

## 2016 and beyond

Focus on

### Practice Nurse Supply

- Placement capacity
  - Mentoring
- Flexible pathways
- Preceptorship

### Skill mix

- Pharmacy
  - ANP
- GP Fellowships
- Apprenticeships

### System transformation

- Sustainable Transformation Programme
- Community Education Provider Networks'



## Primary Care Workforce Development Programme – helping people reach their potential in Cambridgeshire and Peterborough

A collaborative programme between Cambridgeshire and Peterborough Workforce Partnership (Health Education England) and Cambridgeshire and Peterborough Clinical Commissioning Group.

*“The PCWDP has had a great first year. Working in collaboration, the Workforce Partnership and the Clinical Commissioning Group have engaged stakeholders to design a programme to support and develop a sustainable Primary Care workforce capable of delivering new models of quality patient care. The solution was to design a multi-faceted programme of workforce transformation interventions which enables the local system to be in a position to deliver its new models of quality patient care whilst ensuring the sustainability of its workforce. The PCWDP has had a successful first year and is now working towards enhanced delivery and moving to a system owned programme.”*



Dr David Roberts  
Chair, Primary Care Board  
Cambridgeshire and  
Peterborough Clinical  
Commissioning Group

### Our area

Cambridgeshire and Peterborough Clinical Commissioning Group (CCG) has 105 GP practices as members across Cambridgeshire, Peterborough and parts of Hertfordshire and Northamptonshire.

We are the third largest CCG in England, responsible for providing NHS services to our 922,857 patient population.

The CCG is organised into six local groups (known as Local Commissioning Groups or LCGs). The six LCGs are part of the wider Clinical Commissioning Group

### Programme enablers

- Collaborative working  
*has enabled us to pool expertise from commissioners and providers*
- Engagement  
*our workforce have informed the strategic direction of the programme*
- Whole workforce  
*The programme recognises value of multi-disciplinary teams and skill mix*



## 2015/16 Outcomes

Focus on supply and sustainability

### Increasing competency

Increasing competency levels of our support workforce; developing skill mix within practice teams to enhance patient care, enhancing and promoting the development of skill mix within practice teams:

- 3 'Super HCA' programmes

**"It has made me excited to learn again"**

A package combining an apprenticeship with 5 days of competency based training, and the care certificate for new staff. 26 HCAs on programme to date.



#### Recruitment of Widening Participation Officer.

Sallyann is the point of contact for support staff and Practices. She works closely with primary care, training providers and schools to encourage young people into roles in healthcare

- Modernising pharmacy roles

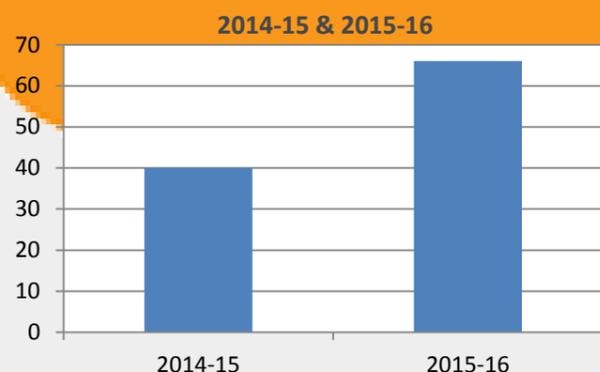
Practices are realising the impact on service and resource savings employing Pharmacists in Practice can provide. We have supported education of staff on local non-medical prescribing programmes and we are developing apprenticeship routes in to provide immediate support to teams and a new development pathway for support staff.

### Infrastructure

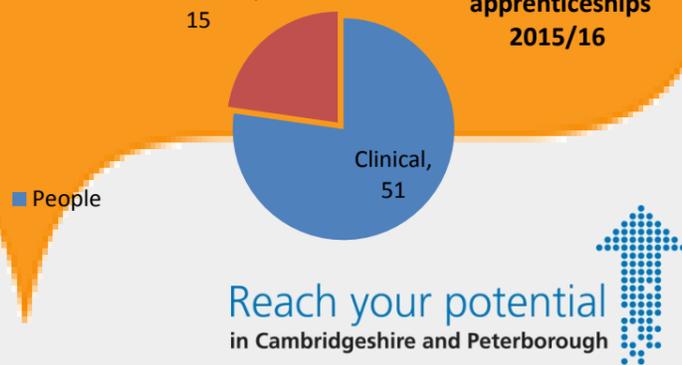
Developing the infrastructure to increase the supply of future workforce:

- We have increased apprenticeships by 30% with the majority being clinical posts
- We have developed a streamlined process to engage practices with supporting pre-registration students and increased active placements. Work continues to provide great placement period to pre-reg nursing students.
- Development of GP Fellowship programme with links to secondary care. 3 GPs employed in 15/16 with 10 applications received so far for 16/17.
- We established baseline data of our workforce by enhancing the results of the nWMDs with a qualitative survey

#### Primary Care Apprenticeships



#### Clinical vs Non-clinical apprenticeships 2015/16



Reach your potential  
in Cambridgeshire and Peterborough



### Mechanisms

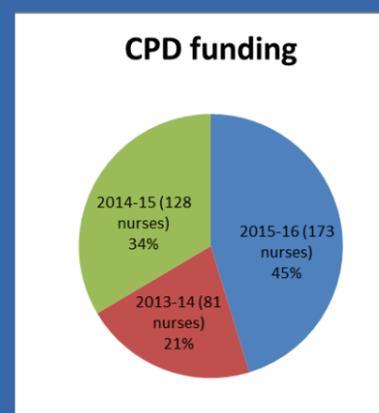
Increasing the mechanisms available to Practice Nurses for accessing education, training and career development to enhance the provision of patient care and lead to increased levels of workforce competency and satisfaction:

- Recruitment of Nurse Tutors



- Full utilisation of £180k CPD fund  
Significant increases in access to CPD from nurses can be attributed in part to our Nurse Tutors actively promoting and supporting people to develop

- Successful delivery of educational programmes to support recruitment retention and returners in both GPN and GP – Fundamentals, ANP MSc and GP Fellowship
- Promotion of career development opportunities  
Our activities have been locally welcomed and nationally adopted with support from @WeGPNs, HEE nationally and Health Careers featuring our work on their careers pages.



GPN careers brochure



"Being a General Practice Nurse" Film link

### System engagement

To increase system engagement, enabling stakeholders contribute and benefit from the design, delivery and outcomes of the PCWDP

- PCWDP sub group – meets bi monthly and provides a multi professional forum to develop the programme
- Quantitative survey – a 44% return was received, very good for a survey of this type. This enhanced the national Minimum Data Set (nWMDs) and provided local intelligence about system issues and solutions which could then be shared.
- Team presence – significant presence and engagement at local nurse, GP, Practice manager and stakeholder forums

Stakeholder support

