers and GP Nurses – we need your help please

Highlights of Newsletter

We have a Return to practice course locally near you, could you support a Return to Practice GP Nurse? Each student receives £500 and each placement receives £500 per student

Improving access to Return to Practice programmes is No 5 on the ***GPN Workforce 10 Point Plan*** and we are recruiting experienced nurses who have left Nursing and allowed their registration to lapse. These nurses want to re-join the Nursing workforce and develop a career as a General Practice Nurse.

In order to support this objective we have developed a bespoke ***Return to Practice for General Practice Nursing course*** which is delivered by 12 Higher Education Institutes across England.

Details of Courses and HEI's are on the NHSE Health Careers website see links below:

- **[Returning to nursing page](#)** (including links to the specific RTP – GPN courses on the course finder)
- **[RTP nursing page](#)**
- **[RTP nursing FAQs page](#)**

Providing experienced nurses with an opportunity to return to nursing within General Practice is the purpose of this project. To deliver this there is a need to secure quality placements in practices and to have trained sign-off mentors to supervise these returners. We are working with your local Training Hub to deliver these placements but if you haven't had any contact with the Training hub, feel free to email me. If your practice doesn't have a current sign-off mentor and would like to participate in this project we can provide the training, again please email me.

Being equipped to develop your own workforce is an important element of securing the sustainability of the practice, and supporting those experienced nurses who have been out of practice, but who have gained additional life skills and now wish to return to nursing within general practice, is a means of securing that sustainability.

Our project is funded and delivered by Health Education England in partnership with NHSE. Once our Return to Practice students have completed their course and attained their NMC Re-registration we hope they will be able to find GPN posts to apply for and begin to fill many of the General Practice Nurse vacancies currently available across England.

Currently we have 70 RTP GPN returnees who commenced the RTP GPN courses around the UK in September 2018/March 2019. All the returnees are undertaking their clinical

practice placement in a GP Practices supported by a General Practice Nurse as their Supervisor and Assessor.

This is all good news, but we now have another cohort of students to support through the 2019 RTP GPN courses

We need your help! We need more Clinical placements in GP Practices

We need more GP Practices to agree to support our RTP GPN returnees to come back to nursing in a GPN role by supporting them through their clinical placement. These individuals are experienced individuals who even though they may not have 'nursed' for a number of years have usually followed a caring or customer facing career pathway during their time out of nursing.

They have life skills and experience in abundance to offer and are dedicated and committed individuals who have made an important decision to return to nursing and begin their journey along the General Practice Nurse Career pathway. They are supernumerary and quickly get back into the mentality of a registered nurse during their placement.

We need GP Practices who have General Practice Nurses who are currently Mentors or 'Sign off' Mentors to contact us. Your local Training Hubs have been supporting our project to identify potential clinical placements and they will support any GPN's who would like to undergo training for either becoming a Mentor or for Assessing and Supervising in line with the (Spring 2019) NMC Standards for Post Registration Education and Return to Practice. Please get in touch with me.

We would like to fill your General Practice Nurse vacancies

We also need GP Practices and their Practice Managers to be aware of Return to Practice for General Practice Nursing so they will be ready for the successful returnee's applications for GPN Posts in their GP Practices.

We know that some of our Return to Practice returnees have had conversations with some Practice Managers about applying for their vacancies but they have not been interested in pursuing our returnees applications as they have been looking for 'experienced' GPNs.

We would like to reassure your Practice Managers that the Return to practice students are experienced individuals who are looking for a General Practice Nurse role, this is a great opportunity to develop and educate an enthusiastic and dedicated individual, improving their skills and knowledge in all aspects of GP Nursing.

All the students must complete the NMC accredited Return to Practice course in order to re-register their PIN Numbers. In addition to the general RTP course for RTP GPN the taught component of the RTP GPN includes:

- Introduction to the role of a General Practice Nurse
- Delivering Healthcare in the Primary care sector
- Immunisation
- Child Health
- Safeguarding
- Long term conditions
- Ear Care

Once the Nurses have successfully re-registered with the NMC they can go onto to complete a 'Fundamentals of Care in General Practice' course or equivalent as their preceptorship programme, this will ensure they develop all the skills required by the employing General Practice. We hope that you will then be able to watch them develop into a valuable member of your General Practice team.

So can you help us?

If you think you:

- ✓ Can offer support and mentorship to a Return to Practice in GP Nursing student
- ✓ Have a vacancy that one of our successful students could apply for
- ✓ Are interested in finding out more information on the project

Please contact:

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Thanks again for reading this newsletter; we hope that you find this information useful! Don't forget to send any ideas for future editions of the newsletter to aleen.robertson@hee.nhs.uk. Thanks also to our 'Co-Editor' Christine Johnson.