

Our Dorset

WORKFORCE

Primary Care Network Development Prospectus 2020



Purpose of this Prospectus

NHS England have stated that ICS/STPs are responsible for the following areas of supporting PCN development and will;

- Have a lead (named director level) for PCN development, and proactively make PCN CDs aware of appropriate contact points
- Partner with PCNs to support them to identify level of development and support needs, forming an aggregate view across the system
- Identify and deploy funding and associated support to meet PCNs' collective development needs, making use of system, wider NHS and external expertise and holding suppliers to account for delivery
- Understand PCN progress and impact of support, and gather and share learning for subsequent years
- Deliver the primary care requirements set out in the LTP

The purpose of this document is to outline the current development offers available to Primary Care Networks both within Dorset and includes sign posting to external trusted organisations and partners.

Our Dorset Training Hub

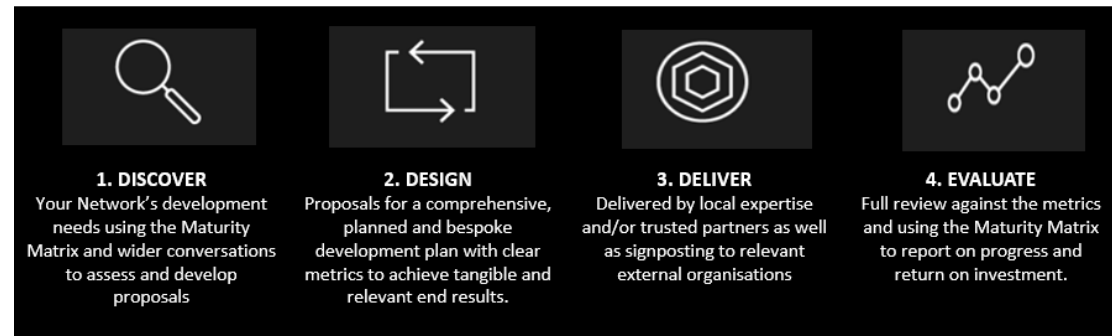
In October 2019 guidance was published for regions to support ICSs/STPs to commission Training Hubs to support priority areas for primary care workforce including Workforce Planning; Career support and retention (including GP retention and New to Practice); Embedding the new roles (Physician Associates, Social Prescribing link workers; Paramedics, Physiotherapists). By March 2021 all Training Hubs will have reached full maturity and be delivering the primary care workforce training, education, development and support needs. **The Dorset Primary Care Workforce Centre (PCWC)** and the development work it has offered GP Practices over the years will now be incorporated in to the new Our Dorset Training Hub and the list below outlines the core offer already provided by the PCWC. Therefore, there is a core offer that the Training Hub will provide with no funding and an emerging and evolving advanced offer that will be developed fully by 2021.

Our Approach

As part of the core offer, our expert team will spend time with PCN Clinical Directors and other leaders to discover and understand where you are in terms of your maturity, your plans for the future. Our support offer is co-designed with you with the aim of rapidly progressing your primary care networks to improve patient care based around your population's health needs. You will then be provided with a set of proposals around the delivery options we can support you with which will fully outline any associated costs for which you can utilise PCN Development funds.

Contacts

If you would like more information about accessing a discovery review to receive some development proposals, please contact TrainingHub@OurDorset.nhs.uk



Dorset CCG Development Offer

Provider	Intervention	Description of what is included and ways to access	PCN Development Domains	Funding Stream
NAPC Funded offer through Dorset CCG Primary Care Team	PCN Development Support	<p>There is currently a package of funded Local Development Support via NAPC. This support includes:</p> <ul style="list-style-type: none"> • PCN 'set up' support • Organisational Development and Change (progressing maturity, creating cultural shift, building new partnerships and developing existing ones) • Clinical Directors Support (tailored to specific needs) • Supporting Collaborative working (joint model of personalised care, improving collaboration) • Social Prescribing <p>Funding is currently available. For more information contact your CCG relationship manager or primary.care@dorsetccg.nhs.uk</p>	<p>Set Up Support</p> <p>Organisation Development & Support</p> <p>Population Health Management</p> <p>Leadership Development Support</p> <p>Supporting Collaborative MDTs</p>	Fully Funded.
Dorset CCG	PCN Development Support	<p><i>CCG Directorate and Dorset-wide organisation offers to Practices and PCNs</i></p> <ul style="list-style-type: none"> • Primary and Community Care Team • Comms and Engagement • Carers support • Workforce • Leadership and Service Transformation • Business Intelligence • Quality • Medicine Optimisation • Counter Fraud and Security Management • Data Protection • Public Health Dorset <p>For further information contact https://nhsdorsetgp.sharepoint.com/sites/aceso primary.care@dorsetccg.nhs.uk</p>	<p>Set Up Support</p> <p>Organisation Development & Support</p> <p>Population Health Management</p> <p>Leadership Development Support</p> <p>Supporting Collaborative MDTs</p>	Fully Funded
Dorset Intelligence and Insights Service	Population Health Management Support	<p>20-week programme provides an accelerated route into using Population Health Management techniques to support intelligence led planning and delivery of services.</p> <p>Contact: Emily Merrell, PHM Programme Lead Emily.merrell@dorsetccg.nhs.uk Heather Case, Intelligent Working Programme heather.case@dorsetccg.nhs.uk Rob Munro, Primary and Community Programme Lead rob.munro@dorsetccg.nhs.uk or email the IWP team directly dhc.iwp@nhs.net</p>	Population Health Management	Fully Funded

Our Dorset Training Hub Core Offer

Provider	Intervention	Description of what is included and ways to access	PCN Development Domains	Funding Stream
Our Dorset Training Hub	Embedding New Roles and Employees	<p>Support provided includes:</p> <ul style="list-style-type: none"> • Support embedding Preceptorship programme • New to Practice programme • Clinical supervision training to support new roles • Fellowships • New to Practice Programme • Guides and resources to embed new roles and employees <p>More info at https://primarycaredorset.co.uk/</p>	<p>Organisation Development & Support</p> <p>Supporting Collaborative MDTs</p>	Fully Funded
Our Dorset Training Hub	Recruitment and Retention of Employees	<p>Support provided includes:</p> <ul style="list-style-type: none"> • GP Retainer Scheme • GP Return to Work Programme • Engagement with future workforce through schools, colleges and universities • Career Flex Programme • Our Dorset Passport – to support with locum cover and sharing of staff • Doorway to Dorset – to advertise your vacancies • Careers Events • Attraction campaign promoting primary care <p>More info at https://primarycaredorset.co.uk/</p>	<p>Organisation Development & Support</p> <p>Supporting Collaborative MDTs</p>	Fully Funded
Our Dorset Training Hub	Education and Development	<p>Support provided includes:</p> <ul style="list-style-type: none"> • Shared learning programmes with secondary care for medical and clinical skills • Workforce upskilling • Provision of Protected Learning Time and support with designing and facilitation • Twinning Programme – for Primary Care staff to buddy up with others across the healthcare system • Peer and Professional Support Networks • Support embedding Apprenticeships • Accredited specialist pathways • Support embedding dedicated spaces and resources • “Hot Topics” GP education event • Population health analysis training to inform workforce planning & training needs <p>More info at https://primarycaredorset.co.uk/</p>	<p>Organisation Development & Support</p>	Fully Funded

Our Dorset Training Hub Core Offer

Provider	Intervention	Description of what is included and ways to access	PCN Development Domains	Funding Stream
Our Dorset Training Hub	Training Placements	Support provided includes: <ul style="list-style-type: none"> Increasing student placements Non-medical pilot site for place based placements More info at https://primarycaredorset.co.uk/	Organisation Development & Support	Fully Funded
Our Dorset Training Hub	Digital Transformation Support	We can help you and your employee's to embrace new technology and develop staff capability	Organisation Development & Support	Fully Funded
Our Dorset Training Hub	Leadership Development – Core Offer	If you access this support you could benefit from the following programmes: <ul style="list-style-type: none"> Walking in the Same Direction – 3 day programme for front line system leaders focusing on the skills of system leadership. Next cohort Feb 2020. Mix of leaders from across Health, Local Authority and Third Sector Our Dorset Talent Programme – 6-12 month programme for senior leaders focusing on transformation and system leadership. Potential cohort launching in 2020 Executive Coaching – we are developing a system wide coaching platform which will launch in March 2020 and you can access a local executive coach 	Organisation Development & Support Leadership Development Support	Fully Funded
Our Dorset Training Hub	Workforce Planning and Redesign Support	Support provided includes: <ul style="list-style-type: none"> Access to expert Workforce Planning and Redesign support Support embedding Primary Care workforce data tool and dashboard Training in Workforce Methodology and Toolkit Support embedding Trust Temps for admin support Support embedding strategic workforce investment at system level for new roles Connectivity with ICS Integrated workforce plans Support with the GPN 10 Point Plan Development and support for 'Workforce Leads' in PCNs For more information contact TrainingHub@OurDorset.nhs.uk	Supporting Collaborative MDTs Organisation Development & Support	Fully Funded

Our Dorset Training Hub Advanced Offer

Provider	Intervention	Description of what is included and ways to access	PCN Development Domains	Funding Stream
Our Dorset Training Hub	Employee Culture and Engagement	<p>Bespoke Programmes using a four stage consultancy approach our team would;</p> <ol style="list-style-type: none"> 1. Discover – your Networks employee culture and engagement development needs 2. Design – a series of interventions that would support with embedding the desired culture 3. Deliver – facilitate as necessary during engagement events 4. Evaluate – against the predefined metrics to measure progress <p>Interventions here could include;</p> <ul style="list-style-type: none"> • Design and support with an engagement and culture survey, enlisting support of culture champions within the network to do some of the discovery work • Workshops to co-design vision, values and behaviours <p>For more information contact Francesca.pingarelli@dorsetccg.nhs.uk</p>	<p>Organisation Development & Support</p> <p>Leadership Development Support</p> <p>Set Up Support</p>	<p>PCN Development Funds.</p> <p>Full proposals provided</p>
Our Dorset Training Hub	Leadership Development	<ul style="list-style-type: none"> • Bespoke Leadership Development Programme for CD's and/or Practice / Business Managers <p>Using a four stage consultancy approach our team would;</p> <ol style="list-style-type: none"> 1. Discover – your leaders' development needs 2. Design – a bespoke & comprehensive package of development with you 3. Deliver – an impactful programme with system experts & trusted partners 4. Evaluate – against the predefined metrics to ensure progress & ROI <ul style="list-style-type: none"> • Leadership Team Development – 1-day session using the Strength Deployment Inventory® Ideal for a group of networked leaders who are starting to work closer together to develop trusting relationships and identify their individual strengths and ways of working together as well as how to navigate conflicts (£50pp) • Leadership Apprenticeships range of levels from level 3, ideal for Reception Manager or Team Leader, Level 5 and 6, ideal for Practice Manager and Level 7 for Clinical Directors. Funding starts from 5% of the programme fee per person. <p>Email Francesca.pingarelli@dorsetccg.nhs.uk for more information</p>	<p>Organisation Development & Support</p> <p>Leadership Development Support</p>	<p>PCN Development Funds.</p> <p>Full proposals provided</p>
Our Dorset Training Hub	Integrated Education and Training	<ul style="list-style-type: none"> • Support with full training needs analysis and proposals for design and delivery • Mandatory training sourcing and delivery • Clinical skills sourcing and delivery • Population health needs analysis to inform skills training • Management skills training • Admin and customer service skills training 	<p>Organisation Development & Support</p> <p>Leadership Development Support</p>	<p>PCN Development Funds.</p> <p>Full proposals provided</p>

Wessex Primary Care Training Hub Offer

Provider	Intervention	Description of what is included and ways to access	PCN Development Domains	Funding Stream
Wessex Primary Care Training Hub	Embedding New Roles and Employees	<p><u>GP Assistant (GPA) new role:</u></p> <ul style="list-style-type: none"> • Education training alongside level 3 apprenticeship • Funded mentorship time to embed and develop new role of GPA <p><u>Nursing Associate (NA) new role:</u></p> <ul style="list-style-type: none"> • Links and advice through GP NA national steer • Local leadership around new NA Apprenticeships • Local Leadership for embedding new NA role into GP Practices. 	<p>Set up Support</p> <p>Set up Support</p>	Fully Funded
Wessex Primary Care Training Hub	Education and Development	<p>BEACH programme for HCA in GP Practices: 1 day supported study day looking at deteriorating patient, sepsis and NEWS 2. Heavily subsidised by Wessex PCTH (HEE) with small payments by GP Practice.</p> <p>MECC in partnership with Wessex PCTH facilitators and other partners.</p>	<p>Organisation Development & Support</p> <p>Population Health Management</p>	<p>Partially Funded</p> <p>Fully Funded</p>
Wessex Primary Care Training Hub	Training Placements	Facilitation for GP Practice employees on OU programmes and those individually supported on Solent University programmes to source placements and ensure base work placement is suitable learning environment.	Organisation Development & Support	Fully Funded

Medicines Management and Pharmacy Offer

Provider	Intervention	Description of what is included and ways to access	PCN Development Domains	Funding Stream
Dorset Medicines Optimisation in Pharmacy Transformation Group	PCN Development, Workforce Planning, recruitment and retention	<p>The CCG Medicines Optimisation team and Dorset Pharmacy System Leads can offer to support around developing new clinical pharmacy roles; Practical support around recruitment of pharmacists</p> <ul style="list-style-type: none"> • Clinical / Professional pharmaceutical leadership and governance • Collaboration arrangements -with other pharmacy professionals across the CCG, acute hospitals, Community/MH provider and Community Pharmacy • Support with supervision and mentorship of pharmacists and pharmacy technicians <p>See here for '<u>Supporting development of PCNs</u>'</p> <p>Engagement events are being arranged to ensure community pharmacy integration into PCNs e.g. 'Walk in my Shoes'. These are joint ventures across our system with various stakeholders including the LPC.</p> <p>The DCCG medicines optimisation senior pharmacist for PCN support and primary care is Theresa Larcombe - contact Theresa.larcombe@dorsetccg.nhs.uk</p>	Supporting Collaborative MDTs Organisation Development & Support Leadership Development Support	Fully Funded
Dorset Clinical Pharmacists Network	PCN development	<p>DCCG Medicines Optimisation team hosts regular network meetings with all sectors of the pharmacy workforce. Originally set up for Practice Pharmacists, this now incorporates PCN, ICPCS, MOCH and other pharmacy professionals. Other providers and specialists are invited where appropriate</p> <p>For information contact medicine.question@dorsetccg.nhs.uk or Theresa.larcombe@dorsetccg.nhs.uk</p>	Supporting Collaborative MDTs Organisation Development & Support Leadership Development Support Set Up Support	Fully Funded
Dorset Local Pharmaceutical Committee	PCN development and working collaboratively	<p>There will be a PCN Community Pharmacy Lead across all 18 PCNS, supported by members of the LPC. The LPC are currently leading a community pharmacy plan to engage with PCNs at network level.</p> <p>Further information is available at https://psnc.org.uk/dorset-lpc/ Chief Officer of Dorset LPC is Amanda Moores – contact https://psnc.org.uk/dorset-lpc/about-us/contact-us/ or telephone 01202 888949</p>	Supporting Collaborative MDTs Set Up Support	N/A

Medicines Management and Pharmacy Offer

Provider	Intervention	Description of what is included and ways to access	PCN Development Domains	Funding Stream
Integrated Care System – Medicines Optimisation	PCN development	<p>In addition to the Our Dorset Training Hub mentioned above, System pharmacy workforce forecasting and planning is in place. For information on pre-registration pharmacists and technicians with opportunities to rotate through PCNs and further help with recruitment see Join Our Dorset Pharmacy Website at https://joinourdorset.nhs.uk/</p> <p>Pharmacy leads from primary and secondary care sectors plus mental health and community services can support the development of shared roles and new opportunities for delivering medicines optimisation across PCNs</p>	<p>Supporting Collaborative MDTs</p> <p>Organisation Development & Support</p> <p>Leadership Development Support</p> <p>Set Up Support</p>	Fully Funded
Dorset CCG Medicines Optimisation Team	PCN development and leadership	<p>Pharmacy leads and locality pharmacists can help inform clinical director plans for strategy. See here for <u>“Developing a pharmacy workforce strategy in a PCN”</u>.</p> <p>The pharmacy workforce in Dorset has been mapped to PCNs and there is a support tool called <u>‘Typical Duties of a Pharmacist’</u> to inform recruitment</p> <p>For support from DCCG Medicines Optimisation Team please contact medicine.question@dorsetccg.nhs.uk or Theresa.larcombe@dorsetccg.nhs.uk</p>	<p>Supporting Collaborative MDTs</p> <p>Organisation Development & Support</p> <p>Leadership Development Support</p> <p>Set Up Support</p>	Fully Funded
Centre for Pharmacy Post-Graduate Education (CPPE) with NHSE	PCN workforce development, Clinical Pharmacy Leadership Programmes and Education	<p>Clinical pharmacists recruited into PCN Clinical Pharmacist Roles will be enrolled, once in post, to the CPPE Clinical Pharmacists in general practice pathway. NHSE and HEE want national consistency of competencies and all pharmacists must participate unless exempt. If course is not suitable, all pharmacists must apply for exemption using NHSE/HEE agreed process only.</p> <p>For details on enrolment visit https://www.cppe.ac.uk/career/clinical-pharmacists-in-general-practice-education</p> <p>CPPE also provide a wide range of additional support and continuing professional development tools for free to registered Pharmacists and technicians that can support local competency development.</p>	<p>Supporting Collaborative MDTs</p> <p>Organisation Development & Support</p> <p>Leadership Development Support</p> <p>Set Up Support</p>	Fully Funded - NHSE

Medicines Management and Pharmacy Offer

Provider	Intervention	Description of what is included and ways to access	PCN Development Domains	Funding Stream
Health Education England (South West) – delivering a more responsive pharmacy workforce	PCN workforce Development, Clinical Pharmacy Leadership Programmes and Education	Variety of clinical and leadership development programmes with varying costs, delivered nationally and locally to support the developments of clinical pharmacy For more information, dates and costs (some fully funded via the Pharmacy Integration Fund) visit https://www.hee.nhs.uk/	Supporting Collaborative MDTs Organisation Development & Support Leadership Development Support Set Up Support	Funding Available via HEE
Primary Care Pharmacy Association (PCPA)	PCN development and leadership	The Primary Care Pharmacy Association (PCPA) was established for the benefit of all primary care pharmacists and pharmacy technicians with an active interest in primary care pharmacy. It is the largest and longest standing independent organisation dedicated to supporting pharmacy professionals working within primary care. Events, resources and networking tools are provided by this membership organisation. For more detail see https://pcpa.org.uk/index.php	Supporting Collaborative MDTs Organisation Development & Support Leadership Development Support	N/A

AHP Development Offer

Dorset ICS AHP Lead	Professional support	Professional support and guidance regarding AHP roles in primary care such as the reimbursable MSK FCP role as well as future opportunities for occupational therapists, dietitians or podiatrists. This would be relation to the following areas; <ul style="list-style-type: none"> • Employment – including employment models, recruitment, job descriptions, job plans • Governance – including fitness to practice, HCPC registration • Training – including requirements for FCP roles • Future workforce – including supply, requirements, clinical placements Contact Hilary.Hall@DorsetCCG.nhs.uk	Organisation Development & Support Leadership Development Support	
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Wider signposting to external development support

Provider	Intervention	Description of what is included and ways to access	PCN Development Domains	Funding Stream
Altogether Better	PCN Development Workforce Planning	<p>Collaborative Practice is Altogether Better’s award winning model to support health services and local people find new ways of working by releasing resources and creating capacity in the system.</p> <p>Programmes can be tailored to development needs and budgets</p> <p>https://altogetherbetter.org.uk/ Alyson.mcgregor@swyt.nhs.uk Primary.care@dorsetccg.nhs.uk</p>	<p>Supporting Collaborative MDTs</p> <p>Organisation Development & Support</p>	PCN Development Funds
RCGP	PCN Development Culture, Quality, and Organisational Development Support	<p>The RCGP offer a range of bespoke packages of support to diagnose and deliver a programme suitable for your needs. Areas they cover include;</p> <p>Change management, quality and culture Collaborative working (MDTs) and personalised care Organisational development support</p> <p>For more info on their packages and costs visit https://www.rcgp.org.uk/primary-care-development/primary-care-networks.aspx</p>	<p>Organisation Development & Support</p> <p>Leadership Development Support</p> <p>Set Up Support</p> <p>Supporting Collaborative MDTs</p>	PCN Development Funds
NHS England and NHS Improvement	PCN Development, Leadership Programmes and Education	<p>NHSE offer a variety of programmes nationally including the below;</p> <ul style="list-style-type: none"> • Leadership Development • Productive General Practice (PGP) Quick Start • PGP Quick Start Collaborate • Learning in Action • Primary Care Network focused Improvement Leads programme <p>For more information, dates and costs visit nhse.nhs.uk Webinars https://www.england.nhs.uk/events/upcoming-events/upcoming-webinars/</p>	<p>Organisation Development & Support</p> <p>Leadership Development Support</p> <p>Set Up Support</p>	PCN Development Funds
Nuffield Trust	PCN Development Leadership, Education	<p>The trust brings together policy-makers, practitioners and others to help raise issues and identify solutions.</p> <p>For more information, dates and costs visit https://www.nuffieldtrust.org.uk/events</p>	<p>Organisation Development & Support</p> <p>Leadership Development Support</p> <p>Set Up Support</p>	PCN Development Funds

Wider signposting to external development support

Provider	Intervention	Description of what is included and ways to access	PCN Development Domains	Funding Stream
PCC	PCN development care resilience support	PCN development support and primary care development and resilience programmes, including The Confident Leader. For more information, dates and costs visit https://pcc-cic.org.uk	Organisation Development & Support Leadership Development Support Set Up Support	PCN Development Funds
South West AHSN	PCN Conference	Primary Care Conference visit https://www.swahsn.com/	Organisation Development & Support	PCN Development Funds
Wessex LMC	PCN Development Support	LMC offer a variety of training and development sessions and support and can provide tailored packages of support For more information contact https://www.wessexlmcs.com/	Organisation Development & Support Population Health Management Leadership Development Support	PCN Development Funds – see rates on website
National NHS Leadership Academy	Leadership Development Programmes	Variety of leadership development programmes with varying costs, delivered nationally For more information, dates and costs visit https://www.leadershipacademy.nhs.uk/programmes	Organisation Development & Support Leadership Development Support	PCN Development Funds
South West Leadership Academy	Leadership Development Programmes	Regional Leadership Development offers in a variety of leadership topics. Generally programmes are fully funded For more information, dates and offers visit http://southwestleadership.nhs.uk/	Organisation Development & Support Leadership Development Support	Fully Funded
Kings Fund	Leadership Development Programmes	The Kings Fund offer a variety of national programmes in the areas of Clinical & Business Leadership development as well as Learning Networks For more information, dates and costs visit https://www.kingsfund.org.uk/courses	Organisation Development & Support Leadership Development Support Population Health Management	PCN Development Funds
All Together Better	PCN Development	PCN development support. For more information visit here	Set up support	PCN Development Funds

Practice Index Ltd		Practice Index has developed a unique eLearning course designed to enhance and develop the skills and knowledge of frontline staff, in line with the GP Forward View. Online Training for GP Receptionists www.practiceindex.co.uk	Organisation Development & Support	PCN Development Funds
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