



Devon's Directory of Training, Education and Development for Primary Care



Introduction

The aim of this booklet is to provide an overview of the wide range of **training, education** and **development** opportunities that are available to Primary Care from the team here at **Devon Training Hub**.

Everything we do is centred around the core role of a training hub, as recently defined by HEE as follows:

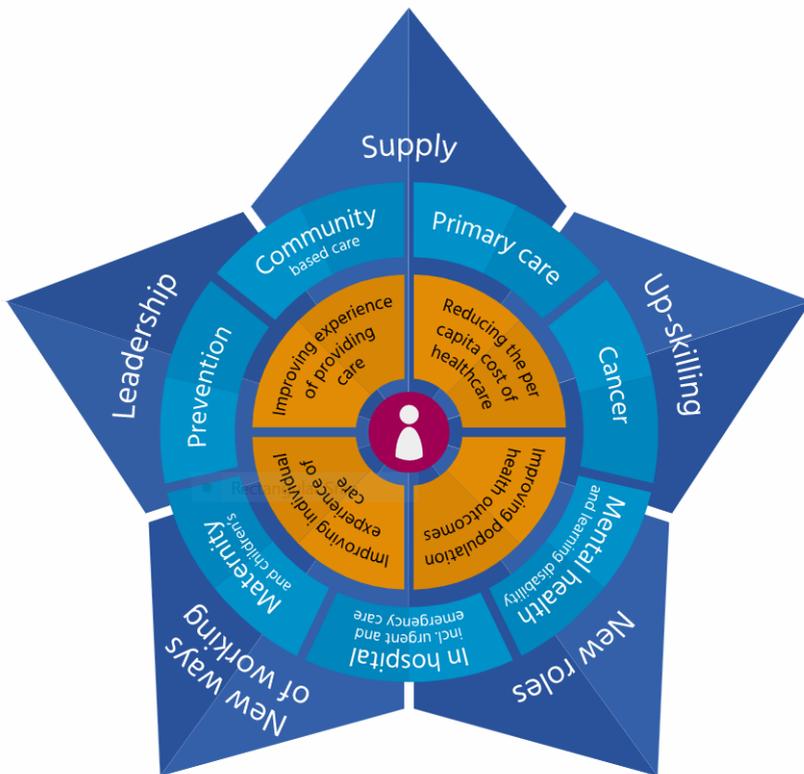


We are also mindful of the need to align work to the HEE Star tool.

HEE Star Tool

The HEE Star is a tool developed by HEE to bring structure and coherence to conversations about workforce challenges and to support workforce transformation. When we are looking to bid for

funds or develop our offering, we always look to align this with the HEE Star to ensure consistency in our approach.



As a team, we are continually developing our offer and introducing new initiatives, so it is impossible to cover everything we do here in a short booklet, but if there is something that you are specifically interested then please visit our website www.devontraininghub.co.uk or contact the team via email on devon.traininghub@nhs.net or call 01752 431533.

Here is our offer:

Our Offer to PCNs

We have a page on our website -

<https://www.devontraininghub.co.uk/our-offer-pcns/> - dedicated to our offer to support the growth and development of your PCN. The offer includes:

- Team Building and Organisational Development
- Contract Management
- Purchasing, Procurement and Recruitment
- Workforce Planning
- Training Needs Analysis
- Workforce – Improving the Supply Chain
- Strategic Planning
- Business Continuity Planning Across a PCN
- Multi – disciplinary Introduction to Primary Care

Please visit the page to find out more detail on each offer and to let us know which your PCN is interested in.

We are also aware that your PCN, or group of Networks, may identify other needs that are not covered here. We are all about learning about how to work in this new and constantly changing world, so our offer has to be flexible to match that. We are really keen to hear what else you need from us. Please contact us with your ideas at devon.traininghub@nhs.net or call us on 01752 431533.



Upskilling

Education Programme

We offer an extensive rolling programme of clinical and non-clinical courses available to staff across Primary Care. New courses are continually being developed to meet identified needs. Some courses are free to attend and some are chargeable - we offer an annual membership scheme to allow staff to attend chargeable courses at a reduced rate. Wherever possible we run our courses in different locations to cover the whole of the county. To find out more about the wide range of courses available and our membership scheme, please visit our website www.devontraininghub.co.uk.

Masterclasses

Throughout the year we run a programme of Masterclasses on a variety of subjects. Each Masterclass is multi-professional and provides an opportunity to hear presentations from respected speakers and take part in workshops. To see the Masterclasses that we currently have scheduled, please visit our website www.devontraininghub.co.uk.

Forums

Devon Training Hub facilitates Practice Nurse and HCA forums in Plymouth and Exeter and we also organise the North Devon shut down afternoons for these staff groups.

We are also enabling an ANP/ACP forum in Plymouth.

If you would like any more information, or want to be involved in these, please contact us via email at devon.traininghub@nhs.net.

Red Whale

During 2020 and 2021 we will be running a number of Red Whale GP Update days, open to all staff who feel it would be useful to attend. These will be available to staff at a reduced rate compared to the rates usually charged by Red Whale themselves.

Care Certificate

We are delighted to now be able to offer an opportunity for staff to complete the Care Certificate through a Devon Training Hub programme.

Our programme is designed around a mixed methods approach with some face-to-face learning, some competency outcomes obtained in practice as well as reflection and a small amount of private study. By using this format, we are ensuring that the content remains relevant to every individual and that, in particular, it is focused on Primary Care.

Once enrolled on the Programme, each learner will be assigned to a particular cohort. Given the size of Devon, our aim is to have each cohort based in a geographical area and we are starting with four options: Exeter, Plymouth, Torbay or North Devon. This will reduce travel time, help us support the individual and their Practice and provide more local connections between learners.

To find out more, please contact devon.traininghub@nhs.net.

Mandatory Training

Devon Training Hub currently funds access to **Bluestream** for all staff across Primary Care to standardise the approach to mandatory training and allow managers to track the progress of their team in completion of the required modules.

Social Prescribing

There are a series of e-learning packages being developed for Social Prescribing Link Workers. The first of the modules is currently available at the following link:

<https://www.e-lfh.org.uk/programmes/social-prescribing/>

We will communicate out the links to the other modules as they go live, hopefully in 2020.

NHS Library Knowledge Services

There are library and knowledge services based in Plymouth, Exeter, Torquay and Barnstaple, working together to ensure that healthcare staff and students have access to the right knowledge and evidence at the right time. For more information, please contact www.hlisd.org.

The websites for the individual libraries are as follows:

Exeter - <https://exeterhealthlibrary.net/>

Plymouth - <https://discoverylibrary.org/>

Torquay - <http://www.sdhl.nhs.uk/>

Barnstaple - <https://www.northdevonhealth.nhs.uk/library/about-us/>



Leadership

Workforce Planning

Devon Training Hub are currently working on an offer for PCNs to assist them with their workforce planning. We anticipate being in a position to roll this out in 2020 and further information will be publicised once the offer has been finalised.

If your PCN has a specific requirement around workforce planning we would be interested to find out how we could help you. Please contact the team via email at devon.traininghub@nhs.net.



Recruitment

We are able to support the recruitment function in your PCN by:

- Allowing you a facility to advertise your job vacancies on our website and in our weekly newsletter;
- Attending job fairs regionally and nationally as appropriate to represent general practice in Devon.

To find out more about how we can help, contact the team via email on devon.traininghub@nhs.net, or call us 01752 431533.

Work Experience

Devon Training Hub are running a project at present to standardise the approach to Work Experience across Primary Care in Devon. We will be working closely with schools and colleges across Devon, as well as Practices to facilitate opportunities for students to gain experience of working in Primary Care through creation of a database of placement providers and a standard set of paperwork for all practices to use. If your PCN is interested in hosting work experience placements for school students, please let us know via email at devon.traininghub@nhs.net.

‘Working in Devon’ Videos

We have produced a series of videos to promote Primary Care in Devon as a career destination. If you would like to see these videos, or would like to utilise one of them, please contact the team via email on devon.traininghub@nhs.net.



Nurse Preceptorship Programme

Devon Training Hub have developed a Nurse Preceptorship Programme aimed at newly qualified nurses and nurses who are new to general practice to equip them with the skills and knowledge they will need to become an effective General Practice Nurse.

A Devon-wide, one-year programme ensuring you safely develop into the General Practice Nurse you want to be!

Support from Experienced Nurses and your Peers

Regular face-to-face meetings and training with facilitators and peers
A preceptor in practice
Clinical Supervision through Action Learning Sets
Specialised clinicians delivering education

Skills and Knowledge Development

Ear Care
Immunisations
Cytology
Long Term Conditions
Wounds and Dressings
Sexual Health
Hypertension

Next Steps

Exploration of the "world of Primary Care"
Professional and Personal Development
Understanding career pathways available
Continuation of Action Learning Sets

Come and join us in Primary Care – an exciting, fast-moving and evolving nursing career...!



To find out more, contact the team via email on devon.traininghub@nhs.net, or call us 01752 431533.

Apprenticeships

We are working on a project which aims to facilitate PCNs being able to access Apprenticeship Levy transfer funds to allow them to find the costs of employees undertaking a Apprenticeship. We see this as a key component of workforce planning over the coming months for PCNs. The Levy transfer funds will be available to fund a wide variety of apprenticeship courses to meet the varying needs of PCNs. If this is something that you are keen to explore further, please contact the team at devon.traininghub@nhs.net to set up a meeting.



New Ways Of Working

Clinical Supervision

The purpose of clinical supervision is to provide a safe and confidential environment for staff to reflect on and discuss their work and their personal and professional responses to their work. The focus is on supporting staff in their personal and professional development and in reflecting on their practice.

Devon Training Hub are working on plans to set up effective supervision networks across Devon. We have training planned for supervisors in 2020 and will provide ongoing support for them to enable them to lead their groups. For more information, contact the team via email at devon.traininghub@nhs.net.

Group Consultations

Devon Training Hub are embarking on a project to introduce Group Consultations into practices. Initially, for the pilot, we will be able to accommodate and fund training for 10 practices. In the meantime, take a look at the following link to find out more:

<https://elcworks.co.uk/elc-group-consultations/>

Digital Strategy

We will be working with Devon CCG and STP to develop and implement a digital strategy for Devon, encompassing Healthcare Navigation, Public Health and population management, development of a digitally capable workforce and change management.

A number of Care Navigation events are planned for 2020 – please see www.devontraininghub.co.uk for course dates and times.



New Roles

Physicians Associates

Devon Training Hub are working closely with the University of Plymouth to promote and facilitate the introduction of Physicians Associates into Primary Care across Devon. If your PCN is interested in employing or sponsoring a Physicians Associate, or you would like to discuss this role in more detail, please contact the team at devon.traininghub@nhs.net.

AHPs

There are 14 AHP roles:

- Physiotherapists
- Art Therapists
- Dramatherapists
- Speech & Language Therapists
- Diagnostic & Therapeutic Radiographers
- Occupational Therapists
- Osteopaths
- Paramedics
- Prosthetists & Orthotists
- Music Therapists
- Dieticians
- Podiatrists
- Operating Department Practitioners
- Orthoptists

Devon Training Hub are looking at how we can work with PCNs to facilitate the introduction of AHP roles into practices as part of our Workforce Planning offer. We will communicate out our plans in 2020 so keep an eye out on our website and our newsletter to find out more.

An offer of a visit

If you would like the Devon Training Hub team to visit your PCN to discuss your training, education and development needs, please contact the team at devon.traininghub@nhs.net.

How to find us

Address: Plymouth Science Park, Unit 1, 5 Research Way, Plymouth, PL6 8BT

Telephone: 01752 431533

Email: devon.traininghub@nhs.net

Website: www.devontraininghub.co.uk

1. Plymouth Science Park (PSP) Site Map

