

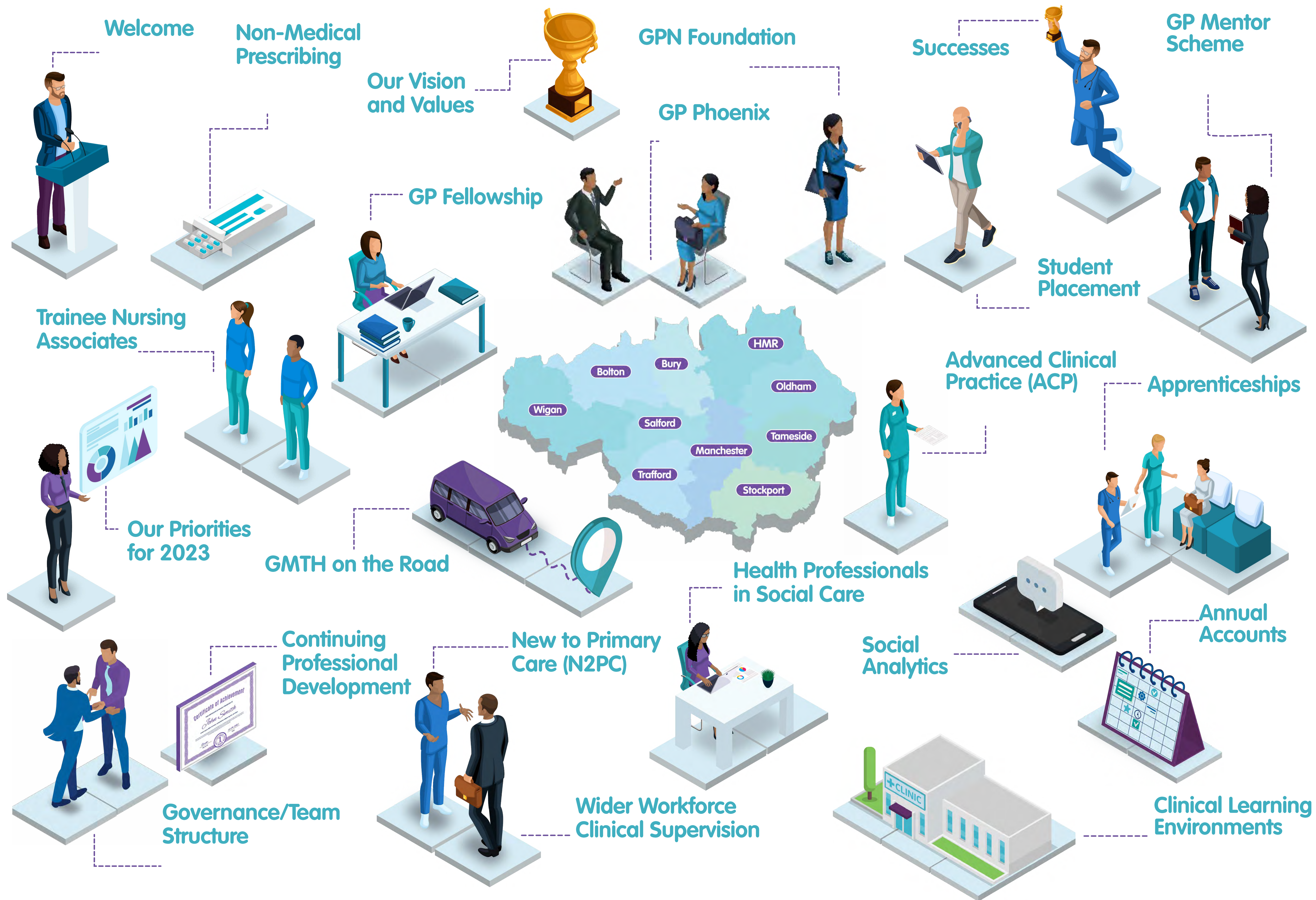


GREATER MANCHESTER TRAINING HUB

Putting training and development at the heart of primary and social care in Greater Manchester

(Bolton, Bury, Oldham, HMR, Stockport, Tameside, Trafford, Wigan, Manchester and Salford)

Our programmes:





Welcome

Welcome

We are Greater Manchester Training Hub (GMTH).

We provide a single point of access to primary and social care education and training across Greater Manchester.

We believe that working alongside other educational providers, we can promote primary and social care as the career destination for caregivers and healthcare professionals; and provide a vibrant and nurturing environment for anyone looking to enhance their knowledge, skills and experience.

And being based across the Greater Manchester region, we're passionate advocates for what makes the region so unique. Blending experience and dedication with a commitment to equality, diversity, and inclusion.

With a population of 3.2 million, Greater Manchester is one of the largest metropolitan areas in the United Kingdom. Comprising the 10 metropolitan boroughs of:

Bolton, Bury, Oldham, Rochdale, Stockport, Tameside, Trafford, Wigan, and the cities of Manchester and Salford.



What makes us different

We believe the very best primary and social care comes down to the three things:

Who

Our people are passionate about primary and social care. That passion flows through everything we do, from the courses, materials and additional support and guidance we produce, to our seamless collaboration with partners.

What

Championing primary care as a career destination, we aim to increase recruitment into primary and social care and to retain a growing and knowledgeable workforce.

Where

We love what we do; and we love where we do it. Working with and for the vibrant and diverse communities across Greater Manchester; there's genuinely no place we'd rather be.

What is a training hub?

Training hubs help to deliver education and training for the current and future NHS / healthcare workforce, as part of the NHS long term plan.

Aligned to key stakeholders and other related bodies, such as Primary Care Networks (PCNs) and Integrated Care Partnerships (ICPs), training hubs promote primary care as a great place to work, highlighting opportunities for career progression and supporting staff retention in the NHS through the provision of support throughout a colleague's entire career.

Training hubs support the equality, diversity, and inclusion agenda for primary and social care.

Our programmes:

Click the button above to watch our introductory video from Matthew Mann



Our vision and values

Introduction

The Greater Manchester Training Hub (GMTH) has undergone significant recent change since its transfer to the GM Feds Collaborative in April 2022.

As well as changes to how GMTH is governed and administered, staff within the training hub have transferred employment to Bolton GP Federation, the lead employer.

Such levels of change can potentially lead to uncertainty among staff, as well as a general disconnect with the overall aims of what the training hub is intended to do.

It's important that this critical, strategic connection is maintained by current staff members, as well as being understood by new and incoming members of the team. To do this, there should be a clear line of sight between the individual aims and ambitions of our staff members and the overall goals of the training hub.

Our strategy and delivery plan must be clearly understood by everyone that plays a part in its delivery. Moreover, creating opportunities to include staff and partners as co-authors of our strategy and co-owners in bringing them to life. Collaboration and shared intent are the bedrock that helps to define our principles and ambitions, as well as being the engine that drives us toward fulfilment.



Vision and values review

In May 2022, following consultation with staff and commissioners, it was agreed that the mission and vision of the day were not embedded within our practices, and staff either didn't know they existed, or felt they were no longer appropriate.

During the summer of 2022, we took the first step in our forward journey by revisiting the original mission and vision statements (below), alongside our current staff.

In 2021 our mission and vision were:

Our mission

We champion primary care as a career destination, where every member of the practice team is empowered to realise their potential and can improve the patient experience. This is achieved by ensuring access to quality lifelong learning experiences to strengthen and expand the workforce.

Our vision

Our ambition is to make primary care the best place to work; offering opportunities to enter, enhance and expand careers. We aim to become part of the sustainable solution to primary care workforce challenges across Greater Manchester by sharing its passion for learning to inspire positive change.

Following an online staff survey and an independently facilitated face to face vision and values day in November 2022, we gained some encouraging and valuable insights into what was important to our team (below).

An overwhelming 'USP' for GMTH as seen by staff is the 'team'. They see themselves as a passionate, knowledgeable team with a shared goal of championing and protecting primary care through expertise and passion.



Click the button above to watch our Commissioners Brief video from Wendy Winnard

Attitudes

- Passionate
- Work like you own the place
- Working together to achieve goals and objectives
- Knowledge is for sharing
- Strive to be better
- Be true to yourself
- Can-do

Attributes

- Committed
- Amiable
- Collaborative
- Inspiring
- Open-minded
- Caring

Values

Trust was a key factor, as was being able to manage themselves autonomously. Being happy and having fun shouldn't be sacrificed because we're at work. Learning to share knowledge, expertise, opinions, time.

The key takeaways from the session were:

Trust, Autonomy, Identity, Passion, Team, Community, Care.

Next steps

Since the session held in November, the training hub has grown significantly, both in terms of the programmes it delivers, and the number of staff it employs.

We are passionate about ensuring that our vision and values are inclusive and truly representative of the organisation as it is now, and for what we aspire it to become in the future.

For us to thrive and to grow, it's important that all members of the team are involved in ensuring our vision and values are truly representative of the team ethos and are embedded in working practices.

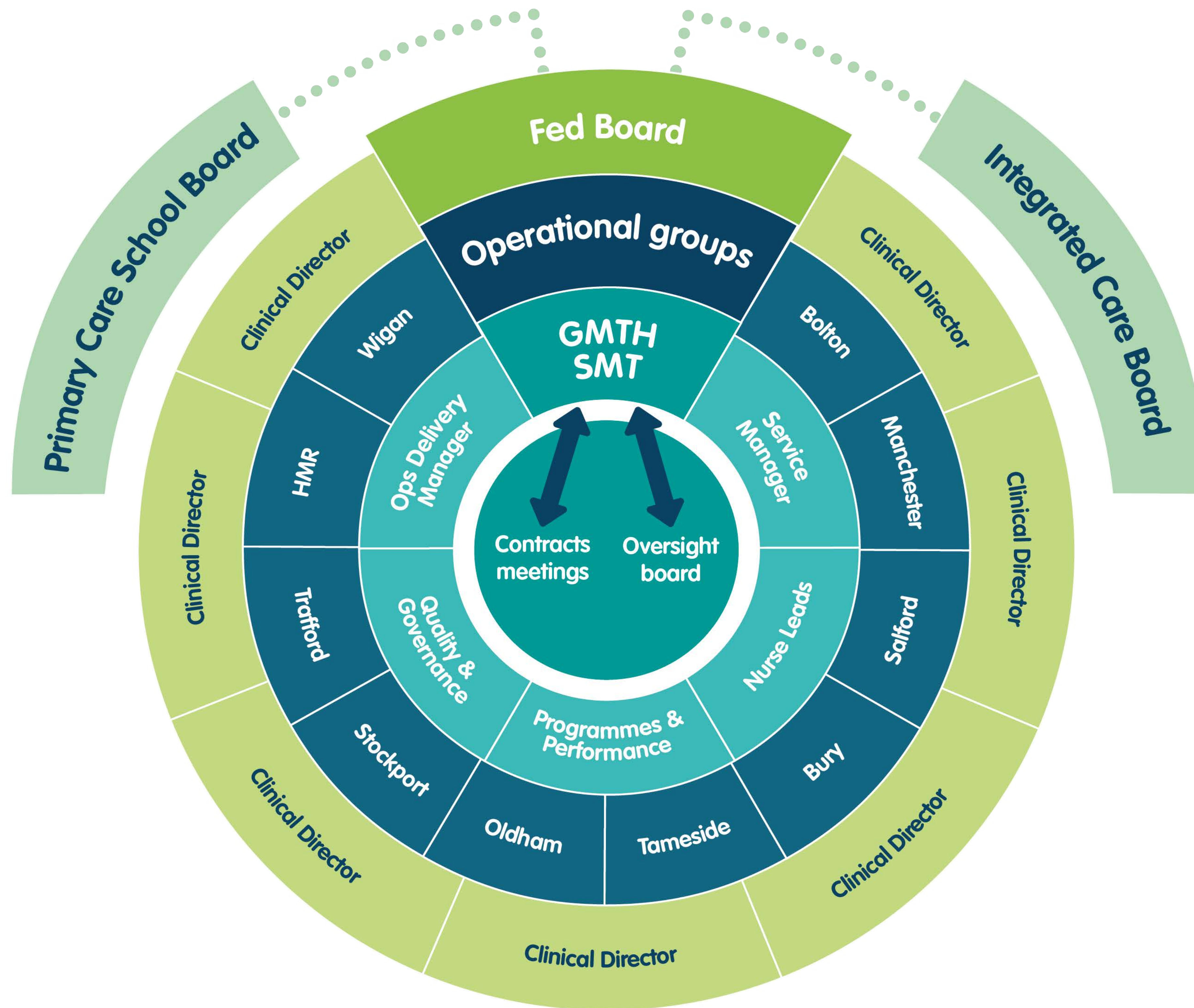
To that end, a further revisit of our vision and values will happen during 2023-24 to ensure they reflect and resonate with staff, organisational, and commissioner's ambitions.

Our programmes:



Governance Structure

Our programmes:

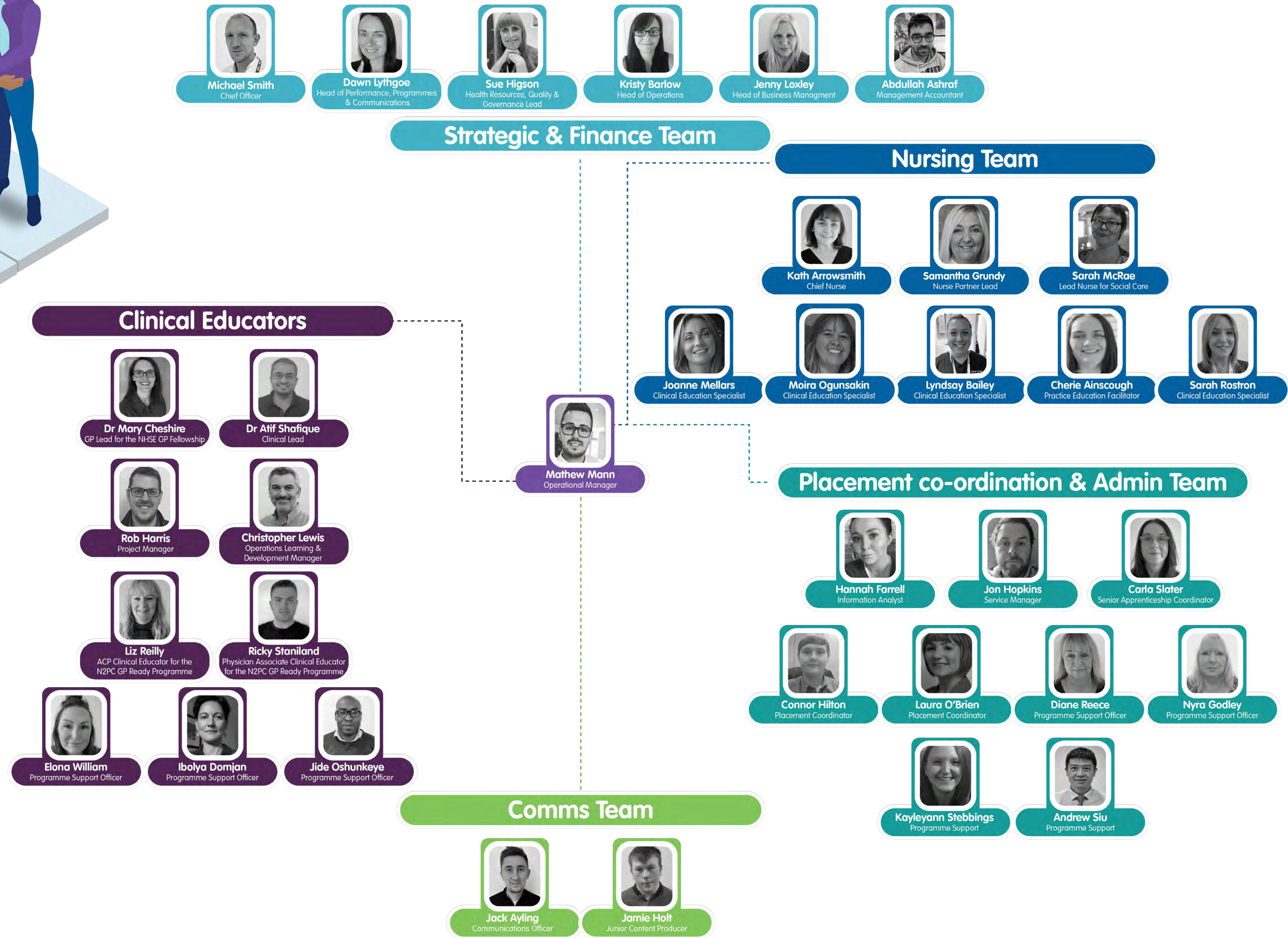




Our team structure



Our programmes:



Team Bios



Kayleyann Stebbings
Programme Support

I started working for the Greater Manchester Training Hub in February 2023. Before this I worked as a primary care Pharmacy Technician for Bolton GP Federation. Prior to joining, I was keen to work with the training hub as I'm passionate about healthcare and ensuring that every member of the multidisciplinary team receives adequate training. In my role as Programme Support Officer I love the variety in my work and being involved in a wide range of the training programmes we have on offer.



Elona Williams
Programme Support Officer

I joined Greater Manchester Training Hub in February 2023. Prior to this I worked at Bolton Hospital and have previously completed clinical skills nurse training with the training hub. I am Programme Support and really enjoy the job variety and the different people I work with daily. One of the highlights is having the opportunity to participate in the training we provide on our programmes.



Sarah McRae
Lead Nurse for Social Care

I have been working for the Greater Manchester Training Hub since December 2020. Initially I was recruited to support the social care sector in supporting nurse learners and to aid in increasing capacity and raising the profile of the sector.

My background is in critical care nursing, but I am passionate about person-centered, individualised care and am excited to highlight the importance of the social nursing model. I have been heavily involved in the fabulous research happening across Greater Manchester looking at the role of Interprofessional Education (IPE) within the care home model and I am an advocate of the Personalised Care Interprofessional Education Group (PerCIE) agenda. I have recently been promoted to Lead Nurse for social care within the training hub and will be involved in creating and facilitating the CPD offer of the newly formed Social Care Academy.

I am excited to see the changes coming for the evolution of social care and look forward to the future. I have recently enrolled in a huge community choir in preparation for the King's coronation, it's exciting to be singing again albeit still a bit rusty.



Joanne Mellars
Clinical Education Specialist

I started working for the training hub in 2021. My background was in General Intensive Care as a newly qualified nurse. I returned to university to complete my Specialist Community Public Health Nursing (SCPHN) qualification to deliver nursing skills and public health agenda within health visiting/school nursing.

Education has been my passion throughout my career and continued my educational path, by returning to university to complete my master's qualification in health and social care education. I became the lead educator for pre and post-graduate learners.

I love working with the training hub because of the variety of learners we support, alongside working within an effective multidisciplinary team to deliver HEI's curriculum. Most importantly I love to support learners to overcome any obstacles within their learning and make them realise what qualities they have to achieve their goals.

Outside of work, I spend time with my children and family, which mainly involves football and dancing. Which I wouldn't change for the world.



Matthew Mann
Operational Manager

I joined GMTH in November 2022 as the Operational Delivery Manager. Prior to joining GMTH I was the Senior Primary Care Network Manager for Bolton GP Federation and had a particular interest in the Primary Care workforce.

My role within GMTH is to ensure we deliver as a provider and build on our offerings.

I enjoy the wide variation within my role, working closely with HEE and the ICB to support and develop the services we offer to our workforce.

Outside of work, I'm a bit of a Dr Doolittle. I have a number of pets and can be found most weekends at my static caravan in the Lakes, hiking a fell with my mutts usually! I also enjoy traveling, good food and seeing friends and family.



Christopher Lewis
Operations Learning & Development Manager

I joined the GMTH team in August 2021 after an experiential and varied journey within the fields of personal development, education, leadership, and management.

I started my learning practitioner story 20 years ago as a serving member of the RAF and I have continued to broaden my professional experience ever since. I specialised in team and leadership development during my RAF career (following eight years as an RAF operational survival systems specialist with Tornado aircraft and Chinook helicopters) and expanded my educational, training, and coaching knowledge by qualifying and practicing as a teacher.

My aim is to always foster and develop strong relationships within the workplace. I love what I do and believe respect and integrity should underpin how we work. With this solid foundation, success is inevitable.

My role as Operations Learning and Development Manager involves working across GMTH programmes to align to best practice and maintain the integrity of our engaging and highly acclaimed learning opportunities. Other responsibilities include working with our commissioners to identify key solutions to key needs across the ICS (retention and health and wellbeing support) and the design, delivery, and development of our coaching, mentoring and leadership offer.

The recent award of Institute of Leadership and Management (ILM) Assured status for our 'Coaching and Mentoring skills course', highlights the quality of the bespoke products we create at the hub and to have internationally recognised quality assurance highlights the standards we expect. Our 'Leading in Primary Care' and 'Managing in Primary Care' courses are currently going through the ILM Assured Process and show our commitment to excellence.

I love working for GMTH, because it gives me the opportunities to share the experiences and extensive people-based skill set that served me so well as an RAF leader and instructor, in often high-pressure environments, and help to motivate and retain our incredible NHS colleagues within Primary Care.

Outside of work, I'm a keen cook, love a wide scope of music, play the guitar and travel whenever possible with my wife and three children.



Jack Ayling
Communications Officer

I started working with the training hub in November 2022 as a Communications Officer. During that time, I have developed new skills to help and seen the team grow. Everyday is different and I am constantly learning within my role. Outside of work, I coach an under-11s boys football team and enjoy watching anything sport related.

Our programmes:

Team Bios



Laura O'Brien
Placement Coordinator

I have been working for the Greater Manchester Training Hub since 2019 as Placement Coordinator for Bury, HMR and Oldham and as Administrator for the Trainee Nursing Associate Programme.

I enjoy my job and the sense of fulfilment I get when a new intake of TNAs start on programme or when I secure placements for university students. The team at the Training Hub is made up of an amazing group of people which also adds to the reasons I enjoy working for GMTH.

I own an 8-year-old Miniature Dachshund named Ralph, so when I'm not working, I'm usually giving him all my attention! I also do a lot of exercise including running and home workouts. I'm hoping to one day run a Half Marathon (and then maybe a Marathon) in aid of Parkinson's UK.



Lyndsay Bailey
Clinical Education Specialist

I joined GMTH in November 2022 as a Clinical Education Specialist (CES) working alongside universities and GP practices to place learners.

Before this, I was a practice nurse working in primary care and worked hard to get into this position, starting as a receptionist to becoming a qualified adult nurse. The training hub is by far the best employer I have worked for. Everyone is passionate about developing learners, which is vital to the running of primary care and enables us to support patients.

There are many highlights within my job role, including supporting learners to become passionate about primary care and educating them on how their careers can develop, but also the opportunities are given to employees to become autonomous practitioners.

Outside of work, I love spending time with my family and friends and feel reassured they will be looked after by our future workforce.



Ibi Domjan
Programme Support Officer

I started working for the Greater Manchester Training Hub in September 2019. Prior to joining, I used to work in education.

I am passionate about training, personal and professional development as well as health and well-being including nutrition, having recently completed an MSc in Exercise and Nutrition Science.

In my role as Programme Support Officer, I love to be involved in various training programmes and to see the difference we are making in people's professional and personal lives.



Cherie Ainscough
Registered Nurse

I started working for Greater Manchester Training Hub in September 22 as a Practice Education Facilitator for Trainee Nursing Associates (TNA). My role is part of a 12-month pilot which involves promoting and increasing the uptake of the role within primary care.

I am passionate about primary care and professional development and this role allows me to support others to develop their careers and to contribute to the future nursing workforce within primary care.

The highlights of the job have been working with some fantastic colleagues at GMTH and the inspiring Trainee Nursing Associates and Nursing Associates that we have in GM, along with the committed TNA programme leaders at the local universities.

I have also been fortunate enough to engage in collaborative working with my respective colleagues across the Northwest region and at HEE to share best practice and develop new ways of working to contribute to the success of the pilot.



Diane Reece
Programme Support Officer

I started working for the training hub in June 2022.

I'd worked for four years at Salford Primary Care Together initially as Service Coordinator for the Salford Wide Extended Access Service (SWEAP) setting up and providing routine appointments in the evenings and weekends.

With the onset of Covid this then quickly became a Covid service with Hot Clinics & Virtual Wards.

After a 6-month break during which I travelled in Spain, I came back realising I wasn't yet ready to retire fully and began working for the training hub.

I enjoy the varied role and the satisfaction from knowing we are supporting the training of students to become better clinicians before they face the big wide world!!

My interests are travelling, walking and baking. But my main passion has got to be that of being a Nana to my first grandchild born in January 2023.



Jamie Holt
Junior Content Producer

I started working for the Greater Manchester Training Hub in November 2021 as a Digital Marketing Assistant on the Kickstart programme, which progressed into the apprenticeship I have today as a Junior Content Producer.

I enjoy working for the Training Hub as I am passionate about producing content, and I do a variety of things such as updating the website, Twitter, LinkedIn, communications, and developing skills such as photography when attending GMTH events.

Outside of work, I enjoy watching a wide variety of movies and TV shows.



Jon Hopkins
Service Manager

My role is the GMTH Service Manager. I enjoy the fast-paced environment and that no day is ever the same. Working alongside likeminded colleagues who go above and beyond for all our learners is really inspiring for me.

We work collaboratively with stakeholders across GM to ensure the training we deliver is affective and helps ensure Primary Care is a great place to work.

My interests outside of work are golf, football (Arsenal!) and spending time with my 2-year-old daughter.



Jenny Loxley
Head of Business Management

Having worked for Bolton GP Federation for six years, I was delighted when we took over as lead provider for the GMTH contract in April 2022. Though not without its challenges, I have enjoyed finding out about all the different learning opportunities available to NHS staff. The Commissioning team have been a pleasure to work with, as are the staff old and new, who are dedicated and enthusiastic.

The last 12 months has seen a lot of changes within GMTH. The Staff Tupe'd to Bolton GP Federation as lead provider of Greater Manchester Primary Care on the 1st April 2022 and since then we have adapted the delivery model and introduced a number of new roles including the recruitment of a New Operational Manager who is an inspiration to GMTH.

My role involves me overseeing the financial envelope as well as attending the Contract meetings. In addition to my role as Head of Business Management, I am also the Company Secretary for Greater Manchester Primary Care who are in the process of converting their organisational form to become a CIC in the coming weeks.

I enjoy swimming and running and ran my first official 5k in December 2022, no better way to wind down after a hard day in the office!

Our programmes:

Team Bios



Nyra Godley
Programme Support Officer

I started working for Greater Manchester Training Hub in January 2023 as a Programme Support Officer. Previously I worked as a Placements Administrator at the University of Salford. I enjoy working for GMTH as each day's work is varied and never the same. Away from work I enjoy listening to music, reading, watching live bands and motorsport.



Jide Oshunkeye
Programme Support Officer

I joined GMTH in January 2022 to explore opportunities for further development in an environment that is intellectually stimulating, focused on excellence, values individual vision and sense of teamwork.

I have learnt a lot about primary care since I joined the team. Quality assurance, professionalism, best practice amongst others, are ethos I so much hold in high esteem. I regard continued professional development with enthusiasm and interest.

Prior to joining GMTH, I have worked as an internal control/compliance officer in a financial institution where for many years. My keen interest in taking up challenges and changes drove me into project management. I have supported successful delivery of various projects in public and private sectors. With a first degree in accounting and a Master's in Finance, I have managed to strengthen my professional skill in financial analysis using data/metrics to help in making informed management decision.



Rob Harris
Project Manager

I started working as a Project Administrator in November 2020, four days before lockdown number two or three I think! I have since moved on to become Project Manager of the GP and GPN Fellowships, Mentor Programmes and N2PC GP Ready Programme. I really enjoy the variety of work on offer and the supportive environment. It has been a highlight of mine to see the GP Fellowship grow from seven starters to 170 GPs in two years. Outside of work, I enjoy photography & travelling, either locally or far afield.



Connor Hilton
Placement Coordinator

I started with both the NHS and Greater Manchester Training Hub in June 2021. Prior to working in this role, I worked as an admin in a variety of fields from HR & recruitment to a wealth management firm, and I pride myself on my ability to adapt to new circumstances.

Here, working with Greater Manchester Training Hub, I act as a Placement Co-Ordinator working with Greater Manchester's Universities and Medical Practices in order to arrange on-site placements for various Medical Learners, enabling them to learn first-hand the demands and opportunities present in the world of Primary Care.

I'm also the head administrator for the North West spanning "Wider Workforce Clinical Supervisor Course" – an RCGP accredited, 2-day, virtual event available to any General Practice Clinicians working at Advanced Practice level who wish to kickstart their training career and begin supervising in a Primary Care Environment.

In my opinion the Greater Manchester Training Hub is needed perhaps now more than ever to help spread the word of Primary Care as a career path, and to help the development of our current workforce, and in my role I feel that I'm given the opportunity to really spread the good word of what Primary Care workers do daily, and assist with the development of those aspiring for a career in Health, by giving them a chance to learn and practice their skills in a safe but real environment. And all the while I feel like I'm showing learners and soon-to-be qualified medical professionals a high potential, highly rewarding career path that they may not otherwise have been aware of. I'm very proud of the work done by everyone here at the Training Hub and always look forward to a something new and challenging every day – no two days here are ever the same.

In my free time I enjoy computer gaming, reading, and I have a hobby making homemade greetings cards for my friends and family. I also spend time telling people that I'm writing my own fiction stories, when in reality I've just been staring hopelessly at a blank word document for 3 hours. I'm hoping to publish my first ever novel in the next 10 centuries or so.



Kath Arrowsmith
Chief Nurse

My name is Kath Arrowsmith, I am Chief Nurse at Bolton GP Federation and was honoured to be awarded the title of Queen's Nurse last year. In April 2022, Greater Manchester Federations successfully secured the contract for GMTH, I then became the Education Lead for GM Federations and the Greater Manchester Training Hub. Throughout the last 37 years, I have worked in primary, community and social care, and have experience of working within the NHS, general practice, private sector, local authority and charity organisations. Initially I worked as a Health Care Assistant in a care home, moving onto nursing as a Marie Curie Nurse, District Nurse, Educator and Facilitator and then as a GPN and Specialist Nurse. On a personal note, I am married, have four grown up children and two grandchildren. I love to spend time with my family and friends, and enjoy baking and decorating cakes whenever I have time. We have a black Labrador, Fred, who inspires me to keep active, dragging me out walking in all weathers.

I currently support all GMTH programmes, but have particular interest and involvement with the GPN foundation education, TNA and NA training, the GP Phoenix programme, CARE programme and promoting ACP. I am passionate about all nursing roles, about recruitment, retention, staff development and education. I am proud to be in a position which enables me to support primary and community care across Greater Manchester. It is a privilege to work with such an inspirational team and it gives me a profound sense of pride and achievement to see the team grow, and to continue to go from strength to strength.



Andrew Siu
Programme Support

Moving from Hong Kong to Greater Manchester in October 2022, my post at GMTH as a Programme Support Officer is my first employment in the United Kingdom. Prior to moving to the UK, I worked as a registered teacher and taught English for 20 years.

Being part of the GMTH team has helped me to learn more about the NHS, and the structure of primary and social care, and I feel fortunate that I'm able to transfer my knowledge and management skills in the field of education to my current post, and help make a difference in our health care system.

Our programmes:

Advanced Clinical Practice (ACP)

Background

The ACP programme is an exciting development opportunity for people in clinical roles to become an Advanced Clinical Practitioner and can support their career progression within primary care.

Eligibility

Nurses, Pharmacists, Paramedics, Physiotherapists, Occupational Therapists, Dieticians and Podiatrists. MA qualified or equivalent qualification or experience.

Programme expectations

To manage clinical care in partnership with individuals, families, and carers. A large facet of this programme is complex problem-solving. The four pillars of Advanced Practice are: Clinical Practice, Facilitating Learning, Leadership and Evidence, Research and Development.



In depth summary

Advanced clinical practice is delivered by experienced, registered health and social care practitioners. It is a level of practice characterised by a high degree of autonomy and complex decision making, enabling ACPs to manage clinical care in partnership with individuals, families and carers. This also includes the analysis and synthesis of complex problems, identifying innovative solutions to enhance service user experience and improve outcomes. This is underpinned by a master's level award, or equivalent qualification and experience, that encompasses the four pillars of advanced practice; Clinical Practice, Leadership & Management, Education & Research, with demonstration of core capabilities alongside specific clinical competence around Primary Care. Historically this role has predominately been nurses, but Advanced Clinical Practitioners now come from a range of clinical backgrounds. This includes:

- Nurses
- Pharmacists
- Paramedics
- Physiotherapists
- Occupational Therapists
- Dietitians
- Podiatrists

There are other Allied Health Professionals who have ACP roles within secondary care, however, these roles are not yet within the primary care system.

Health Education England provided funded commissions to support the ongoing development of the Advanced Practice workforce. This funding was to enable workforce transformation by ensuring expansion of the multi-disciplinary team to meet the needs of local populations. Advanced Practice programmes were available via a funded or apprenticeship route.

Case study

Click the button below to view an ACP case study.

The numbers

During the 2022/23 we supported and facilitated:

19 learners to register for and begin the ACP course

As of March 2023 we have received:

42 applications for learners to start the course later in the year

Our programmes:

Apprenticeships

Brief summary

This is a clinical or non-clinical course to learn and gain experience in a real-life work environment with the opportunity to study for a formal qualification.

Eligibility

Must have or work towards: L2 (GCSE grade C or equivalent in English and Maths) for L3 apprenticeship. Must have or work toward and achieve: L1 F/S for a L2 apprenticeship. Eligibility is subjective based on course.

Programme expectations

- Attend college or HEI for theoretical learning.
- Exposure to real responsibilities in a work based clinical and non-clinical role.
- 20% protected learning time.
- Attend regular review meetings with employer and provider to maintain progress updates.



Benefits

- Gain experience in primary or social care environment
- Helping to build the primary and social care workforce through emersion, experience, and knowledge.
- Excellent progression opportunities and transferrable skills.
- Mentor support.
- Earn while you learn.
- Build skillset.

In depth summary

Apprenticeships are structured training programmes that give current or future employees the chance to learn and work towards a nationally recognised qualification.

For primary and social care employers, it is an effective way to grow talent and develop a motivated, skilled and qualified workforce for both new and existing employees in both clinical and non-clinical roles, from entry level up to degree level apprenticeships.

The Greater Manchester Training Hub provides support to primary and social care in relation to all apprenticeship offers across Greater Manchester, including:

- offering guidance to practices to identify the appropriate apprenticeship
- identifying education providers
- aiding recruitment
- highlighting apprenticeship funding where available
- supporting practices on how to access levy transfer.

Apprenticeships support the NHS Long Term Plan and the People Plan in relation to reducing workforce pressures, retaining workforce, growing and training the workforce, new ways of working and delivering care, and the overall sustainability of primary care.

Feedback

Click below to view the feedback from our Trainee Nursing Associates programme.

The numbers

During 2022/23 we supported learners on the courses below. In early 2023 our apprenticeship offer expanded to provide support for a wider range of course, and as such, we anticipate these numbers to grow throughout 2023/24.

64

Trainee Nursing Associate (TNA)

5

Registered Nurse Degree Apprenticeship

19

Advanced Clinical Practitioner

Our programmes:

Clinical Learning Environments

Brief summary

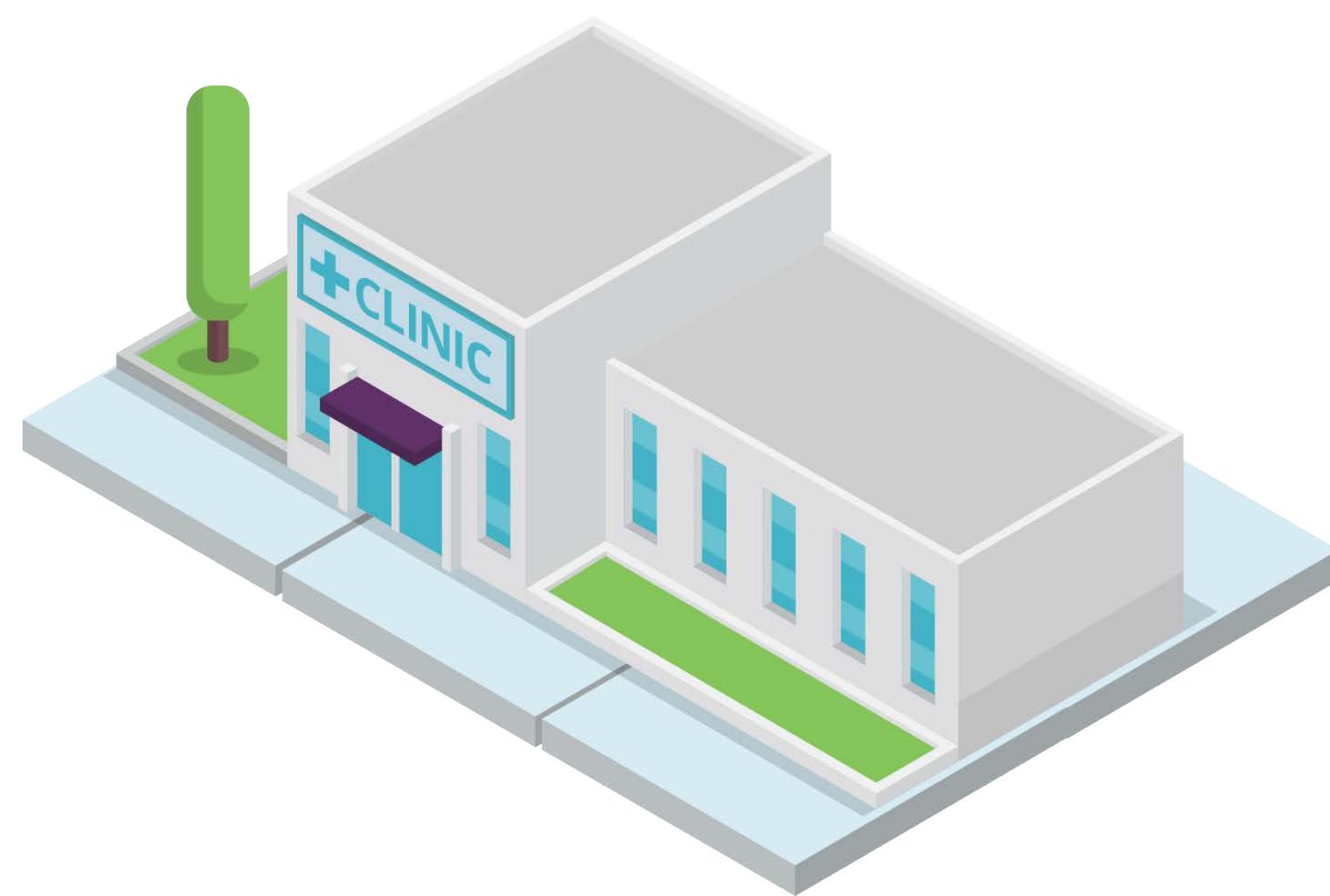
Becoming an accredited and audited Clinical Learning Environment (CLE) helps to build the wider primary care workforce and allows students to build their competencies in a real-life, primary care environment.

Eligibility

GP practice, Primary Care Network, GP Federation or a social / residential care service.

Programme expectations

- To become an accredited CLE, you will need to:
- Complete an educational audit, which will be approved by Northwest Higher Education Institutions (HEIs).
- Take students on placement and develop them according to a tailored plan set out by the university and a Clinical Educator.



Benefits

- No direct fee.
- Student tariffs – Nurse: £127 (week) Paramedic: £127 (week) PA: £520 (week).
- Helping build the primary care workforce through immersion, experience and knowledge.

In depth summary

Clinical Learning Environments (CLEs) are audited health or care services where learned skills and knowledge are applied to patient care to achieve clinical proficiencies.

- A clinical learning environment can be:
- A GP practice
- Nursing home
- Residential home
- Other social care provider
- Primary Care Network
- GP Federation

These environments support the achievement of learning outcomes and have an impact on preparation for practice within the health and care professions. Clinical learning environments are a vital part of the current and future workforce learning experience. By promoting excellent evidence-based practice, you can greatly contribute to the development of learner proficiency so that they will be able to make an evolving contribution to the services delivered in primary and social care.

To become an accredited CLE, you'll be supported by the GMTH team to complete all required processes and documentation, meeting the Health Education England Quality Framework. We work with you throughout this process, acting as a point of contact between yourselves and the education provider.

Leaflet

Click below to view our leaflet on CLEs:

Feedback

“The majority of my residents have advanced dementia. Even though they have poor communications skills, the fact that students can spend time with them appears to make some residents respond positively.”

“It has enriched the lives of my residents. They have been feeling cut off throughout Covid and all new faces are a delight for them. As they have more time on their hands, they are able to spend some time, chatting, exercising with the residents which provides lots of benefits to their wellbeing and stimulates them.”

Our programmes:

Clinical Learning Environments

CLEs and placement type by locality

Bolton



Number of CLEs:

21 out of 49 practices (43%)
2 out of 9 Primary Care Networks (22%)

Number of placements:

- 67 including:
- 15 Adult Nurses
 - 7 Mental Health Nurses
 - 2 Learning Disability Nurses
 - 2 Occupational Therapists
 - 13 Paramedics
 - 28 Physician Associates

Bury



Number of CLEs:

5 out of 28 practices (18%)
0 out of 5 Primary Care Networks (0%)

Number of placements:

- 52 including:
- 6 Adult Nurses
 - 9 Mental Health Nurses
 - 3 Learning Disability Nurses
 - 2 Paramedics
 - 28 Physician Associates
 - 4 Counsellors

HMR



Number of CLEs:

15 out of 37 practices (41%)
2 out of 6 Primary Care Networks (33%)

Number of placements:

- 21 including:
- 2 Adult Nurses
 - 1 Childrens Nurse
 - 2 Mental Health Nurses
 - 13 Paramedics
 - 3 Counsellors

Manchester



Number of CLEs:

31 out of 84 practices (37%)
2 out of 14 Primary Care Networks (14%)

Number of placements:

- 39 including:
- 18 Adult Nurses
 - 3 Mental Health Nurses
 - 2 Occupational Therapists
 - 3 Paramedics
 - 13 Physician Associates

Oldham



Number of CLEs:

11 out of 41 practices (27%)
1 out of 5 Primary Care Networks (20%)

Number of placements:

- 12 including:
- 3 Adult Nurses
 - 9 Physician Associates

Salford



Number of CLEs:

25 out of 40 practices (63%)
3 out of 5 Primary Care Networks (60%)

Number of placements:

- 43 including:
- 7 Adult Nurses
 - 2 Mental Health Nurses
 - 8 Paramedics
 - 26 Physician Associates

Stockport



Number of CLEs:

14 out of 40 practices (35%)
1 out of 7 Primary Care Networks (14%)

Number of placements:

- 51 including:
- 18 Adult Nurses
 - 2 Mental Health Nurses
 - 1 Paramedic
 - 22 Physician Associates
 - 4 Prosthetics and Orthotics
 - 3 Counsellors

Tameside



Number of CLEs:

21 out of 37 practices (57%)
3 out of 4 Primary Care Networks (75%)

Number of placements:

- 53 including:
- 13 Adult Nurses
 - 3 Mental Health Nurses
 - 5 Paramedics
 - 31 Physician Associates
 - 1 Counsellor

Trafford



Number of CLEs:

11 out of 28 practices (39%)
1 out of 5 Primary Care Networks (20%)

Number of placements:

- 14 including:
- 6 Adult Nurses
 - 2 Paramedics
 - 6 Physician Associates

Wigan



Number of CLEs:

40 out of 59 practices (68%)
5 out of 7 Primary Care Networks (71%)
2 out of 3 Federations are CLEs

Number of placements:

- 111 including:
- 37 Adult Nurses
 - 20 Mental Health Nurses
 - 5 Learning Disability Nurses
 - 2 Occupational Therapists
 - 9 Paramedics
 - 6 Physiotherapists
 - 24 Physician Associates
 - 8 Prosthetics and Orthotics

Continuing Professional Development

Brief summary

CPD funding is available for professional development. Examples of CPD training include Clinical Supervision, Management Leadership, Clinical Teaching, Root Cause Analysis.

Eligibility

Nursing Associates, Nurses, Midwives and Allied Health Professionals within primary care.

Benefits

- Equips the learner with new clinical skills to enhance care and develop career.
- Supports continuing professional registration requirements.
- Potential funding of £1,000 per registered health professional over 3-year period.

In depth summary

In public health, the overall aim of Continuing Professional Development (CPD) is to ensure that those who work in the field develop and maintain the necessary knowledge, skills, and attributes to practise effectively and work towards improving the health of the population.

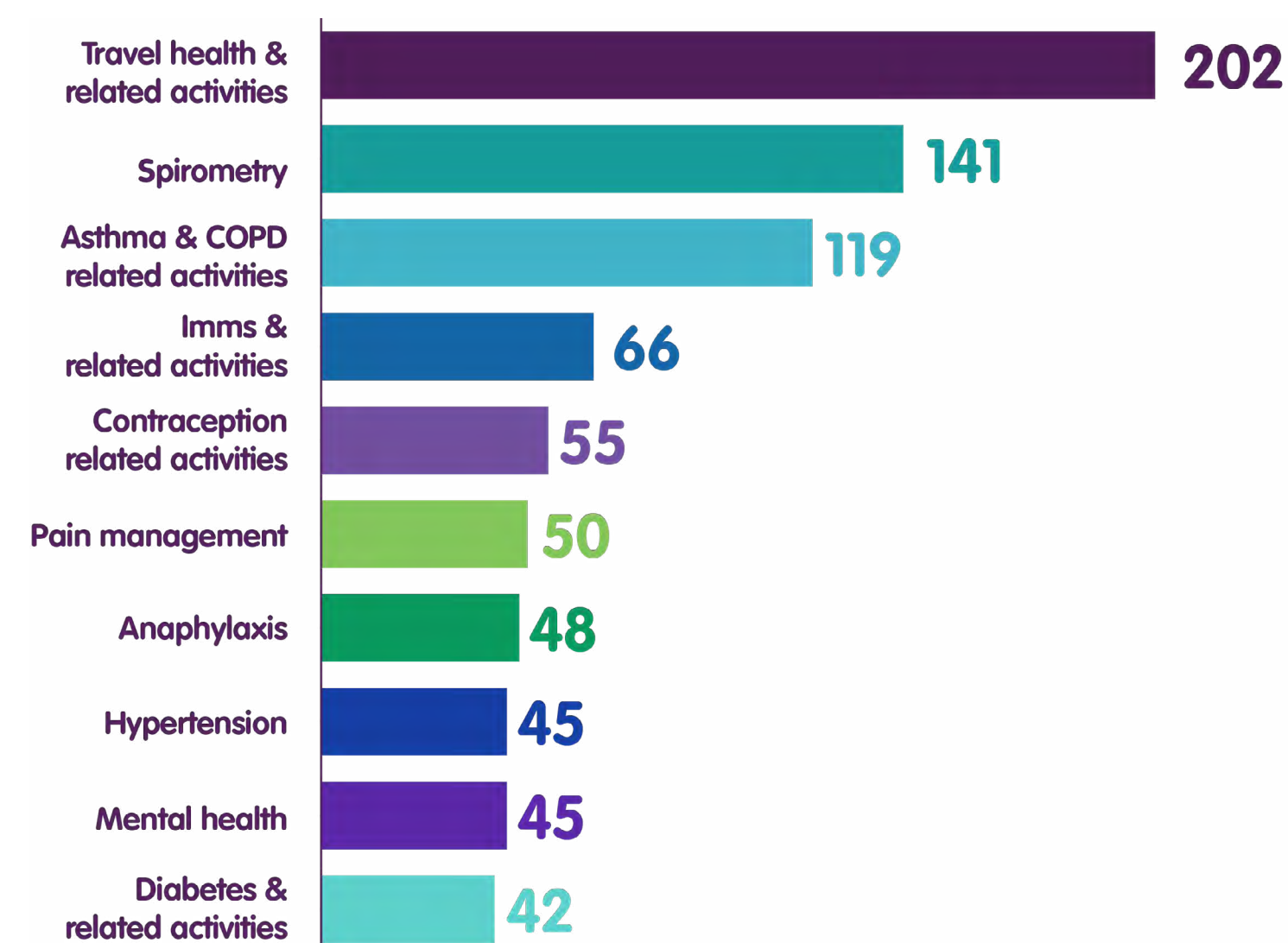
Personal and professional development helps manage your own learning and growth throughout your career. Continuous learning helps open new doors in your career, keep your skills and knowledge up to date and ensure you practice safely and legally.

The funding that was allocated for CPD in 2022/23 equated to **£1,000** per eligible registered health professional over the following three 3 years, equalling **£333** per year. The funding was assigned to the GM localities using weighted budgets that were calculated using NHS Digital General Practice Workforce data.

Access to funding was linked to personal professional requirements as well as system and population health priorities. The funding aimed to support the NHS, and support building skills and expertise of our workforce vital to services and communities.

10 most popular CPD activities

Click below to view the feedback from our Trainee Nursing Associates programme.



The numbers

As CPD invoices will continue to be submitted over the coming months, at this time we're unable to provide a definitive end of year figure for funding that has been used by each of the localities. However, as of mid-March 2023, the projections show that we're on track to have spent the full 2022/23 allocation for CPD funding.

Priorities for 2023/24

Set up a task and finish group to assess what support is needed from GMTH for each locality, and to better plan CPD activities throughout the year.

A new CPD submission form to be completed by localities, that aligns with the information required by NHSE. This will help us to better understand the training that is being planned and provide the relevant support in a timely manner.

Leaflet

Click below to view our leaflet on CPD:

Our programmes:



Health Professionals in Social Care

Brief summary

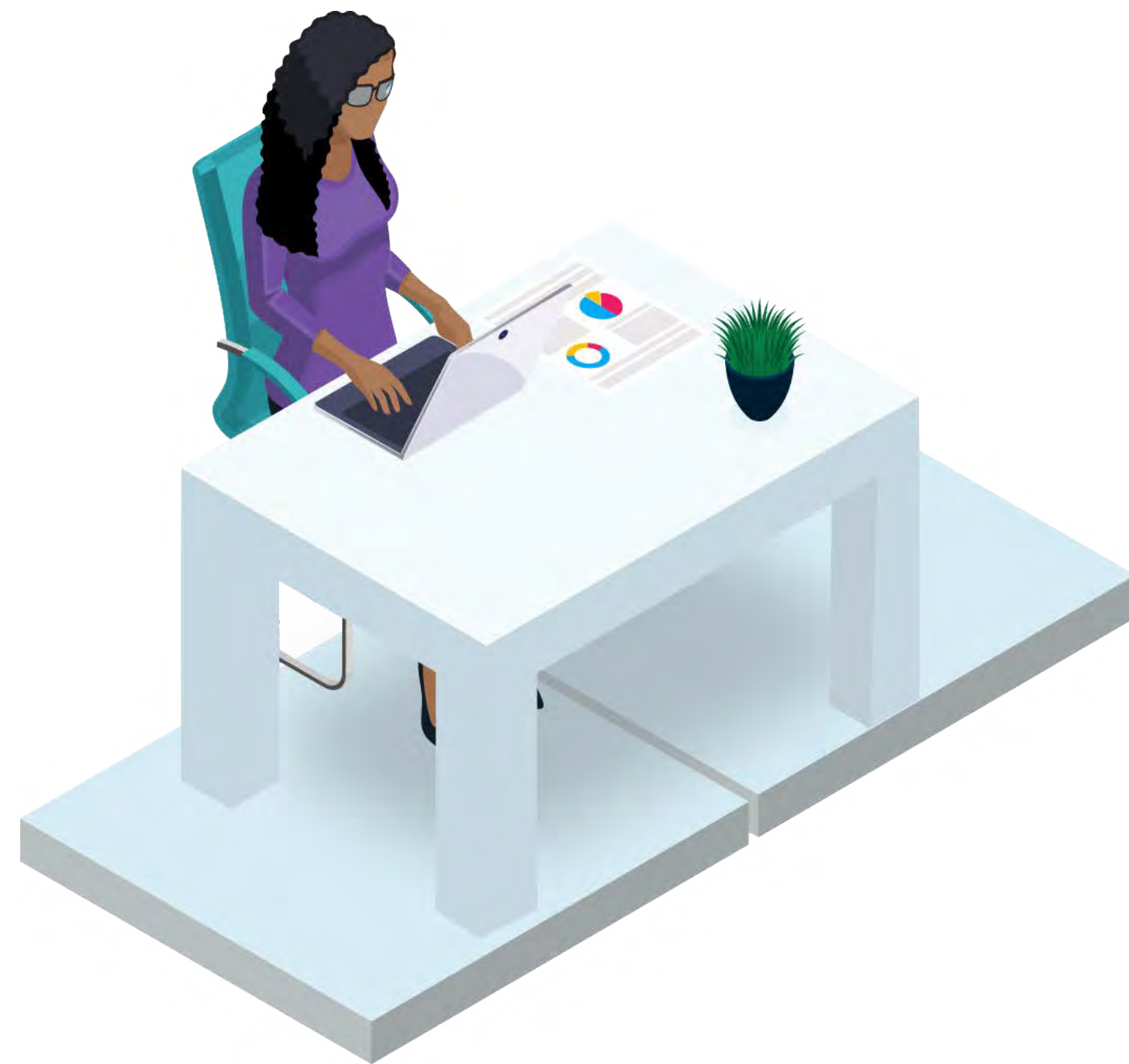
Our Social Care Team work to expand opportunities for learners to gain experience in social care settings, and with education providers to inspire and develop the future health and social care workforce.

Eligibility

Pre-registration learners including Nurses, Paramedics, Physiotherapists, Occupational Therapists and Podiatrists. Care Home must be an accredited Clinical Learning Environment.

Programme expectations

- To become an accredited CLE, you will need to complete an educational audit.
- Learners to be immersed in an accredited social care CLE.



Benefits

Becoming a clinical learning environment will provide four things: Experience, Support, Supervision, Assessment.

In depth summary

The GMTH social care team is working to expand opportunities for learners to gain experience in social care settings. We work closely with education providers to inspire and develop the future health and social care workforce.

One of the ways we do this is to work with social care providers to enable them to become an accredited learning environment. Throughout this process, GMTH will act as a point of contact between social care and education providers. By becoming an accredited learning environment, social care providers will be offering placement opportunities to pre-registration learners including nurses, paramedics, physiotherapists, occupational therapists, and podiatrists. This can increase access to additional disciplines promoting multi-disciplinary working and enabling enhanced care delivery.

Providing opportunities to pre-registration learners will attract a Health Education England (HEE) payment. This payment is to enhance the learning environment and may be used to recognise additional time required, purchase learning aids or upskill existing staff to support learners.

Feedback

“Staff had a highly professional approach. Very caring and superb communication skills.”

“I thoroughly enjoyed my placement! Everyone was lovely and welcoming. The nurses are very knowledgeable and supported me in my learning.”

“This was my first spoke placement and I thoroughly gained knowledge and skills from my time here, being exposed to diverse aspects of care.”

“Amazing placement! I was made to feel welcome instantly, I learnt so much during my time here.”

The numbers

We have a total of:

29 Social Care Clinical Learning Environments across GM

Between April 2022–March 2023 we supported and facilitated:

165 placements

2 elective placements

We also allocated 32 placements that were cancelled.

Our programmes:

Booklet

Click below to view our booklet on Bringing Social Care into Healthcare Worker Education.



GP Fellowship

Brief summary

The NHSE GP Fellowship is a two-year, non-clinical, self-led programme of support, aimed at welcoming newly qualified GPs into general practice and their Primary Care Network, developing collaborative working and allowing for both personal and professional growth.

Eligibility

New qualified GPs within two years of their CCT. Need to hold a substantive salaried or partner role.

Programme expectations

- Two-year programme with monthly mentor sessions.
- Learning and development podcasts and masterclasses.

Benefits

- 1 paid CPD session (4hr 10 mins) per week
- Personal and professional growth
- Podcasts and masterclasses.
- Mentorship and coaching
- Leadership training
- Portfolio-working opportunities



In depth summary

The NHS England GP Fellowship in Greater Manchester is a two-year, non-clinical, self-led programme of support, aimed at welcoming newly qualified GPs into general practice and their Primary Care Network (PCN), developing collaborative working and allowing for both personal and professional growth. Throughout the two years, the GPs receive access to monthly one-hour mentorship from an experienced GP, additional coaching, connection with a peer network, quality improvement training as well as learning and development podcasts and masterclasses. Fellows also use their time to develop quality improvement portfolio opportunities based around local health population needs.

Programme opportunities

- Networking Events
- Peer Support
- Mentorship
- Clinical Supervisors Course
- Quality Improvement Course
- Coaching Course

Masterclass topics

- Everything a newly qualified GP needs to know about PCNs and how to get involved
- Greener Practice and Sustainability
- Snomed (EMIS)
- Basic HR and Interviewing Skills
- Patient Engagement
- Dealing with Complaints
- Legalities of Partnership and Becoming a Partner
- Persuasion and Influencing
- Managing Up
- Culture and Culture Change
- Change Management
- Handling Difficult Conversations
- Time Management

The numbers

In 2022/23:

133

people started the fellowship
(compared to 37 people that started in the previous year)

Our programmes:

Feedback

for Managing Up session:

- “Brilliant session loved being in person. Well-structured day with flexibility for valuable group discussions. Good energisers, safe space to share ideas and listen to others. First time I’ve ever thought I might one day like to be a partner. Thank you so much.”
- “Excellent overview of leadership types and how to recognise different colleagues’ attributes and how to manage. Would highly recommend.”
- “Excellent session. Great structure, but also very adaptive.”
- “More sessions like this!! Wouldn’t it be great to actually roll this out in Primary Care with our team members!”
- “I enjoyed the time talking about issues at work and how to manage these using core strengths identified in morning session.”
- “I am new to the hub and taking part in the session has helped me understand what is on offer to the GP fellowship and also the benefits of understanding the reason people think and behave in certain ways.”
- “Feel more equipped to get the most out of my relationships with management at work.”
- “I thoroughly enjoyed the day and I found it useful and now have an understanding of new principles that I can apply in practice.”

GP Fellowship

You said, we did

The GP Fellowship started in 2021 and has grown significantly over the last two years. During this time, we've been able to make improvements to our programme, to fit with the needs of the newly qualified GP including:

- Adding more masterclasses, such as the Time Management and Dealing With Complaints.
- Expanding the number of leadership classes to include 'Managing Up', and 'Culture and Culture Change'.
- Delivering more in-person training.
- Running sessions more often (both virtual and in-person) throughout the year, on different days of the week so that more Fellows can attend live.
- Running more networking events, including family events so GPs with children can also network.
- Expanding the portfolio working to include opportunities outside of the PCN.
- Giving the Fellowship more structure, whilst also allowing for flexibility for GPs when needed.



Poster

Click below to view our poster on the GP Fellowship

Timeline

Click below to view our two year timeline



Feedback from fellows

"This portfolio working has allowed me to begin networking and building a reputation within my local PCN. It has greatly improved my understanding of PCN structure and funding, and I will carry this knowledge and experience with me into my future career."

"I have found the mentoring invaluable."

"Networking has been invaluable in reducing my stress and burnout."

"I really appreciate all the opportunities I have had already through the fellowship; it has really opened my eyes to all the different career paths available to me and has already positively influenced the trajectory of my career."

"I like the flexibility of the programme and that I can adapt different aspects to my hectic schedule without causing more stress."

"It is amazing, thank you so much all for your hard work."

Our programmes:

GP Mentor Scheme

Brief summary

The GP Mentor scheme supports experienced GPs so that they can support newly qualified GPs within their practice and primary care network.

Eligibility

Minimum five years qualified as a GP, working at least three clinical sessions a week in Greater Manchester.

Programme expectations

Undertake a two-day bespoke in-person training course or three-day virtual ILM L3 qualification (with four assignments). Carry out one to four mentoring sessions a month for newly qualified GPs.



In depth summary

The GP Mentor scheme is for experienced GPs looking to pass on their experience and knowledge.

Benefits

- Fully funded training and ongoing support where needed.
- Reimbursement of £289 per session.
- Connection with a peer mentor group.
- Opportunity to gain new skills that can help you when managing your practice team and dealing with patients.

GP Mentors must be:

- An experienced GP with at least five years' experience
- Working in Greater Manchester
- Delivering a minimum of three clinical sessions a week
- Able to do an additional one to four sessions per month of mentorship (reimbursed at £289 per session)
- Able to attend an initial two-day GMTH training course in person from 9am to 4pm each day.

Once the GP Mentor has completed their training, they will support newly qualified GPs who are on our GP Fellowship programme. The Mentor will support the transition from a GPST to a GP by providing one hour of mentorship to their mentee for the 2-year duration of the Fellowship.

Leaflet

Click below to view our leaflet on the GP Mentor scheme:

The numbers

Locality	No of active mentors	No of people registered	Total
Bolton	12	9	21
Bury	3	0	3
HMR	0	2	2
Manchester	5	2	7
Oldham	4	2	6
Salford	3	2	5
Stockport	9	1	10
Tameside	0	0	0
Trafford	3	0	3
Wigan	3	1	4
Total	42	19	61

Our programmes:



Click the button above to watch our coaching and mentoring video

Click the button above to watch Dr. Bev Matta talk about her experiences with the mentorship programme.

Brief summary

GP Phoenix is a national programme aimed at mid-career GPs, who are looking to re-engage, inspire, and develop themselves and their leadership skills.

Eligibility

For mid-career GPs who are partners or working in a leadership capacity.

Programme expectations

- To develop new transferable skills
- To create local networks of like-minded colleagues
- To energise with new visions and perspectives

Benefits

- 12 hours taught CPD
- Inspire and develop leadership skills.
- Reduce the risk of burnout
- Improve GP retention by reinspiring



In depth summary

GP Phoenix is a national programme and managed regionally across GM by our team at GMTH.

Developed with NHS England, which aims to re-engage, inspire, and develop the core workforce of mid-career GPs. Developed along similar lines to the Next Generation GP programme, and initially inspired by it, it is an independent programme designed specifically to meet the needs of mid-career GPs and the challenges they face.

Delivered across six evening sessions over six months, delegates have the chance to listen to and question GP leaders and inspirational GPs who have broadened their work experience beyond the limits of the daily grind.

Each session is a dedicated training workshop to develop a range of transferable skills, that can help to re-energise careers and form the basis for the next steps in career development.

The programme includes sessions on: Power of positive thinking, health and wellbeing, developing transferable skills, and energise with new vision and perspectives.

Feedback

Both cohorts were well attended and engaged well. Delegates immersed themselves in the topic areas and engaged fully in the skills workshops.

The speakers in both cohorts were inspiring as well as informative. Feedback from cohort one had been used to structure the speakers in cohort two. Topic areas such as 'burn out' and 'GP wellbeing' had been included in the sessions.

Below is a sample of the feedback we have received for the sessions:

"Absolutely enjoyed the session – very educative and inspiring."

"Great to engage with a few like-minded local GPs sharing same challenges."

"Thanks ever so much for the programme - finding it so helpful and inspiring."

"Found this session really useful and insightful. It has helped me to understand myself, how I work, make decisions. It has also helped me to understand how others work and develop good teams based on different strengths."

"Brilliant session, incredibly helpful and fascinating, really enjoyed it. Great evening and really enjoying the programme. Thanks."

The numbers

In 2022/23 two cohorts completed the GP Phoenix programme. Delegates attended from across the Greater Manchester area, as shown in the table below:

Locality	Applicants enrolled on both Cohorts
Bolton	12
Oldham	3
Bury	3
Manchester	17
HMR	5
Salford	8
Tameside	2
Stockport	18
Wigan	1
Total	69

Our programmes:



GPN Foundation (replacing GPN Fundamentals)

Brief summary

Develop your skills as a General Practice Nurse and work with experienced nurse peers.

Eligibility

Newly qualified nurses/nursing associates or new to general practice within the last 12 months. Need to hold a substantive salaried or partner role within primary care.

Programme expectations

- One session per week protected learning time.
- Peer support group and learning.
- Develop essential GPN clinical skills.



Benefits

- One session a week of protected learning time.
- Guaranteed level of support, learning and flexibility.
- Leadership skills and quality improvement training.

In depth summary

In January 2023 the GPN Fundamentals course was relaunched as GPN Foundation Skills. This relaunch was the result of an in-depth course evaluation report, that highlighted that the fundamentals course did not meet the needs of GPNs and was no longer fit for purpose.

The GPN Foundation course is a 15-week taught skills course in general practice nursing. Delegates gain skills essential to primary care, gain experience, build confidence, enhancing the patient journey and the delivery of care within their daily practice.

This programme is for NMC Registered Nurses and Nursing Associates who are either newly qualified, or new to general practice, wishing to develop their skills and progress their career within primary care.

This foundation skills course supports personal and professional development, providing the basis for safe and effective care delivery, supporting the transition into primary care.

Flyer

Click the button below to view our GPN Foundation skills flyer.



The numbers

Since the GPN Foundation Skills launched in January 2023 there have been two cohorts, with a total of 46 GPNs enrolled.

There have been only two withdrawals from the course one due to moving to a new area, and one Nursing Associate that has been accepted on a RNDA course.

All delegates are signed up for the Cervical Cytology training, which provides a further 44 smear takers in 6-9 months across Greater Manchester.

On the March programme we had seven Nursing Associates and one Return to Nursing nurse.

Locality	Jan Cohort	March Cohort
Bolton	3	5
Bury	2	1
HMR	3	3
Manchester	3	4
Salford	5	2
Stockport	2	0
Trafford	2	3
Wigan	1	6
Oldham	0	1
Tameside	0	0
Total	21	25

Our programmes:

New to Primary Care (N2PC)

Brief summary

Over the last 12 months, the GP Ready course has evolved to become the New to Primary Care (N2PC) course. The major change has been to make it a uniform offering across disciplines and allowing learners to opt into the classes they felt relevant to them, rather than signing up to the entire programme. This is to ensure that it best serves the needs of the primary care multi-disciplinary team.

Eligibility

All clinical professions new to primary care roles. With preference given to PAs, FCPs, Clinical Pharmacists and Pharmacy Technicians roles.

Programme expectations

To undertake a 6-month (approx.) course. Students to specify which topic areas they want to learn and which sessions to attend from the designed programme.



Benefits

Primary care benefit: Expertise that will enable the assessment and support of both undifferentiated and diagnosed conditions.

Benefit to learner: Induction, Peer Support, Clinical Training, Leadership Training and Quality Improvement Training.

In depth summary

The New to Primary Care (N2PC) GP Ready Programme started in January 2023, and the current cohort will run until August 2023. It is for anyone working in primary care that has recently joined.

Starting with a Welcome and Induction to Primary Care networking day, the N2PC GP Ready Programme consists of Leadership and Quality Improvement (QI) available for all attendees, with clinical knowledge sessions intermixed for specific groups of clinicians.

Specific support is also given to First Contact Practitioners looking to get through Stage 2 of the roadmap via the portfolio route.

Places are allocated as evenly as possible across the 10 GM localities, with priority given to the following professionals;

- First Contact Practitioners
- PAs, ACPs, ANPs and other generalists
- Pharmacists
- Pharmacy Technicians

List of topics include:

- Understanding each other's roles
- Introduction to primary care and understanding the wider system
- Leadership Parts 1 and 2
- Quality Improvement
- Change Management and Stakeholder Management
- NLP and Transactional Analysis;
- Cardiovascular disease
- Diabetes
- Musculoskeletal & Rheumatology
- Leadership Part 2 (for 9 delegates combined with nurses)
- Leadership Part 2 (for 21 delegates)

- Respiratory disease
- Mental Health & Psychiatry
- Clinical Skills Workshops - Introduction to whole group about when, why and who - including Venepuncture, BP (manual and automatic), pulse, BMI, urinalysis, inhaler technique, assessing airflow limitation, pulse oximetry and performing an ECG, Glucometer, INR
- Gastroenterology
- ENT + allergy
- Children and young people
- Women's Health
- Contraception, HRT & Menopause
- Dermatology
- Male Health
- Chronic Conditions/Disease /Pain - and applying QOF & DES & IIF including Fit Notes - Practical cases - workshop, bring a case
- Oncology, Palliative care and Delivering Bad News
- Complex Care, Frailty & De-prescribing
- Neurology
- Ophthalmology
- Haematology
- Interpretation of bloods and data as a diagnostic tool
- Nephrology
- Metabolic problems and endocrinology and pharmacology
- Neurodiversity & Learning Disabilities

Our programmes:

New to Primary Care (N2PC)

The numbers

Numbers of participants on the 22/23 old GP Ready cohorts:



Numbers for N2PC

Numbers of participants on the 22/23 old GP Ready cohorts:



TOTAL: 63

Locality

Bolton	12
Bury	6
HMR	2
Manchester	27
Oldham	0
Salford	1
Stockport	3
Tameside	3
Trafford	2
Wigan	7
Total	63

Our programmes:

Photo gallery

Click the button below to view photos from N2PC programme:



Feedback

- "Amazing session, would love it to be more in-depth and longer."
- "Want more sessions from Chris please."
- "Enjoyed the session would benefit from more."
- "Really enjoyed it and learnt a lot about myself."
- "Really interesting insightful and brilliantly delivered."
- "Very enjoyable session with relevant material which I can bring forward to use in practice. Very well delivered."

Non-Medical Prescribing

Brief summary

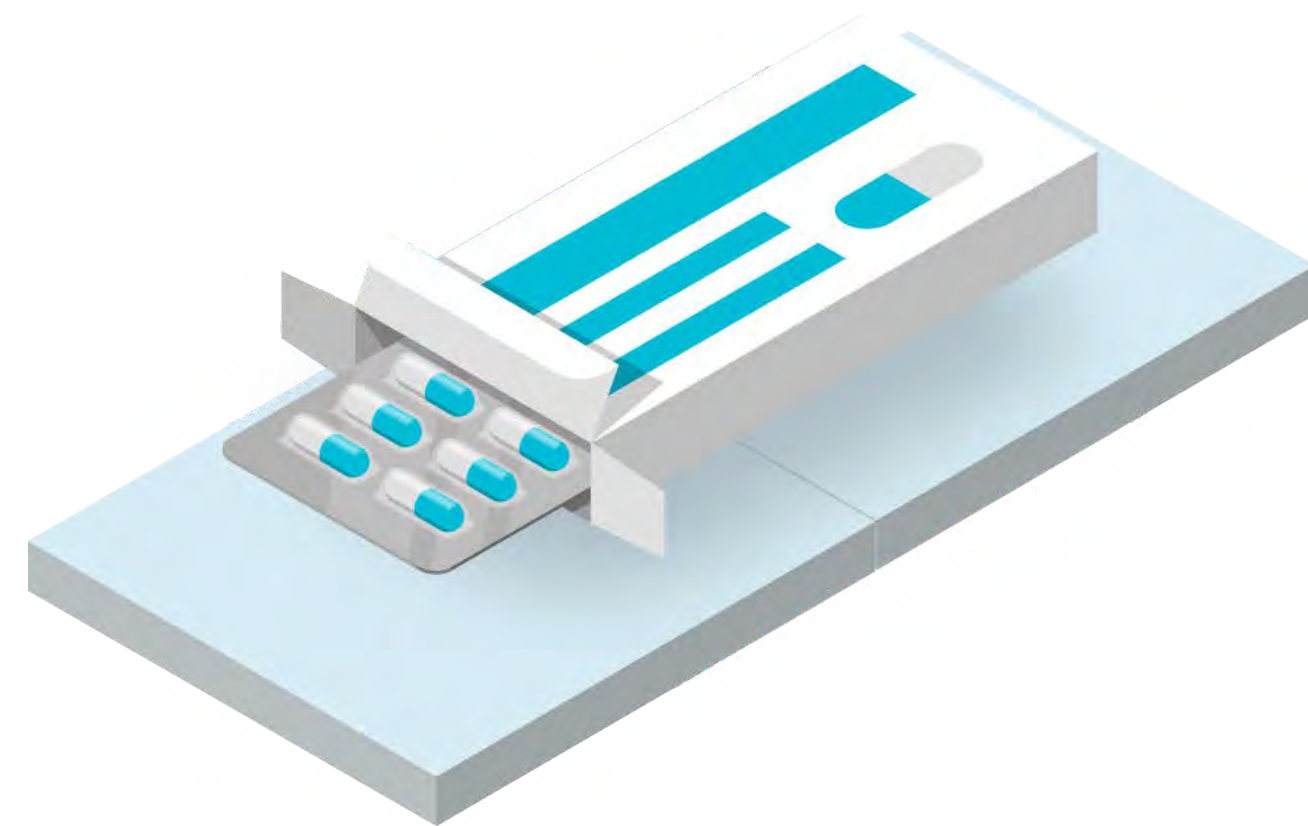
Non-Medical Prescribing (NMP) can support roles and career development by enabling practitioners to enhance their skills and knowledge in managing patient care.

Eligibility

Nurses/Midwives, Pharmacists, Physiotherapists, Podiatrist, Paramedics, Optometrists, Therapeutic Radiographers, Supplementary prescribers only, Diagnostic Radiographers, Dieticians.

Programme expectations

- Will be able to demonstrate skill in monitoring, recording, and responding to medicines.
- Modify treatments or refer the patients as appropriate based on a comprehensive understanding of how medicines work.
- Consider safe, cost-effective and appropriate prescribing, taking into account ethical influences at individual, local and national levels.
- Numeracy skills relevant to prescribing practice will also be developed.



Benefits

- £1500 towards tuition fees per placement

In depth summary

Non-medical prescribing (NMP) is the term used to describe any prescribing completed by a healthcare professional other than a doctor or dentist.

A range of non-medical healthcare professionals can prescribe medicines for patients as either Independent or Supplementary Prescribers.

Independent prescribers are practitioners responsible and accountable for the assessment of patients with previously undiagnosed or diagnosed conditions and for decisions about the clinical management required, including prescribing.

Supplementary prescribing is a partnership between an independent prescriber (a doctor or a dentist) and a supplementary prescriber to implement an agreed Clinical Management Plan for an individual patient with that patient's agreement.

NMP has demonstrated patient care and economic benefits. Consequently, investing in NMP is seen as 'investment to save' and encouraging NMP capacity is seen as a vital upskilling priority and features as a key enabler in the planning and delivery of new care models and transforming care. NMP training can support role and career development by enabling practitioners to take on greater responsibilities for managing patient care. NMP enhances patient care by supporting patients' timely access to treatment with medicines, enabling choice whilst helping to reduce waiting times, reduce hospital admissions and maximising the wider skills of the healthcare team.

The numbers

22 people enrolled on the NMP course, including:



Breakdown by university:



Breakdown by locality:

Bolton	2
Bury	1
HMR	0
Manchester	2
Oldham	0
Salford	5
Stockport	4
Tameside	4
Trafford	0
Wigan	4

Our programmes:

Student Placements

Brief summary

Students from HEIs are placed into a primary or social care environment. (Accredited Clinical Learning Environments)

Eligibility

Undergraduate Nurses, Trainee Nurse Associates (TNAs) Physician Associates and Paramedics.

Programme expectations

- Immersed into their individual setting to try and achieve competencies set out by the university as well as Clinical Educator.
- Term time placements.

Benefits

- Experience in an authentic Primary or Social care environment.
- Build skillsets and competencies.
- Refer to CLE benefits for practice.

More information can be found under the CLE section:



Feedback

"I was always asked first if I wanted to do a certain thing and wasn't pressured to do anything I didn't feel comfortable doing."

"I always received feedback from the members of staff I worked with on what I could improve next time or what I did really well on."

"I had the opportunity to work with different nurses, doctors and mental health staff as well as with trainee nursing associates who are students."

"I had a lovely time at this placement area. The staff and the overall team are amazing and kind. They know how to look after their students. I am grateful for all of them."

Case study

Click below to view our case study:

Leaflet

Click below to view our clinical placements leaflet:

The numbers

187
Physician Associates

56
Paramedic

12
P&O

10
LD Nurses

6
OT

0
Podiatry

0
RNDA

125
Adult Nurse

48
Mental Health Nurse

11
Counsellors

7
Physios

1
Child Nurse

0
Dietetics

463
TOTAL

Our programmes:

Trainee Nursing Associates

Brief summary

An apprenticeship to develop primary care employees including Health Care Support Workers to become Registered Nursing Associates.

Eligibility

Must work 30hrs within primary care. Must have a level 2 (GCSE grade C equivalent in English and Maths).

Benefits

- Benefit to student: Fully funded £15,000 course to become a Registered Nursing Associate.
- Benefit to practice/PCN: Help the wider primary care workforce.

In depth summary

The Nursing Associate is a new professional role that bridges the gap between healthcare support workers and registered nurses to deliver hands-on, person-centred care as part of the nursing team. Nursing Associates work with people of all ages in a variety of settings in health and social care. The role was introduced in response to the Shape of Caring Review (2015), to help build the capacity of the nursing workforce and the delivery of high-quality care. It will be a vital part of the wider health and care team and aims to:

- Support the career progression of healthcare support workers
- Enable nurses to focus on more complex clinical work
- Increase the supply of nurses by providing a progression route into graduate-level nursing

We support primary and social care organisations and their staff to access the Trainee Nursing Associate (TNA) Apprenticeship.

In 2022/23 we supported 64 TNAs, including those that completed their training in September 2022.

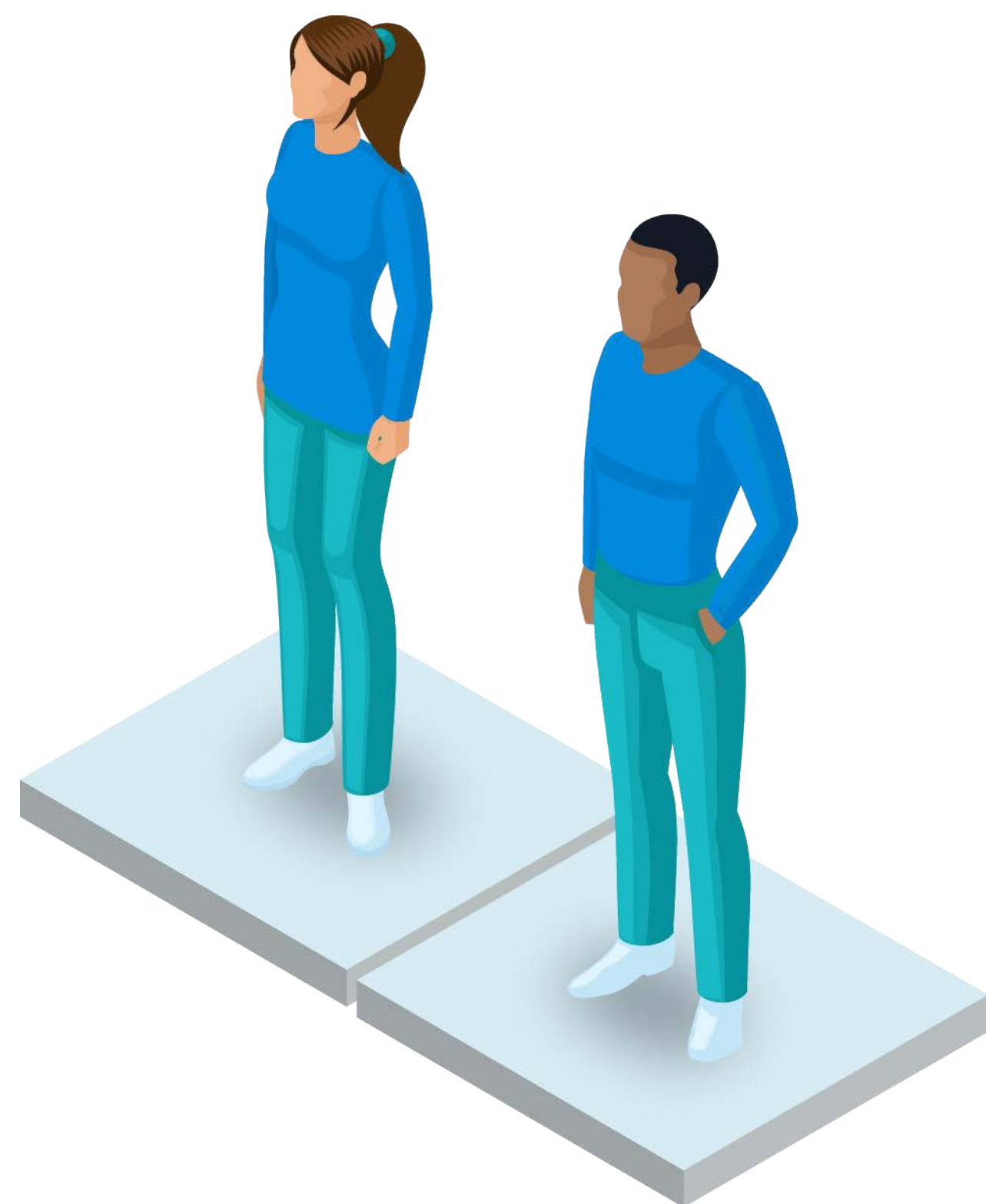
Feedback from fellows

"I have thoroughly enjoyed my placement, the support from my practice assessor and supervisor have been exceptional and I have enjoyed my spoke experiences working with other healthcare professionals within the multidisciplinary team."

"I enjoyed my placement here. All the staff [at the practice] were committed to doing all they could for their community and showed they valued and respected them. Quietly going about making people's lives better because they cared, it was great to see."

"I feel it can be difficult at time being based in a GP practice whilst doing this course. My surgery are still completing a lot of their consultations over the telephone, operating a triage system. This means there are less opportunities for me to gain exposure to patient care from our GPs and practice nurses. I have discussed this in detail with my assessor and we are going to try and work together to arrange some external spokes on a more frequent basis to ensure I am learning and developing properly."

Our programmes:



Click the button above to watch our feedback video from Jon a Trainee Nursing Student

Wider Workforce Lead

Brief summary

This course will enable clinicians working at an advanced practice level to clinically supervise within a Primary Care Clinical Learning Environment.

Eligibility

General Practice Clinicians working at Advanced Practice level (GPs and Advanced Clinical Practitioners) interested in clinically supervising the wider workforce.

Programme expectations

- Attendance at a two-day, free RCGP accredited virtual course.
- Participation in a mix of interactive group work, individual reflection and skill development using role play.
- Four wider workforce workshops.
- Inter-modular work.



Benefits

- Allows progression on the 'HEE Training Ladder'.
- 15 hours CPD
- Personal and professional growth
- Gain a clear understanding of the role of a clinical supervisor and primary healthcare team in learning and supervision
- Development of personal learning plan related to role as a supervisor
- Network with local training hub to take on students

In depth summary

This course enables clinicians working at an advanced practice level to clinically supervise within a primary care Clinical Learning Environment. The first rung of the training ladder, this course is the gateway to becoming a clinical trainer.

There is pre-course preparatory work, two days of virtual training with some inter-modular work. All elements are mandatory to complete the course.

By the end of the course, participants will:

- Have a clear understanding of the role of a clinical supervisor.
- Have knowledge of the curricula of the professionals they will supervise.
- Be able to structure a teaching session for a learner and be aware of basic methods of teaching.
- Be able to identify their learning needs.
- Be able to teach and assess communication skills within the workplace.
- Understand the assessments that maybe required and how to complete them.
- Have developed their own personal learning plan related to their role as a supervisor.

What people told us to improve the programme

Break the workshops up a bit more.

- Previously the workshops were one after the other, we have since implemented a 10-minute break in between.

Shorter power point presentation with more concise slides

- We have encouraged our workshop providers to reduce their PowerPoint presenting down to 20 minutes or so, using more concise slides.

The numbers

Signed up: **85**

Supervisors trained: **57**

In March 2023 we had **9** people signed up to cohort three.

In addition to this, there have been three cohorts of the Wider Workforce Lead programme that have been run exclusively for those enrolled on the GP Fellowship programme. Of these, **32** signed up to the programme, and **19** were signed off as trained supervisors.

The remaining learners are Foundation Trainees.

Our programmes:

More group discussion

- We reduced the time for each workshop to 45 minutes, and have encouraged our workshop providers to keep their actual PowerPoint presenting down to 20 minutes or so, with 25 minutes allocated for group discussion, questions etc.

More of the video consultation assessment and feedback as this was very useful.

- Lead Educators usually incorporate this into day two and now have three case study videos to draw from as well as the video/consultations that the delegates should hopefully complete as part of their intermodular work

Feedback

"Very open and engaging. Made everyone feel at ease and involved in the discussions."

"It was good interactive session."

"Enjoyed early discussion and advice from experienced supervisors."

"The facilitators were amazing- very engaging; and got everyone involved."

"Our facilitator Rich was lovely and very supportive."

"Informative and useful for practice."

"Interactive. Was nice to have such a variation in different roles."

"Engaging and friendly."

"Clear, interactive, made the session flow well."

"Very engaging, interactive throughout, using examples to make it more relatable."

Annual accounts

Any **programme underspend** was **reallocated** by the commissioner into alternative programmes.

As of March 2022, GMTH had **30 members of staff** on the payroll (this excludes contractors).

3,100 bank transactions processed during the period of May 2022–March 2023 (please note prior to this the previous contract holder).

Each **locality** had an allocated **budget of £59,077** which was utilised as agreed by the board.

The total **infrastructure allocation of £363,898.00** was fully utilised during the financial year.



Our programmes:

Programme	Programme allocated funds
Supporting Mentorship Scheme 22/23	£514,000.00
GPN Fellowship 22/23	£295,000.00
GP Fellowship	£3,773,192.40
Student Placements	£623,398.27
Practice Manager Development Funding	£19,912.00
Miscellaneous	£4,650.53
Workforce Upskilling Grant	£41,382.00
CPD	£380,000.00
GPN Fundamentals	£141,290.00
Social Care Academy	£150,000.00
Step into Primary Care Pilot	£34,784.00
Digital Resources for NW Supervisors	£15,000.00
FCP Advisor and Admin Support	£19,000.00
GP Trainee Programme	£160,257.00
Unified Learning Environment (ULE)	£10,000.00
Social Care CPD	£225,000.00
Enabling undergraduate pharmacy placements	£15,000.00
Integrating Pharmacy and Medicines Optimisation – Targeted Placements	£35,460.00
TNA – Practice Allocation	£4,000.00
Supply of Trainee Support for Autism Peer Support Worker Training Programme	£3,485.00
TPEP	£135,000.00

Successes

2022/23 has been a very successful year for us. Here are some more of our stories that we celebrated.

ILM accreditation

After an incredible amount of hard work, the Greater Manchester Training Hub finally got its first ILM and City & Guilds Assured status award.

Our 'Coaching and Mentoring Skills' course got the recognition it rightfully deserved and was such a 'proud parent' moment for Chris, our Learning & Development Manager.

This meant that the programme was assured by ILM against a global quality mark which demonstrated that the organisation had world-class systems and processes in place to design, deliver and maintain learning programmes.



Our 'toolkit' leads the way

We developed an innovative, online toolkit for staff, learners and partners. The first of its kind for training hubs, the GMTH Toolkit acts as a doorway to automated, live information such as performance data, resources, documents and resources.

The toolkit has already proven to be an efficient way to manage easy access to in-depth information that is not appropriate for storage on a public website.

Leading the way on utilising the toolkit to benefit our learners, is the GP Fellowship programme. The toolkit is now a one-stop place for all the programme events and documents, which automatically update in real time. This means learners can access the latest information at the touch of a button, and that we don't have to clog people's inboxes up with large attachments!

GP Fellowship celebrates second birthday

We celebrated the two-year anniversary of the NHSE GP Fellowship programme at Vermillion in Manchester. We're looking forward to another successful year of the GP Fellowship! Click the button below to learn more about the event:

N2PC GP Ready Programme

We launched our New to Primary Care (N2PC) GP Ready Programme. Click the button below for more information.



Click the button above to watch Chris Lewis talk about some great feedback on the Training Hub

Click the button above to watch Chris Lewis talk about more successes from this year

Allyship training

We attended an Allyship training morning led by **Dr Mohan Kumar** to help us promote and embed an inclusive and diverse workplace.

It was incredibly insightful and informative, using real life experiences to help us learn how we can always improve and be mindful of others.

Prestigious Queen's Nurse Award for our own Kath Arrowsmith

Our Clinical Education Lead, Kathryn Arrowsmith, was awarded the highly prestigious Queen's Nurse (QN) Award for her outstanding service, providing exceptional care to patients and demonstrating a lifelong passion and enthusiasm for nursing and primary and community care.

The Queen Elizabeth the Queen Mother Award is not a reward for length of service, but an acknowledgment that a nurse makes a very exceptional individual contribution to patient care and the nursing profession.

Criteria include:

- A minimum of 10 years service in community nursing
- Ability to demonstrate a continuing commitment to the principles of excellent nursing care to the benefit of patients
- Ability to demonstrate an outstanding contribution to both patients and the profession over and above the normal call of duty.

Bolton GP Federation Chief Officer and GM Primary Care Board member, **Michael Smith**, said: "This is a wonderful recognition of Kath's ongoing leadership and dedication to nurses in primary and community care. Her contribution to the federation's ongoing success is immeasurable."

Our programmes:

Social analytics 1/4/22-31/3/23

102.3k
impressions

247
posts

21%
increase (approx.)

Our programmes:

Summary

The Greater Manchester Training Hub social media has been continuing to grow and has seen an increase of followers by **21%** from the **102k impressions** gained from the start of April 2022 to March 2023. There has been a total of **247 posts** sent out from the GMTH account.

We have started a LinkedIn page for GMTH, and it has gained **125 followers** since February 2023. It has a total of **98 page visits** with **46** of them being people in the Healthcare Services industry.

In this time, a total of **44 posts** have been sent out which have gathered **2,437 impressions, 134 clicks, 94 reactions, 41 reposts** and an **average engagement rate of 8%**.

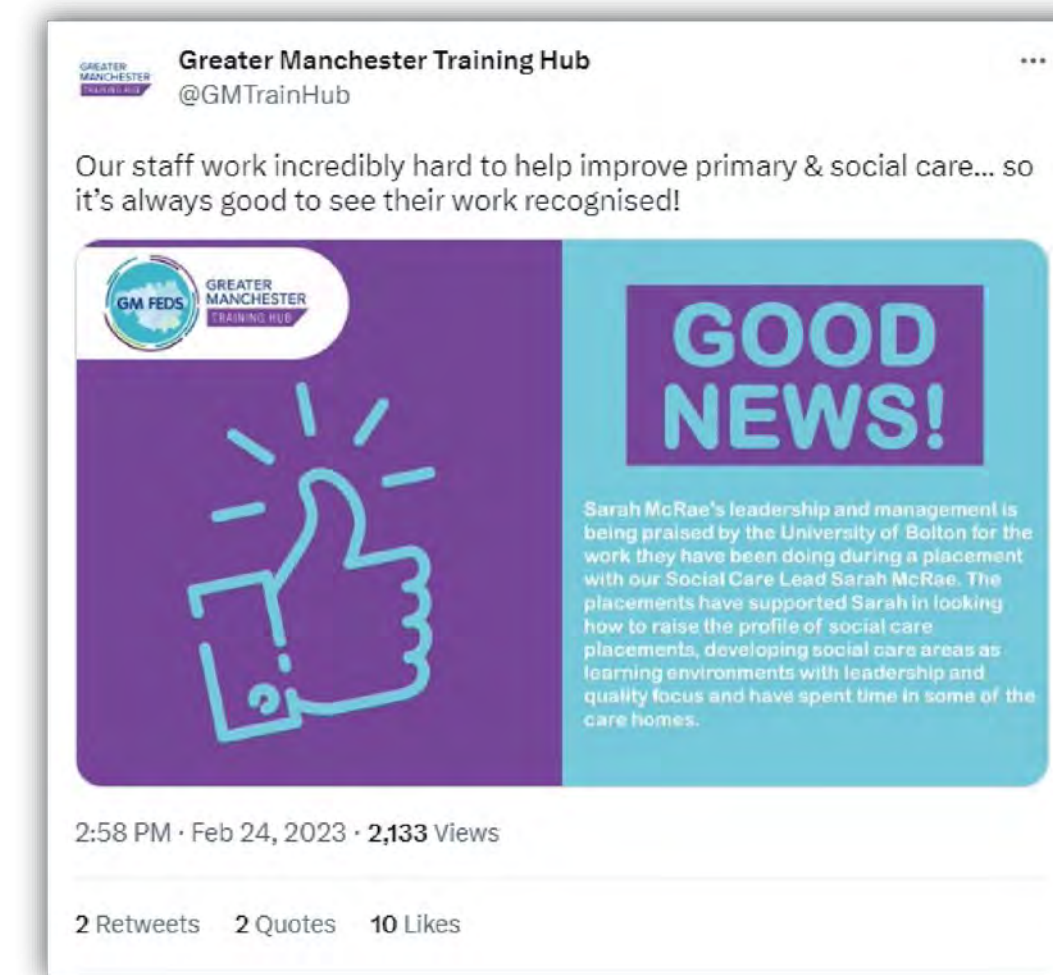
Top performing Tweet



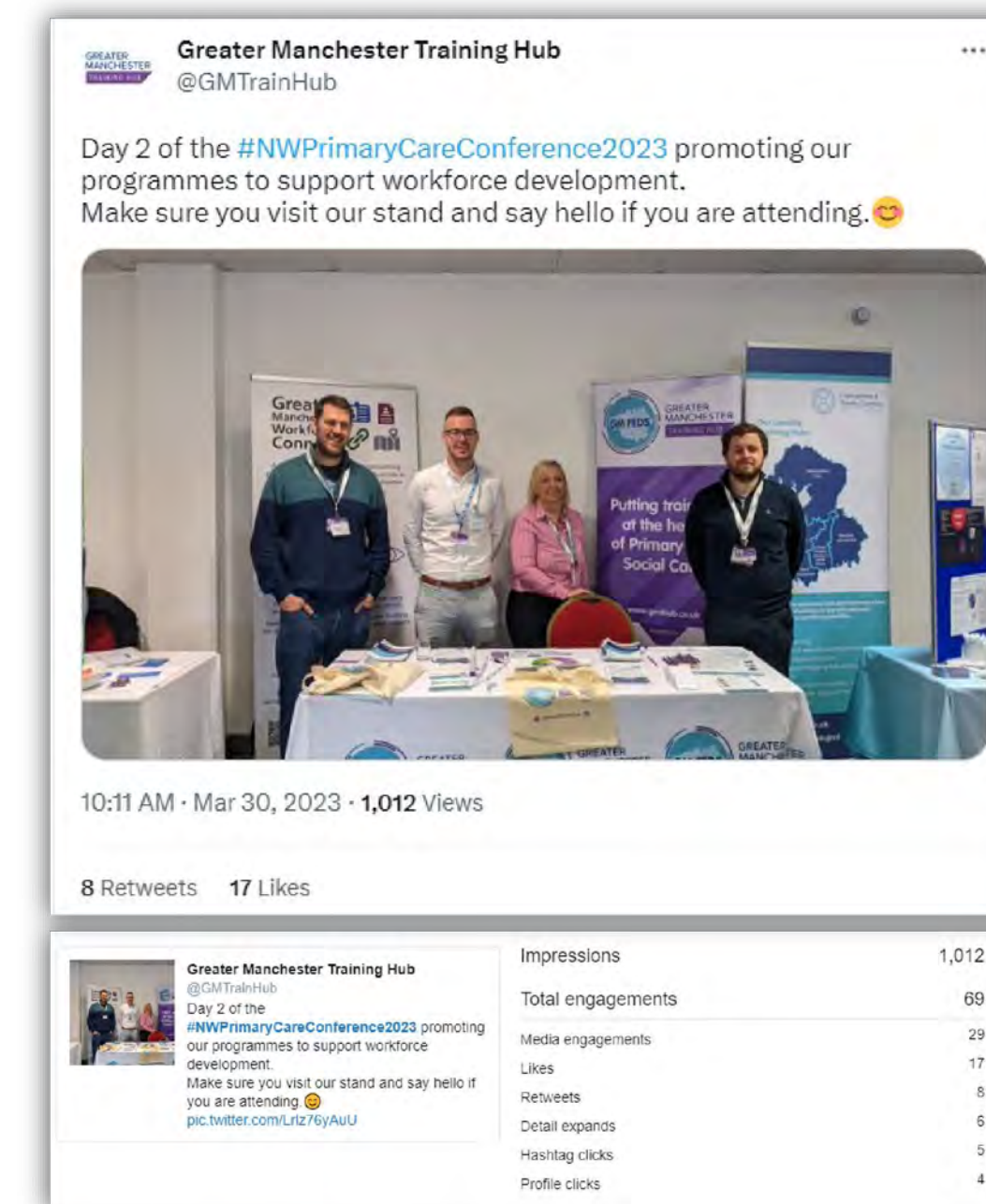
13,693 impressions | 165 engagements

Tweets

2,133 impressions | 57 engagements

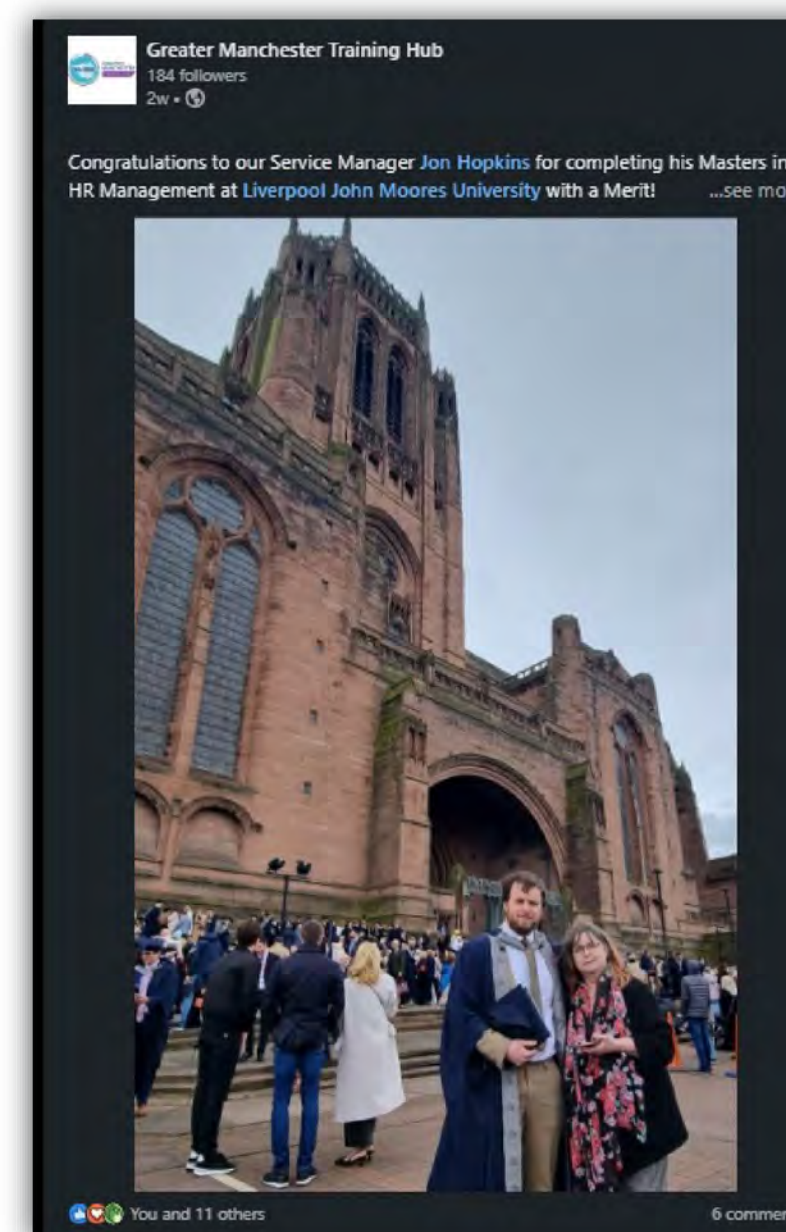


1,012 impressions | 69 engagements



LinkedIn posts

240 impressions | 42 engagements



Organic impressions: 240 Impressions			
240 Impressions	12 Reactions	109% Click-through rate	6 Comments
0 Reposts	24 Clicks	17.5% Engagement rate	

Organic engagement	
42 Engagements	17.5% Engagement rate
Clicks	24
Click-through rate	10.0%
Reactions	12 →
Comments	6 →
Reposts	0

132 impressions | 21 engagements | 15.9% engagement rate



21 Engagements		15.9% Engagement rate
Clicks	8	
Click-through rate	6.1%	
Reactions	10 →	
Comments	0	
Reposts	3 →	

Intro

Our teams have been out and about promoting primary and social care as a career of choice, and showcasing and raising awareness of our programmes. Here are some of the fabulous opportunities we got involved in:

We attended the National Training Hubs Conference where we discussed the work and future of all training hubs and how we can develop the primary and social care workforce. And of course, we got to showcase all of the work we do here in Greater Manchester! (Attach poster)

We hosted a Mentor Networking evening for all of our GP Supporting Mentors. We were lucky enough to host Dr Robert Varnam, a Manchester based GP and former national Director of Primary Care Improvement at NHS England. He presented on the subject of, 'Why Quality Improvement' and opened some animated discussions and alternative, effective viewpoints.

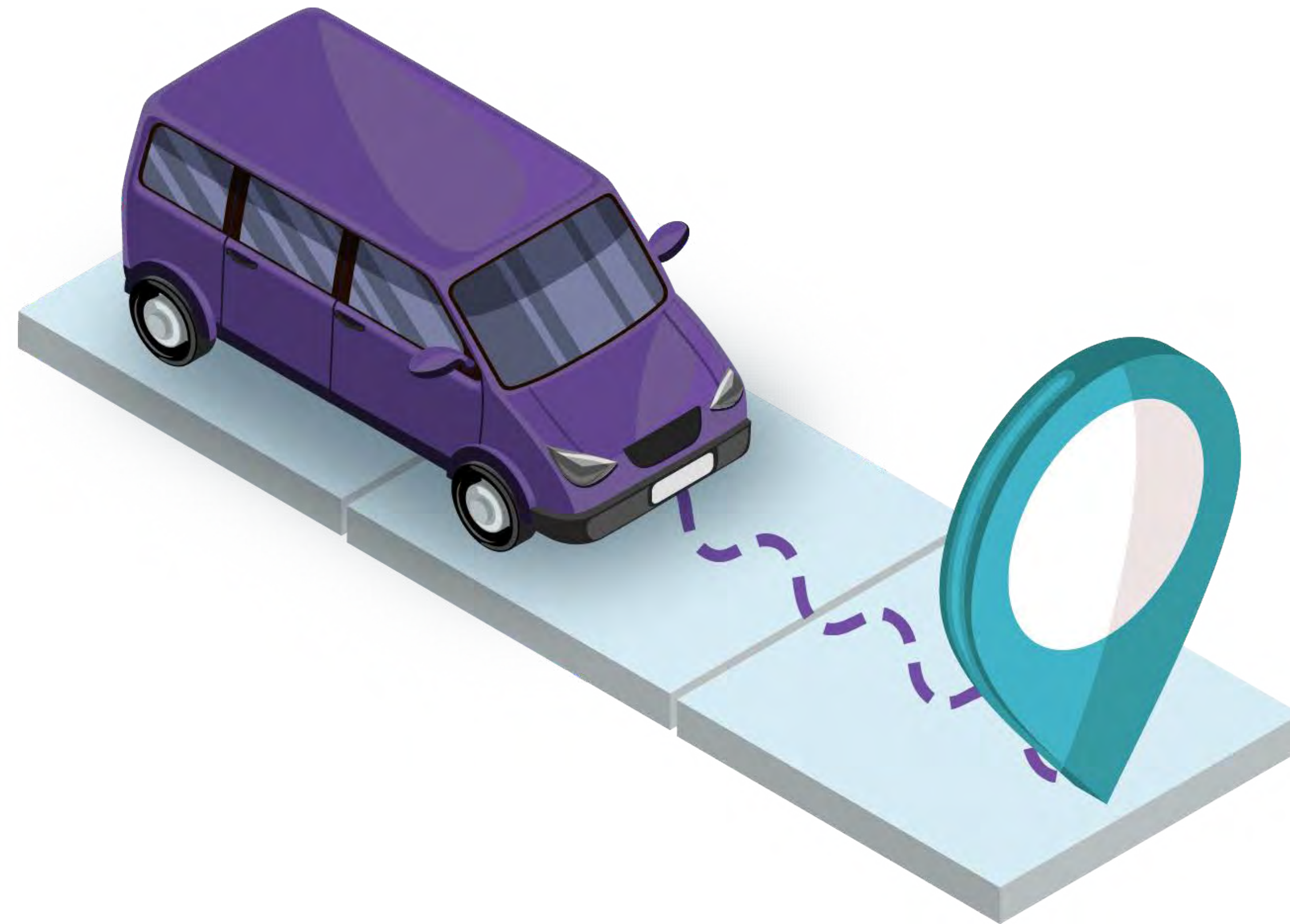
We held a stall at the Tameside Career Fair and talked to people about primary care and what we do. We also attended a careers fair at Old Trafford where our Social Care Lead and Clinical Education Specialist spoke with secondary school students about practice nursing.

We spent a morning with Paramedic students at Edge Hill University, promoting working in primary care.

We got the great opportunity of presenting everything a newly qualified GP needs to know about Primary Care Networks to the NHSE GP Fellowships.

We learnt a lot and made some great contacts and networks at the GM Workforce Summit.

Our programmes:



Our priorities for 2023-24

Priorities for 2023-24

- Further develop our communication and engagement channels
- Review, refresh and embed performance processes and reporting procedures
- Review, refresh and re-launch our vision, mission and values in consultation with staff and stakeholders
- Grow our digital platforms and resources
- Increase our training and development support to all four pillars of primary care
- Develop our social care offering with the social care academy

Our programmes:

