



**GREATER
MANCHESTER**
TRAINING HUB

Greater Manchester Training Hub Annual Report

2023-2024





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)



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. Championing primary care as a career destination, our goal is to increase recruitment into primary and social care and to retain a growing and knowledgeable workforce. Our leads have a background within the sector and bring a wealth of experience to our team and to the benefit of everyone we work with.

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), Integrated Care Partnerships (ICPs) and NHSE, 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 our workforce.

 The University of Salford community specialist nursing team have worked with the GM training hub for the last 12 months in the development of the general practice nurse specialist practice qualification. This is a new apprenticeship and the support and guidance provided by the team at the training hub has been extremely valuable and supportive. The Hub's support has enabled us to gain NMC approval for a programme which aims to support the nursing workforce to develop and grow in primary care. The Hub are brilliant partners and we hope to maintain and grow the links we have with them."

Dr Kirsty Marshall, QN
Senior Lecturer – Lead for Integrated Care and Specialist Community Practice
NIHR – Senior Research Leader for Nursing and Midwifery Research Fellow, Centre for Clinical Care Research - Rochdale Care Organisation, Northern Care Alliance NHS Foundation

 NHS GM Population Health team have really enjoyed working with GMTH to design and test our first Fairer Health for All Fellowship programme. We are now three months into the programme and delighted to have such a vast array of talent across primary care and VCSE partners who are passionate about reducing inequalities. GMTH is enabling a great network of champions for Fairer Health!"

Dr Deborah Thompson
Consultant in Public Health
NHS Greater Manchester Integrated Care

 Working relationships with GMTH are excellent. I find the whole team, especially Matthew Mann approachable, supportive and responsive. Performance data is well presented and really useful in my discussions with other stakeholders."

Dr Alison Jayne Caldwell FRCGP,
Head of GP School Northwest,
NHSE W,T&E.+
Deputy Dean Workforce Greater Manchester ICB

Our vision

Our vision

Our vision to become part of the sustainable solution to primary care workforce challenges across Greater Manchester has been realised significantly, and at the forefront of becoming that sustainable solution is a multi-disciplinary team who are passionate about learning.

2023/4 has seen it's portfolio grow across Primary care, Social Care and Public Health and it's team grow by 33% to ensure it maintains and grows it's own skills to meet the current and future educational needs for Greater Manchester Primary care. It's quality as a team, through its leadership and the prevailing team culture played a huge part in the Federation being the 1st of its kind to be awarded member status of the GM Good Employment Charter.

Having been judged to excel in the seven characteristics of Good Employment (secure work, pay, recruitment, health and wellbeing, flexible working, engagement and voice, people management); this award places GMTH & Bolton GP Federation among employers across multiple sectors, leading the good employment movement in Greater Manchester.



As we head into year 3 of the current contract, we have re-energised our values as a team, to be:

- Open & honest
- Welcoming
- Dedicated
- Reliable

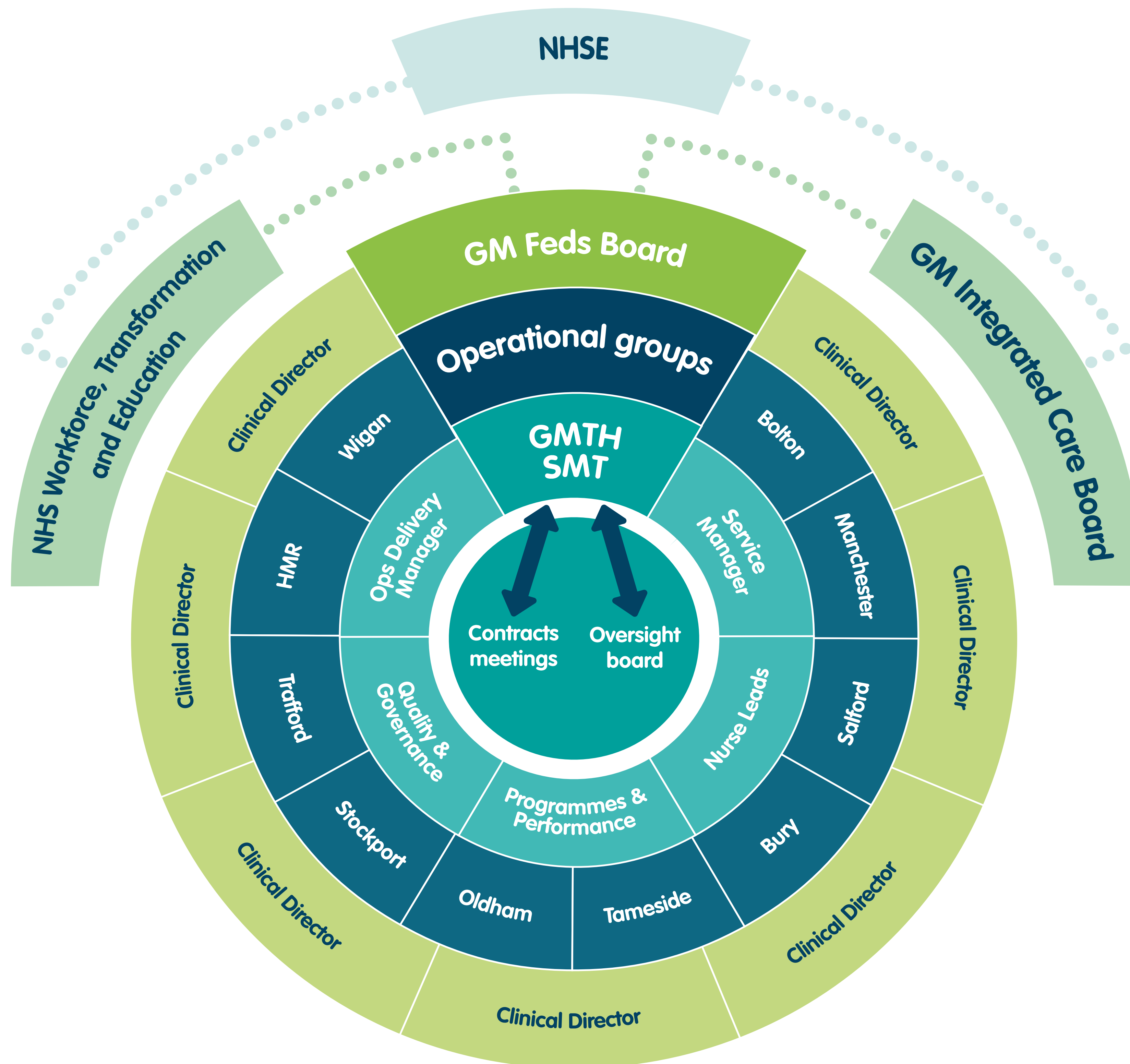
We have 3 core priorities, each with defined objectives in our specific People Plan that we believe directly support the GM workforce priorities:

- Culture
- Performance & Development
- Wellbeing & Growth

Through our plans and priorities from a people perspective, we look forward to strengthening our position as the sustainable solution of choice for GM primary care through 2024/5.

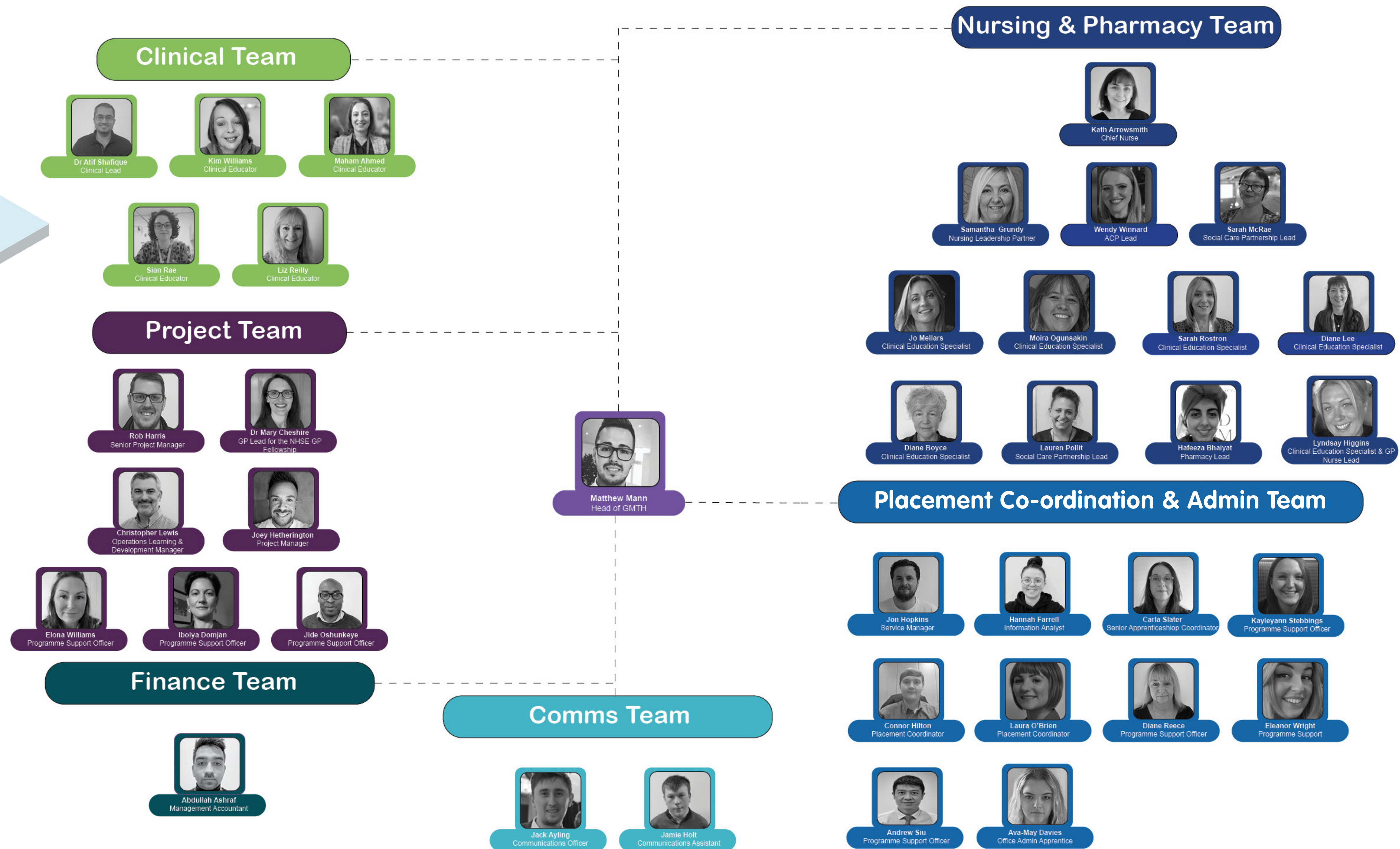


Governance Structure





Our team



Who's who



Diane Boyce
Clinical Education Specialist

I am Diane and joined The Greater Manchester Training Hub in August 2023. I also have a joint role with Wigan Federated Healthcare.

My clinical background was a Diabetes Specialist Podiatrist and worked in community and hospital settings for over 28 years.

In my role as Clinical Education Specialist, I support learners for the whole of the Wigan Borough PCN's and ensure all learning environments are a quality place to learn. I also scope for new placement opportunities and support the practices and educators for the borough.

I am passionate that we need to showcase all that primary care offers to our learners who will hopefully be our future workforce.

In my spare time I love to play golf and spend time with my family.



Hafeeza Bhaiyat
Pharmacy Clinical Education Specialist

I joined the Training Hub in June 23. prior to this, I was working as a senior PCN Pharmacist for Bolton GP Federation and Bolton ICB. I am passionate about teaching and thoroughly enjoying teaching on the current Pharmacy programme at the University. At a time where many changes are coming through from the registering body I am proud to be involved in this pivotal change for the profession. In my role as the Pharmacy Clinical Education Specialist, I work closely with the Universities and practices to ensure undergraduates students are given the opportunity to experience life in primary care. They are provided with the opportunity to work with the vast healthcare professional roles within practice. Outside of work I am currently in the second year of a 3 year herbal medicine course. This involves pulse reading, iridology and tongue reading to diagnose problems and the use natural herbs to treat disease.



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 have seen the team grow. Everyday is different and I am constantly learning within my role. Outside of work, I coach an under11s boys football team and enjoy watching anything sport related.



Hannah Farrell
Information Analyst

My name is Hannah, and I am the Information Analyst. I am a bit of an Excel nerd and will probably try and turn anything in life into a spreadsheet.

I undertake data analysis, produce reports, and create and develop databases for various members of the GMTH Team. I have most recently begun a Level 6 Degree Apprenticeship in Data Science and I am incredibly excited to see how this can enhance my skillset and what I can contribute to GMTH.

I love my role; I am regularly presented with new learning opportunities which keep me on my toes, and I work to provide solutions to problems, which provides me with a great sense of achievement. When I'm not in a blackhole of data/Power BI dashboards, you can usually find me with my poodle Wilma stuck to my hip, usually hiking on the moors!



Samantha Grundy
Nursing Leadership Partner

My name is Samantha Grundy and I am the Nursing Leadership Partner for GMTH. My role is to lead and support the CES team to provide excellent help and advice with all learners placed within GM by the Training Hub. Our team also supports primary care staff engage with our programmes to meet their education and training needs, enabling them to be the best practitioners that they can be. As part of my role, I also support some of the programmes clinically which is very rewarding as I can support the learners directly. My background started 30 years ago as a medical nurse. I then started a family and worked in Community / primary care for over 20years, with a special interest in Palliative care and was the instigator of the rapid discharge pathway which is still in use today at Bolton FT. I have also been part of the International Recruitment Team, helping to ensure we have sufficient nursing numbers to ensure patient safety.

The Training Hub has given me a new lust to make a difference to patient care, by ensuring we have staff in primary care who have access to the best education available in GM. This ensures that their patients receive the best most UpToDate care available.

My highlights so far have been working with a genuinely lovely wider team who all have the same goal - to achieve the best. This makes coming to work a pleasure.

I captain a rounders team in my spare time, I am a foster carer, and I am soon to be a grandma.



Rob Harris
Senior Project Manager

I started working as a Project Administrator in November 2020, four days before lockdown number two or three I think! I then moved on to become Project Manager of the GP and GPN Fellowships, Mentor Programmes and N2PC GP Ready Programme before becoming Senior Project Manager over the aforementioned programmes, plus a few others. I really enjoy the variety of work on offer and the supportive environment, I recently qualified with an MSc in Project Management gaining a distinction and was supported in my studies by work. It has been a highlight of mine to see the GP Fellowship grow from seven starters to over 250 live GPs and am looking forward to developing the brand new Primary care Integrated Development Programme. Outside of work, I enjoy photography & travelling, either locally or far afield plus as many trips to the cinema as possible.



Heather Chadwick
N2PC Project Manager

I am the project manager for the New to Primary care Programme (N2PC). I love working with other people, learning from others and collaborating together to make a difference. I thrive on the variety of my role as there's never two days the same! My organisational skills and empathetic nature lend themselves perfectly to my role and my job satisfaction lies in supporting others through a love of learning.

Prior to working for the Training Hub, I was a primary school teacher. I moved from teaching to follow a passion in supporting education staff understand children and young people's mental health.

Outside of work I spend most of my time with my two children, my family and friends. In any spare time, you'll find me at the gym or out for a walk.



Jamie Holt
Communications Assistant

I started working for the Greater Manchester Training Hub in November 2021 as a Digital Marketing Assistant on the Kickstart programme, which progressed into a Junior Content Producer apprenticeship. My job role is now Communications Assistant.

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/X, 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.

Who's who



Ireland Hackett
Service Support

I started my role as Service Support with the Training Hub in January 2022. I have worked within the NHS for 9 years, across both primary and secondary care in a variety of roles.

I started my career in the NHS via an apprenticeship and this has led me to be passionate about development and training.

I enjoy working with the team and supporting the Head of GMTH with a variety of tasks, each day is different, and I love the fast-paced environment.

The Team at the training hub is made up of an amazing group of like-minded people, the support that the Team give each other is inspiring and is another reason as to why I enjoy working with GMTH.

Outside of work most of my time is spent chasing my 2-year old son and renovating my new house.



Connor Hilton
Placement Coordinator

I started with both the NHS and Greater Manchester Training Hub in June 2021. I'm one of the Hub's Placement Co-Ordinators working with Greater Manchester's Universities and GP Practices in order to arrange on-site placements for various Clinical NMP 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 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.



Christopher Lewis
Operations Learning and
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.



Diane Lee
Clinical Education Specialist

I started working for the Greater Manchester Training Hub as a Clinical Education Specialist (CES) in May 2023. My journey in nursing started as a newly qualified nurse in March 2000 where my first post was at the Royal Bolton hospital. In 2001 I then became a community nurse and thoroughly enjoyed this for 15 yrs until 2016 when I moved into General practice nursing.

Primary and social care are great places to work however not all learners get to experience this. As part of my role I enjoy speaking to learners at HEI open days and opening their eyes to the possibility that this could be a future career for them. Assisting General Practices to become learning environments is another aspect to my role that I enjoy as this enables more learners to experience all there is to offer in Primary. Working with the team at GMTH is so refreshing as everyone, no matter what their role, all work together to support these learners.

Outside of work I always enjoyed going to the gym, however these days this is more brisk walks with my husband and 2 boys (who certainly keep me on my toes). I love fine dining and spending time with my family.



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.

Who's who



Sarah McRae
Social Care Partnership Lead

I moved to GMTH in 2020 after 10 years as a critical care nurse and clinical educator, and led on a project looking into expanding and enhancing clinical learning experiences for Healthcare Professionals (HCPs) in the social care sector. This has evolved over the years leading to supporting many placement pilots and encouraging new professions to experience social care (physiotherapists, dieticians, prosthetic and orthotics etc.) I am now taking the lead on creating bespoke CPD training programmes for the clinically registered social care workforce working alongside the GM Social Care Academy.

I have been fortunate to be involved in many pilots looking at new ways of supporting our HCP learners in practice from "Not the last resort" and Interprofessional Education (IPE) pilot within care homes to the huge Stockport Multiprofessional Integrated Learning Experience (SMILE) where we pull together HCP learners across the neighbourhood to look at how all the services within can be used to support the person at the centre. I am excited to see how we can continue to develop and evolve practice learning in social care here in Greater Manchester.

Outside of work I am a busy mum of 2 but I still find time to express myself in a local amateur dramatics group called Steel Valley Beacon Art and will soon be taking to the stage as Cogsworth in the Disney Broadway version of "Beauty and the Beast".



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 9-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.



Moira Ogunsakin
Clinical Education Specialist

I have been a practice nurse for many years and am passionate about supporting community health and the staff who provide it. My role has three main pillars: Greater Manchester Training Hub where I am locality lead for Salford and Trafford (supporting education and auditing practices as educational learning environments); fulfilling the role of training pod lead nurse; member of the Salford Locality Clinical Leadership Team. As one of the clinical leads in Salford I am passionate about supporting the workforce and nursing quality.

I am currently involved in several improvement programmes including immunisation uptake and cytology. Supporting practice nurses and health students are at the top of my list. In my spare time, I have two adorable grandchildren that keep me busy. I am also an executive member of Cash for Kids charity, this supports children and young people affected by poverty, abuse, neglect, life-limiting illness and those who have additional needs.



Joey Hetherington
Project Manager

'I started with GMTH in November 2023 as Project Manager for the Fairer Health for All programme. In this time, I've worked closely with members of the primary care and Voluntary sectors to enhance their knowledge in Public Health through various CPD sessions & helped guide them in navigating the early stages of their fellowship. I enjoy the fast-paced landscape of this fellowship and helping develop peoples project management skills. Outside of work, I have recently developed a love of fitness following a significant weight loss journey, travelling – having four trips already booked over the next 12 months and music'



Andrew Siu
Programme Support Officer

I started working for Greater Manchester Training Hub in January 2023. I am one of the Programme Support Officers on the team and my main role is managing placement allocations for both primary and social care within the locality of Bolton. I also support GMTH events and help look after the Non-Medical Prescribing Programme.

With the great support and encouragement from my beloved colleagues, I have learnt and grown so much over the past year. From being a newcomer to the country and knowing nothing about the primary and social care in the UK, my colleagues shared their experience with me and helped me develop the highly sophisticated placement allocation skills. I support a locality and contribute to the team.

I enjoy working at GMTH very much as I have built a great relationship with my colleagues, and they always make me feel like I am an important part of the team.

Away from work, I enjoy spending time with my family and playing sports – and basketball is my favourite sport.



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 Masters qualification in health and social care education. I became the lead educator for pre and postgraduate 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.

Who's who



Elona Williams
Programme Support Officer

Hi, my name is Elona, and I am programme support officer and currently working my way through Level 4 Associate Project Manager apprenticeship.

I enjoy the variety of work entailed in my role and often get the opportunity to attend lots of the training sessions that we provide.

I love meeting all the delegates on our programmes especially when it includes having lunch with them.

Outside of work I love to spend time with my family and friends, and I love to go on holiday.



Sumaya Mulla
Project Support

Since joining the Federation over a year ago as a Personal Assistant, I have been supporting service managers and providing ad-hoc administrative tasks for the head office. I work closely with senior managers and develop positive relationships with our partners to ensure all their meetings are run efficiently. I am proud to represent the Federation and like interacting with and getting to know colleagues from across Bolton and Greater Manchester.

I love the flexibility and support the organisation provides for working mothers.

During my time here, the Federation allowed me to complete the APM project management course through the Open University, which I successfully succeeded with a distinction. Since February 2024 I have had the opportunity to support the social care team with project support however I am looking to go part-time and enjoy more time at home however I could be persuaded in other project opportunities that may arise within the Federation later in the year.

Outside of work I have an interest in properties and would love to invest in more properties, I particularly enjoy getting my hands dirty with the painting and decorating.



Sarah Rostron
Clinical Education Specialist

I have been working for Greater Manchester Training Hub since April 2023. Before taking the role as Clinical Education Specialist, I worked in Primary care as a General Practice Nurse.

I have been a Registered Nurse for 21 years and studied at the University of Salford. During my studies I didn't gain the experience of working within primary care, however I developed my skills and knowledge and progressed into the role of community nurse and absolutely loved it. Which led me to primary care in 2016.

As a Clinical Education Specialist my role involves supporting learners with placements into primary and social care. I am passionate about primary/community care and Continued Professional Development.

Working alongside an amazing team at GMTH, I am able to support and guide our future work force into a career in primary care as I believe it is the most important first contact and principal point of continuing care for patients.

Outside of work I enjoy spending time with my children (who are growing up too fast), family, and friends, I also enjoy traveling, walking, and attending live music gigs.



William Hirstwood
Project Support Officer
and Finance Support

I have just started at the Greater Manchester Training Hub as a Project Support Officer. Before this I worked as a medical information specialist within the pharmaceutical industry, where I was able to help with patient safety and wellbeing.

I am looking forward to being a part of the GMTH team and contributing to the development of primary care across Greater Manchester.

Outside of work, I enjoy all things food and sport! I am also training for the Manchester Half Marathon on behalf of the Christie Hospital. When I am not doing something sports or eating related, I often find myself relaxing with my Pug called Sui.



Ibolya 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, I completed an MSc in Exercise and Nutrition Science in 2023. In my role as Programme Support Officer, I love to be involved in various training programmes including the Mentoring/Coaching programmes, GM Primary care ACP Forum and to see the difference we are making in people's professional and personal lives.

In November 2023 I joined as a volunteer admin support Helping Uganda Schools (HUGS) a charity helping primary, secondary, and higher education children/adults to access education. I love it, as it is a very rewarding experience, and we are making a huge difference in children's and young adult's lives.



Matthew Mann
Head of GMTH

I joined GMTH in November 2022 as the Head of GMTH. 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, part of my role was being the workforce lead for the organisation.

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

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

I am extremely proud to continue to support GMTH, the team and 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

Who's who



Lyndsay Higgins
Clinical Education Specialist & GPN Lead

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.



Lauren Pollit
Clinical Education Specialist

My career started as a District Nurse, where I found my niche, my voice and my passion, I then moved to practice nursing at SPCT, where I was able to work in the inclusion team working with the homeless ensuring they were getting the best care, Now I am a Clinical Educator Specialist working, mainly working with Social Care, I first started by opening and support nursing homes in Salford and Trafford, I am now on a pilot for 12 months opening homes in GM. I enjoy working for the Training Hub as we have many staff members with different knowledge whom I can learn from and I also get to meet and impact a wide range of students within Social Care making them have the fire and desire to be the best nurse I have. Lots of highlights working with the training hub as I have had a chance to meet so many amazing teams in social care and build relationships, and ensuring students get to see the fantastic work that's done in social care and the opportunities available within this sector something which I did not get.

Outside of work I am a mum of 2 very high level sporty children a boy who plays football both days at weekend at an academy and a daughter who plays netball for Manchester.

Also a mum to two furbabies, Rocco and Chester both spaniels so love long walks and lots of exercise. A huge fan of Manchester City and love going to watch them play!



Wendy Winnard
ACP Lead

I joined the Greater Manchester Primary care Training Hub team in June 2023 as the Advanced Clinical Practitioner Lead and started my career in the NHS in 2002 working on the clerical bank in Pathology at my local trust. Since then I have worked in many different roles but predominantly within General Practice as a Practice Nurse and ACP, I've also worked in different strategic roles within a locality in GM and also NHSE.

I'm passionate about ensuring that the educational needs of the Primary care Workforce are met and that the workforce are supported to have the correct skills, training and knowledge in order to provide the best possible care in a safe manner.

I have a keen interest in the integration of the ACP roles which are health care professionals working at an advance level from Multi Professional backgrounds. Embedding these advanced roles into PC will help ease demand on General Practice which directly has an impact on patient care. This will ensure patients see the right person as early as possible to improve their overall health outcomes.

I am also keen for us as the PC workforce to showcase quality improvement initiatives in order to share best practice and share learning across the Integrated Care System, which will improve service delivery.

In my spare time I enjoy walking and love traveling to different parts of the country, last year I completed a 26 mile trek in the lake district in order to raise money for the Alzheimer's Society.



Jon Hopkins
Service and Operational 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 effective 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.



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.



Kayleyann Stebbings
Programme Support Officer

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.



Abdullah Ashraf
Management Accountant

I joined the GMTH team in June 2022 as an Accountant. I find the role has given me fulfilment due to its opportunity for professional growth and its impact on healthcare professionals and patient outcomes. I value the collaborative environment and the chance to contribute to the development of medical practitioners in Greater Manchester.

Outside of work, I follow football and Formula 1. I also enjoy exploring diverse cultures and landscapes as a passionate traveller, cherishing the memories along the way.

Who's who



Eleanor Wright

GP Programme Administrator
and Finance Support

I joined the GMTH team in May 2023 as the GP Programme Administrator and Finance Support supporting GP Trainers and Trainees across South & Central Manchester, Salford & Trafford and Stockport.

Previous to this role I worked in GP Practices in Trafford and Bolton as a receptionist and secretary.

The highlights of the job have been working with some fantastic colleagues at GMTH, and GP trainers. I am gaining knowledge daily on how the NHS works from a training perspective.

Outside of work I enjoy spending time with family, going on adventures with my 5 year son who likes to keep me on my toe's and cooking.



Maham Ahmed

Clinical Educator

Maham qualified as a PA in 2022 from the University of Manchester and started her career in acute medicine at the MRI. More recently, she has been working in primary care in a busy central Manchester practice for over a year. Maham has had exposure to managing acutely unwell patients and experienced the challenges of a busy ward. This was an ideal setting to further enhanced her clinical skills. Previous roles include working as an analytical chemist for a pharmaceutical company for over 10 yrs.

Maham is passionate about the PA role and it's future in primary care. As part of a team of PAs, she has first-hand experience of the impact on primary care workload and has been involved in various initiatives aimed at raising the PA profile.

Maham also acts as an examiner at the University of Manchester for it's PA programme. As a clinical educator, she has a natural communication style and desire to share knowledge. She enjoys coaching others to be the best in their role, through learning and QI in the workplace."



Kath Arrowsmith

Education Lead

My name is Kath Arrowsmith, I am Chief Nurse at Bolton GP Federation and Education Lead at GMTH. Throughout the last 38 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 End of Life Care Facilitator, and then as a GPN and Specialist Nurse. I was honoured to receive the Queen's Nurse award in 2022, in recognition of my contributions towards tackling health inequalities, delivering healthcare services, and improving cancer screening to our underserved patient populations.

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, and promoting the ACP role. 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, community and social care across Greater Manchester. It is a privilege to work alongside such a dedicated, inspirational team, and it gives me a profound sense of pride and achievement to see how the team has grown, and to continue to go from strength to strength.

On a personal note, I love to spend time with my family and friends and enjoy baking and decorating cakes whenever I have time. We have an adorable black Labrador, Fred, who inspires me to keep active, dragging me out walking in all weathers.



Dr Atif Shafique

Clinical Lead

I joined GMTH in April 2021 as Clinical Lead for Bury, HMR and Oldham. Alongside this I also work as a Lead GP in a practice in Bolton, a GP clinical supervisor for medical students and for GP trainees in an out of hours setting. I have also actively been involved in projects and roles within medical education and examinations ranging from college students to postgraduate students.

I have enjoyed seeing the training hub and team expand and take on new projects and working with fantastic colleagues.

Highlights include facilitating opening of new placements to take on undergraduate students, student inductions, being part of the ACP forum and also being programme lead for the RCGP accredited north west wider workforce clinical supervisors course which has recently evolved to include foundation doctors supervision.

Outside of work I have a number of interests but mainly involves spending time with family.



Dr Mary Cheshire

GP Lead for the NHSE GP Fellowship

I'm Dr Mary Cheshire, GP Lead for the NHSE GP Fellowship. I joined GMTH at the start of the Fellowship in 2020, and together with the GMTH team, we have grown and developed the Fellowship into a successful programme that supports newly qualified GPs throughout Greater Manchester. I have enjoyed the many challenges this role has provided, from arranging large-scale education programmes and networking events to supporting individual GPs through difficult times.

I thoroughly enjoy working with the GMTH team because of their flexibility, vision, and fantastic teamwork. This combination has allowed us to create and deliver a GM Fellowship that supports, educates, upskills, and enthuses newly qualified GPs. Most of all I appreciate hearing all the positive feedback from the Fellows.

Who's who



Ava-May Davies
Office Admin Apprentice

I joined Greater Manchester Training Hub in October 2023. My role is an office admin apprentice while doing my Level 3 Business. I enjoy my job because every day is different, there is always something new to learn. Before this I worked in McDonalds for 2 years which is a very different working environment, the management wasn't good and there was no team.

After joining GMTH I have felt much more part of a team and cared about. Some highlights since joining GMTH would be starting my apprenticeship as I have always wanted to do business. Another highlight was passing my speaking and listening exam for my functional skills which was an achievement because I have failed English twice before this.

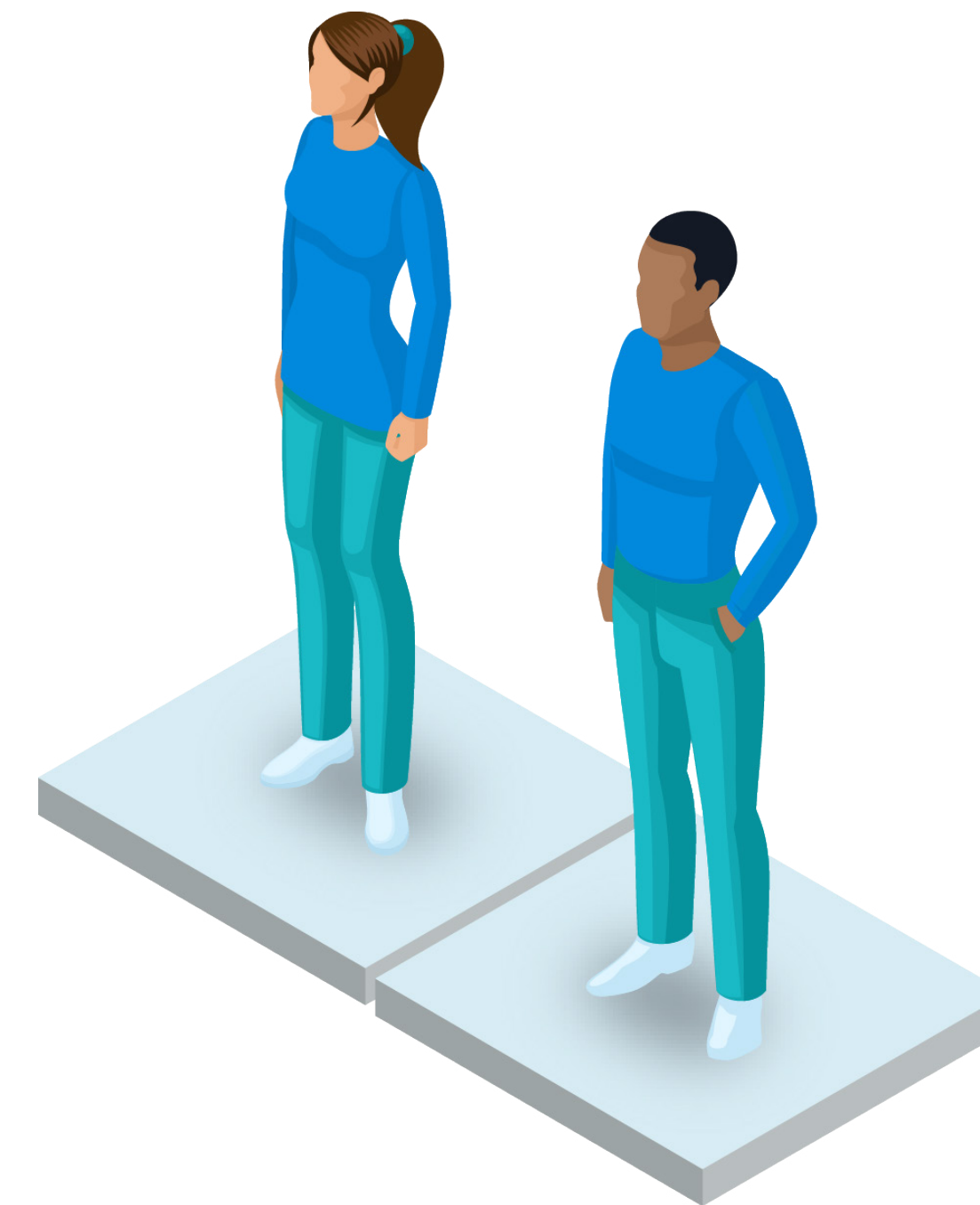


Liz Reilly
Clinical Education Specialist ACP
Clinical Educator for the N2PC
GP Ready Programme

I work for GMTH as one of the Clinical Educators supporting the N2PC Programme. I am a registered Physiotherapist with extensive experience of working in the field of specialist rehabilitation prior to moving into Primary care as an Advanced Practitioner (AP) in 2009. During that time I have worked with SPCT Academy and GM Training Hub as a Clinical Educator and either delivered on, or led on a number of educational programmes, including a 2 year programme to support trainee APs undergoing their Master's in Advanced Practice, an FCP module at one of the NW HEIs and the N2PC course.

I love working with GM Training Hub as one of their Clinical Educators because I am passionate about empowering others to grow and develop and reach their full potential so that they feel confident about working within primary care and making a difference within the services that they deliver and improving patient experiences. Our N2PC programme is unique in that it is truly multiprofessional and as such, learning is both collaborative and layered, enabling deep learning to occur.

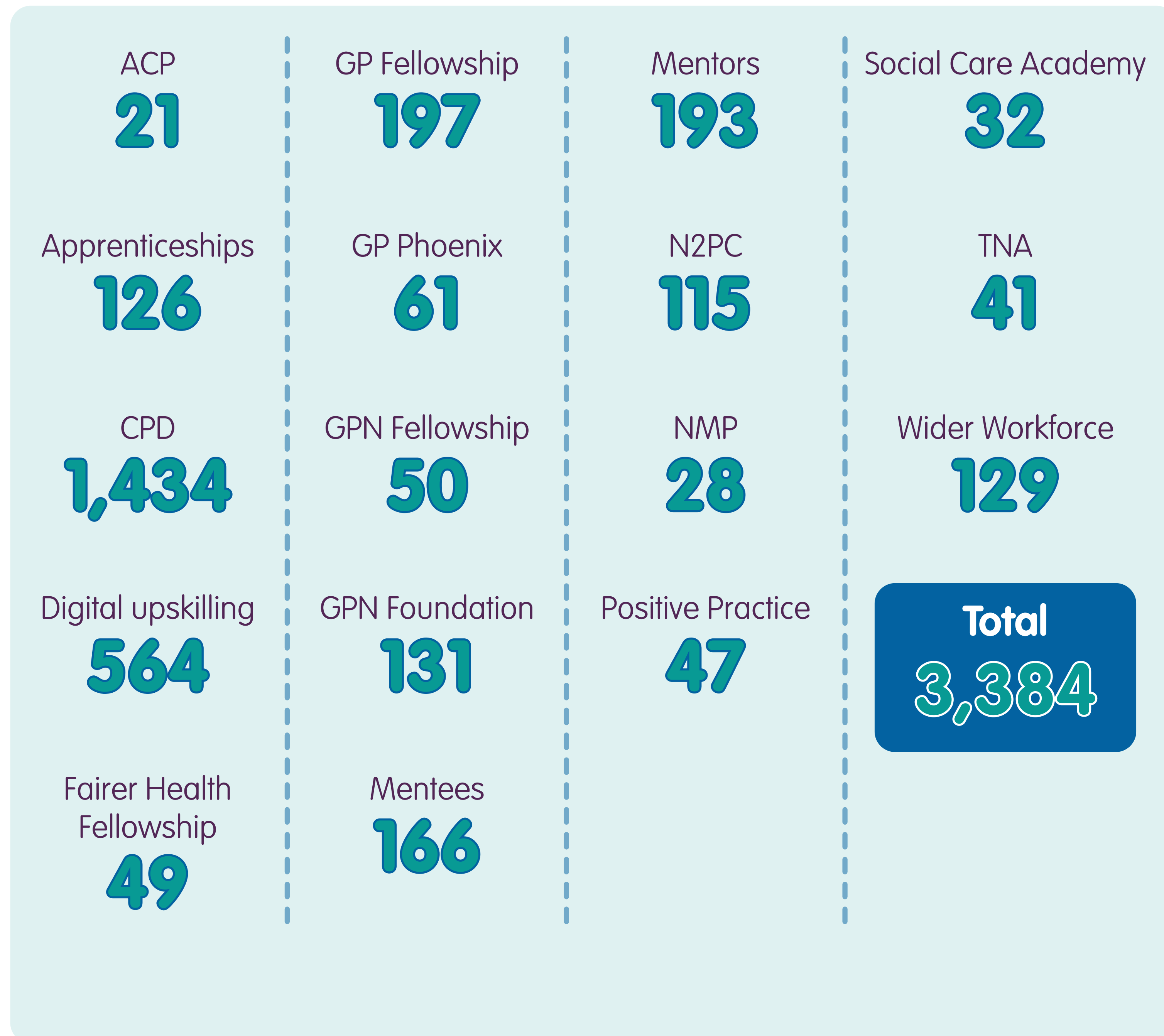
When I'm not working as an Educator I'm usually out dancing Latin and Ballroom with my husband and friends, walking with my family, skiing, or travelling to new places to meet new people and learn new things.



Programmes Overview

Expressions of Interest (EOIs)

Below are the numbers of EOIs we received for each of our programmes between the 1st of April 2023 to the 31st March 2024.

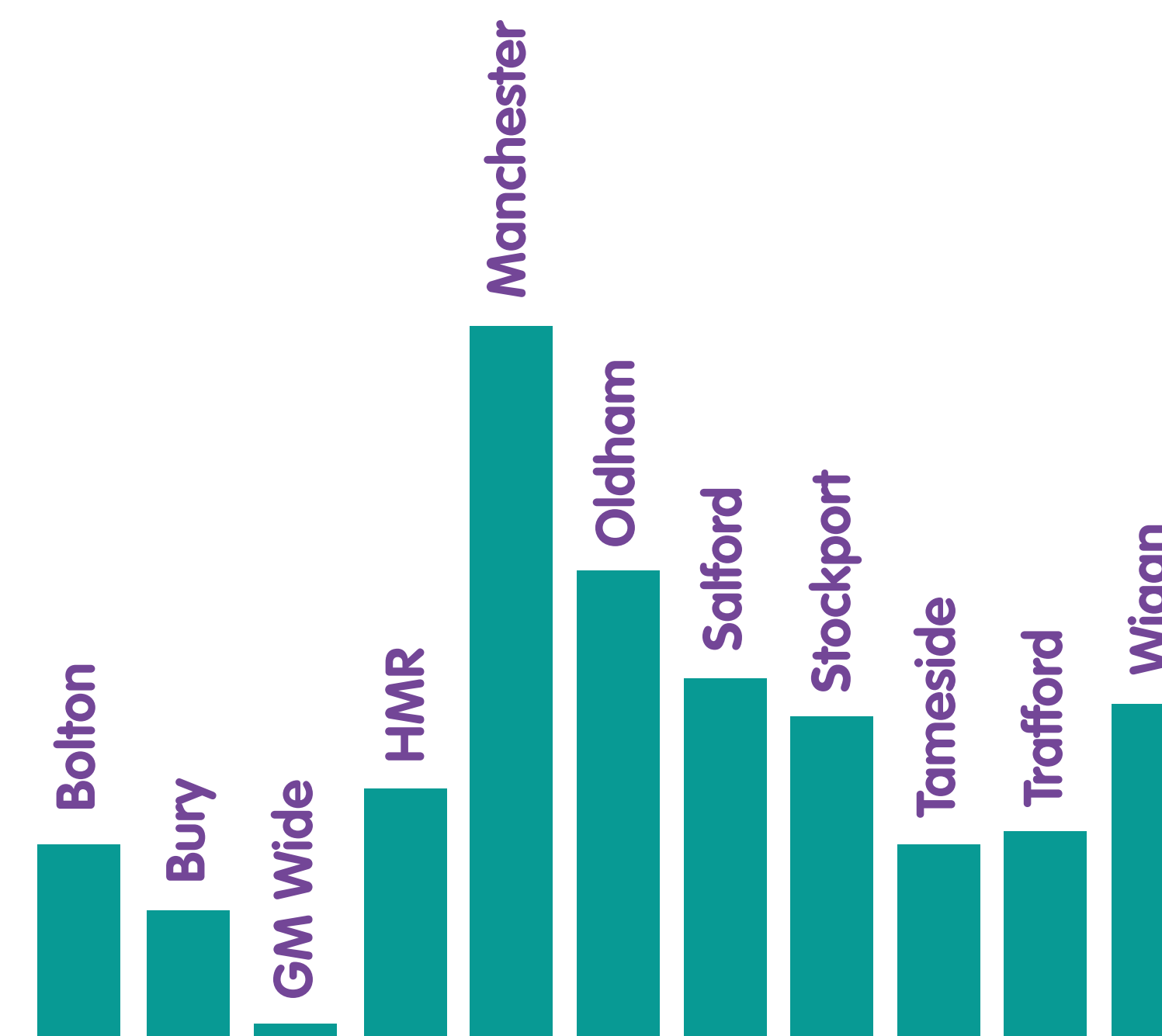


EOIs by discipline



EOIs by locality

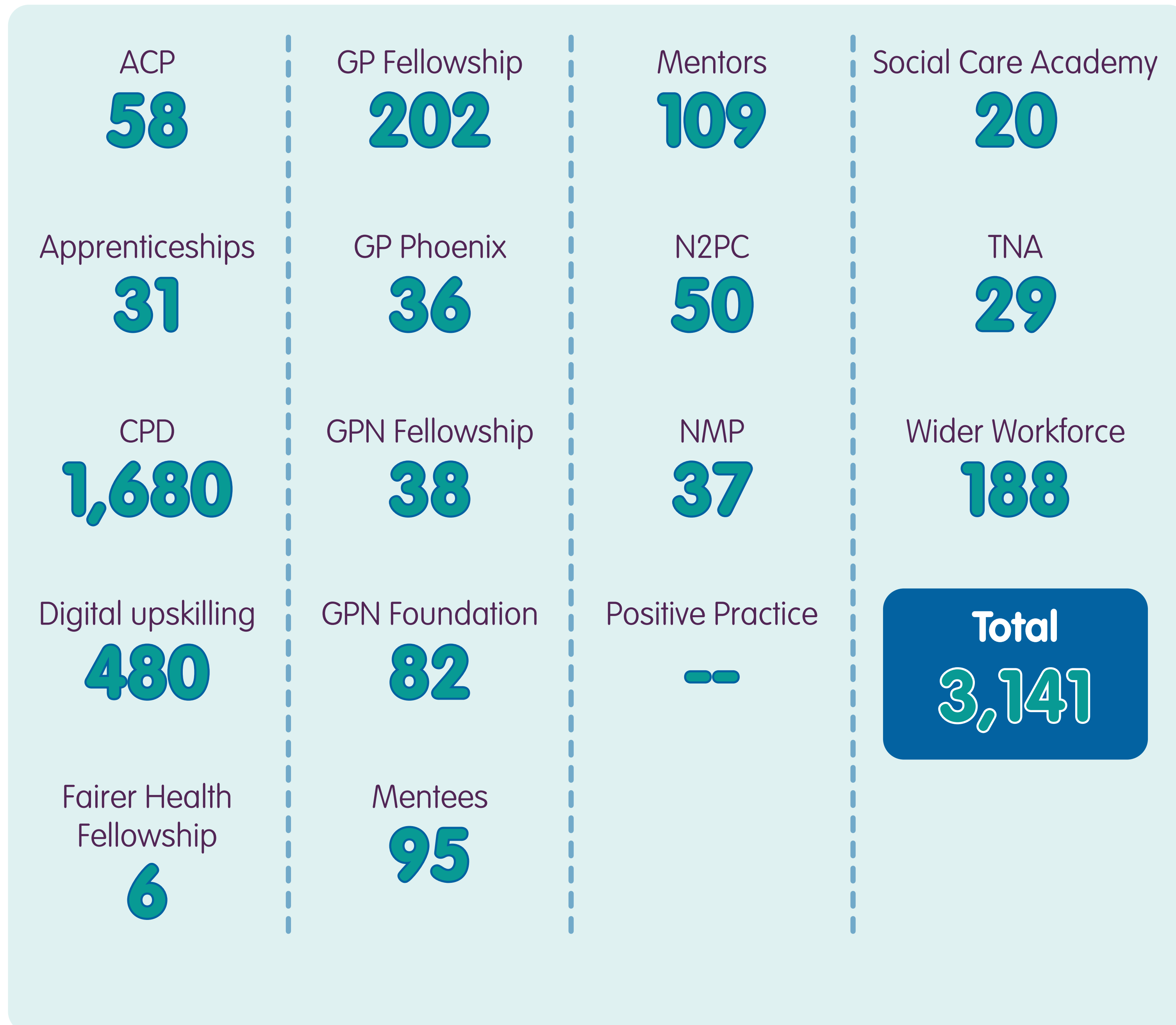
(see details on next page)



Programmes Overview

New starters

Below shows the number of people that started on each of our programmes between 1st April 23 to 31st March 24.

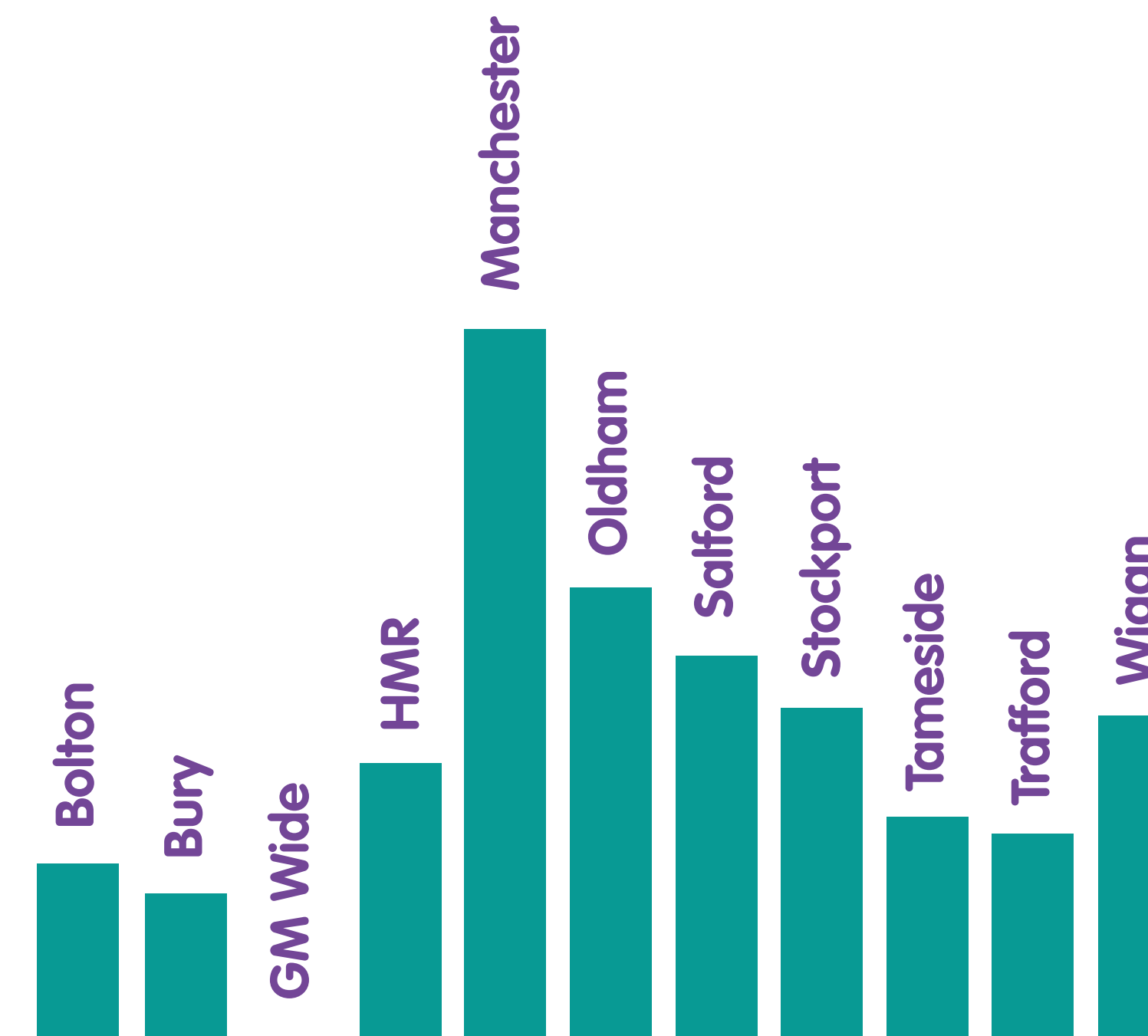


New starters by discipline



New starters by locality

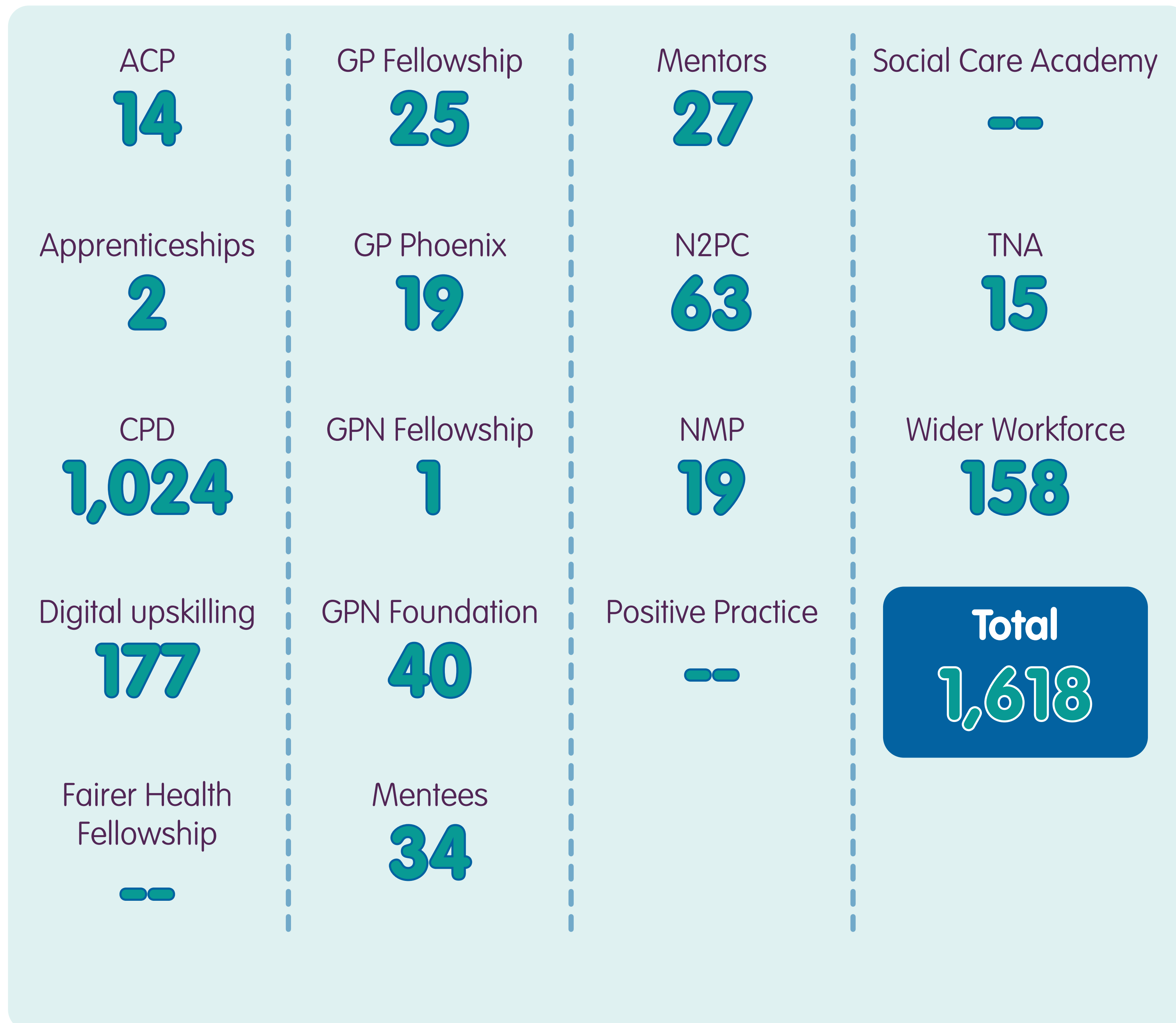
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Programmes Overview

Learners completed programmes

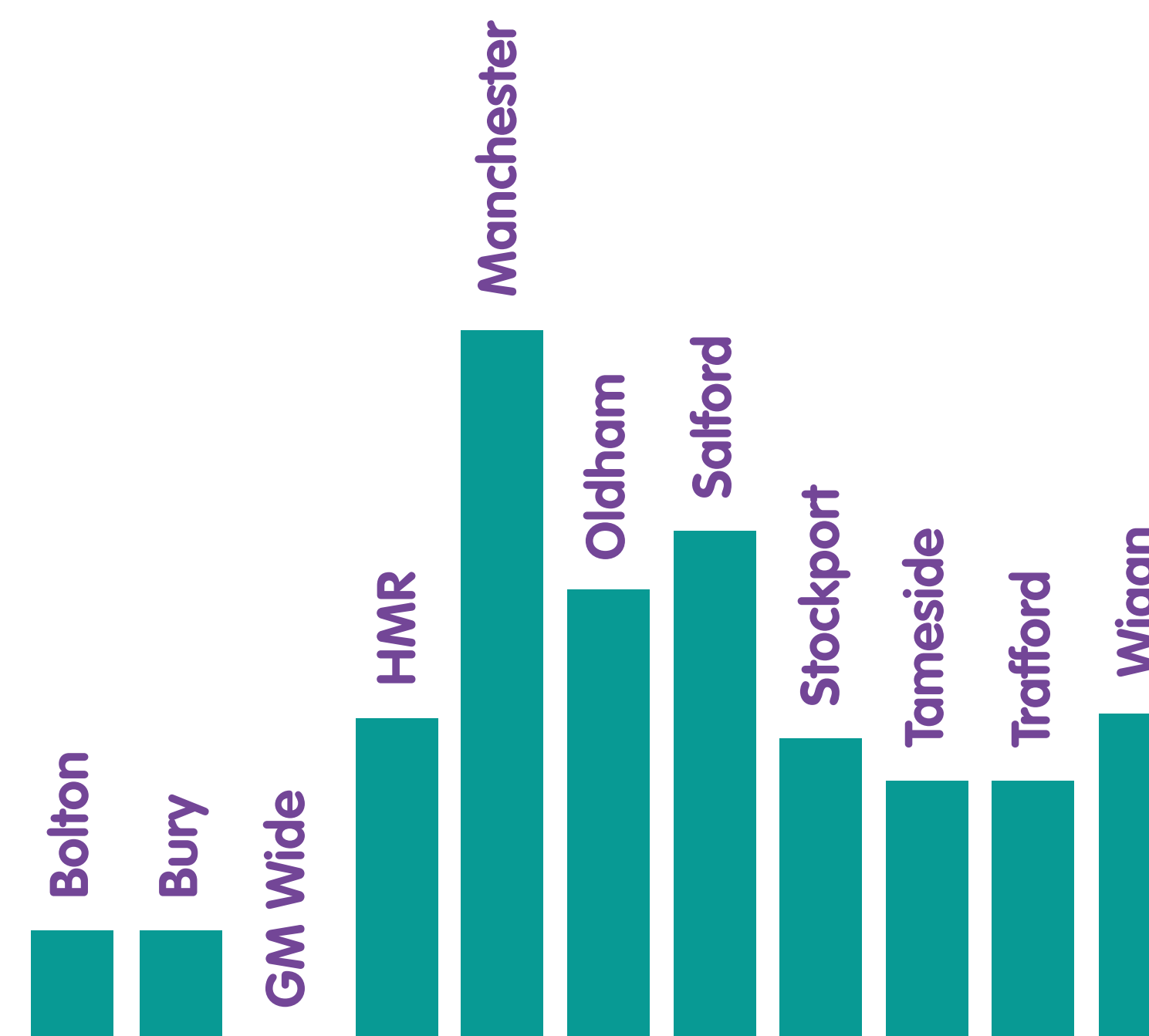
Below shows the number of learners that completed their programme between 1st April 23 to 31st March 24.



Completions by discipline



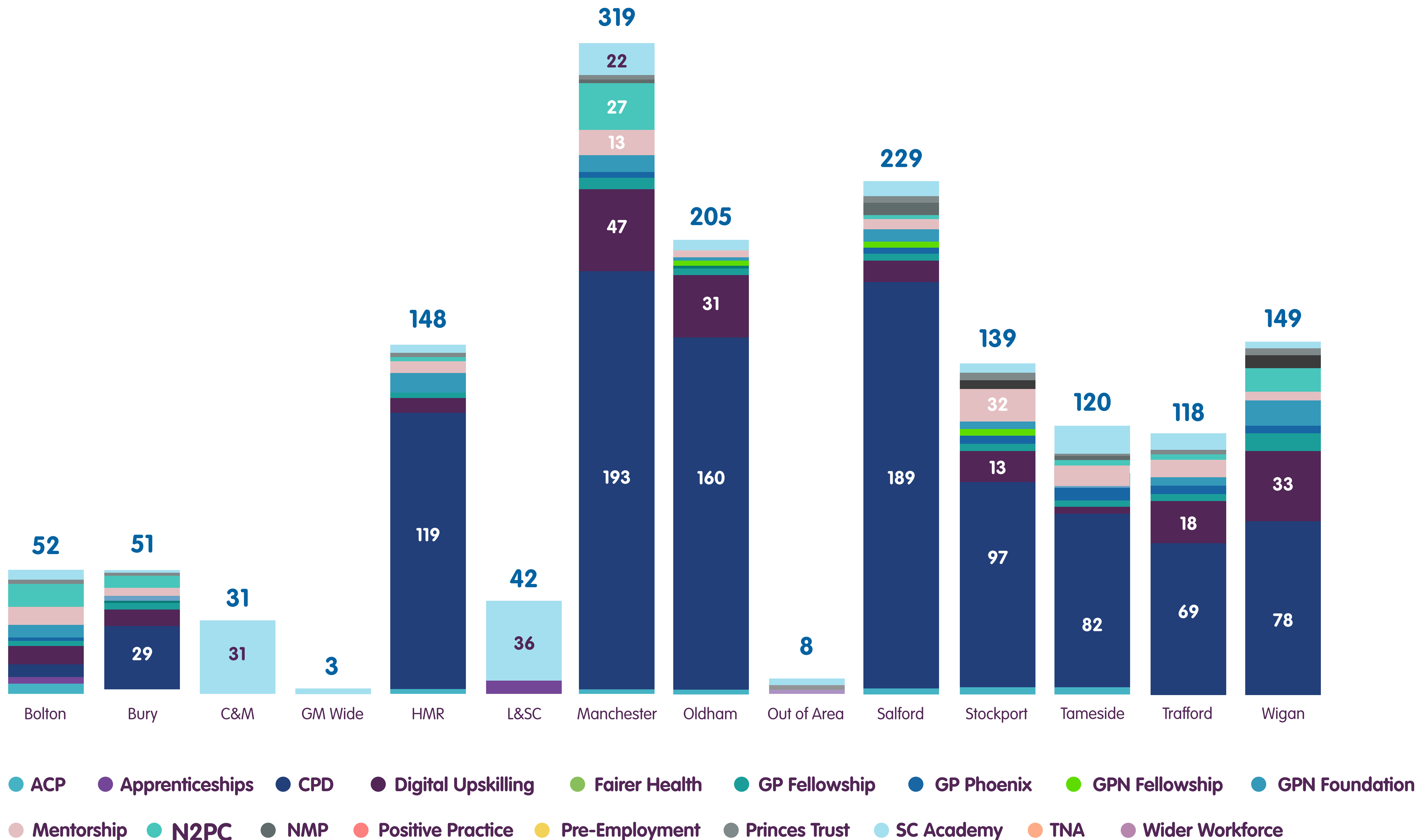
Completions by locality (see details on next page)



Programmes Overview

Completed by locality

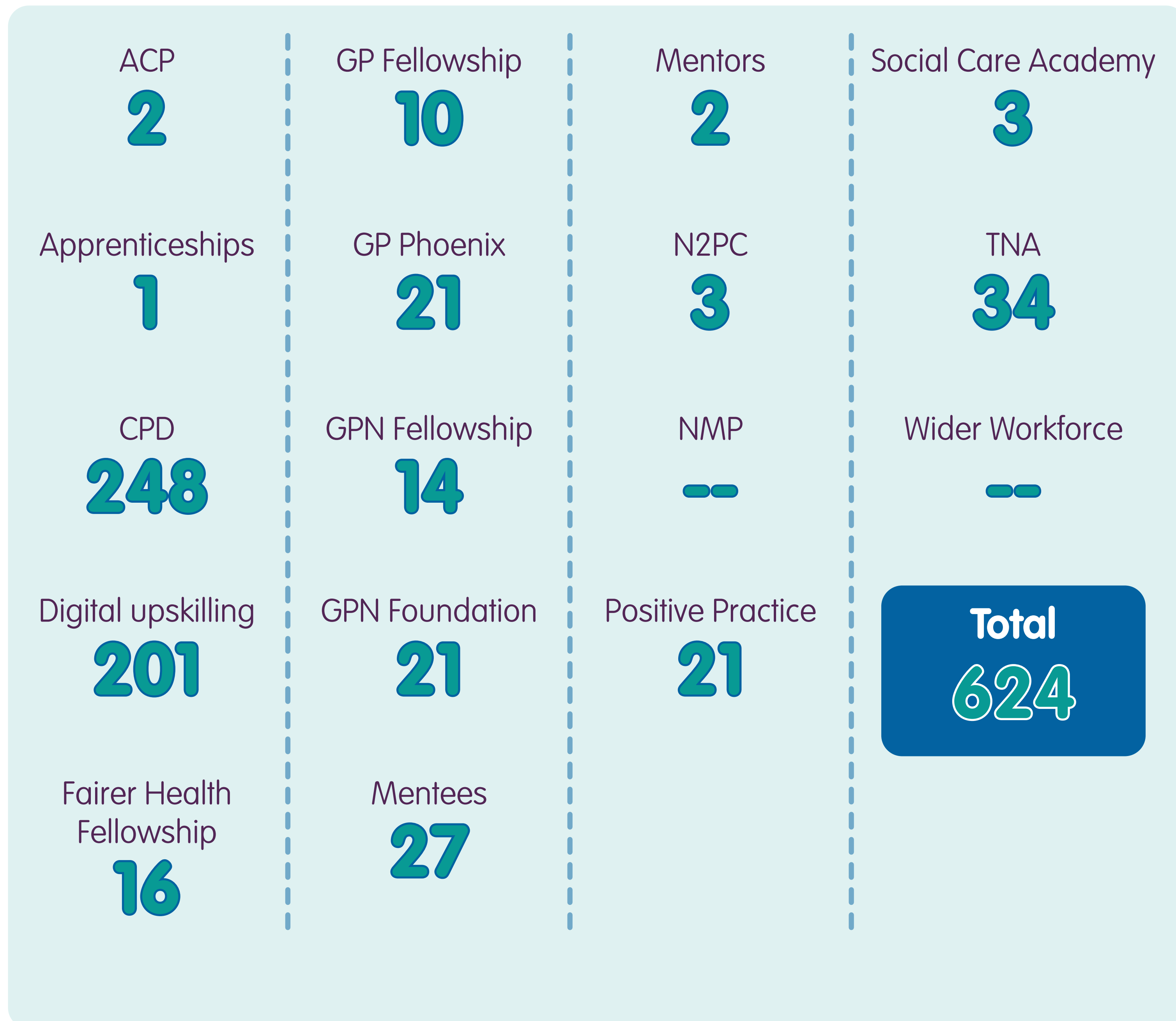
Below shows the number of learners that completed their programme by locality and programme.



Programmes Overview

Withdrawn from programme

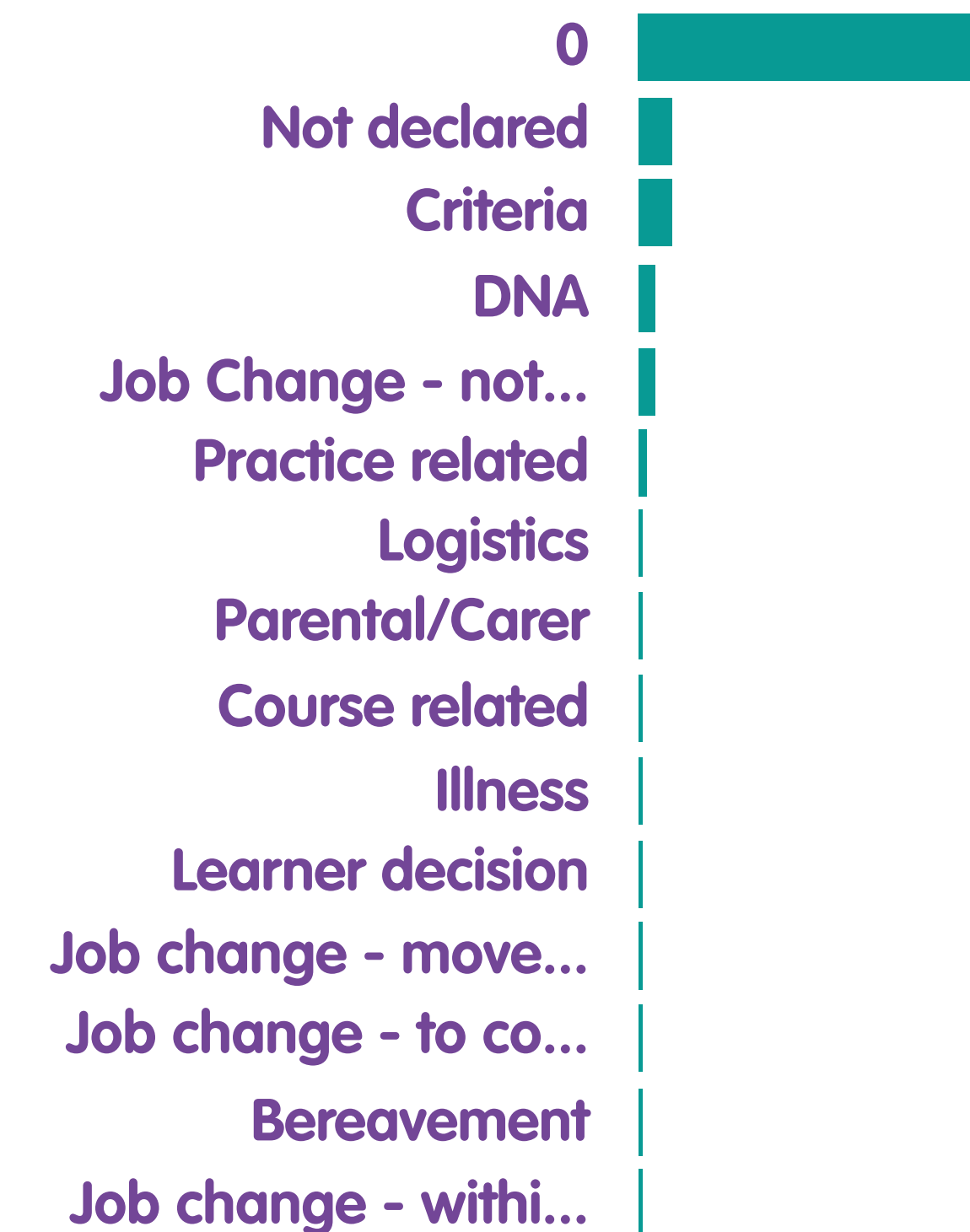
Below shows the number of learners that withdrew from programmes between 31st April 23 and 1st March 24.



Withdrawal by discipline



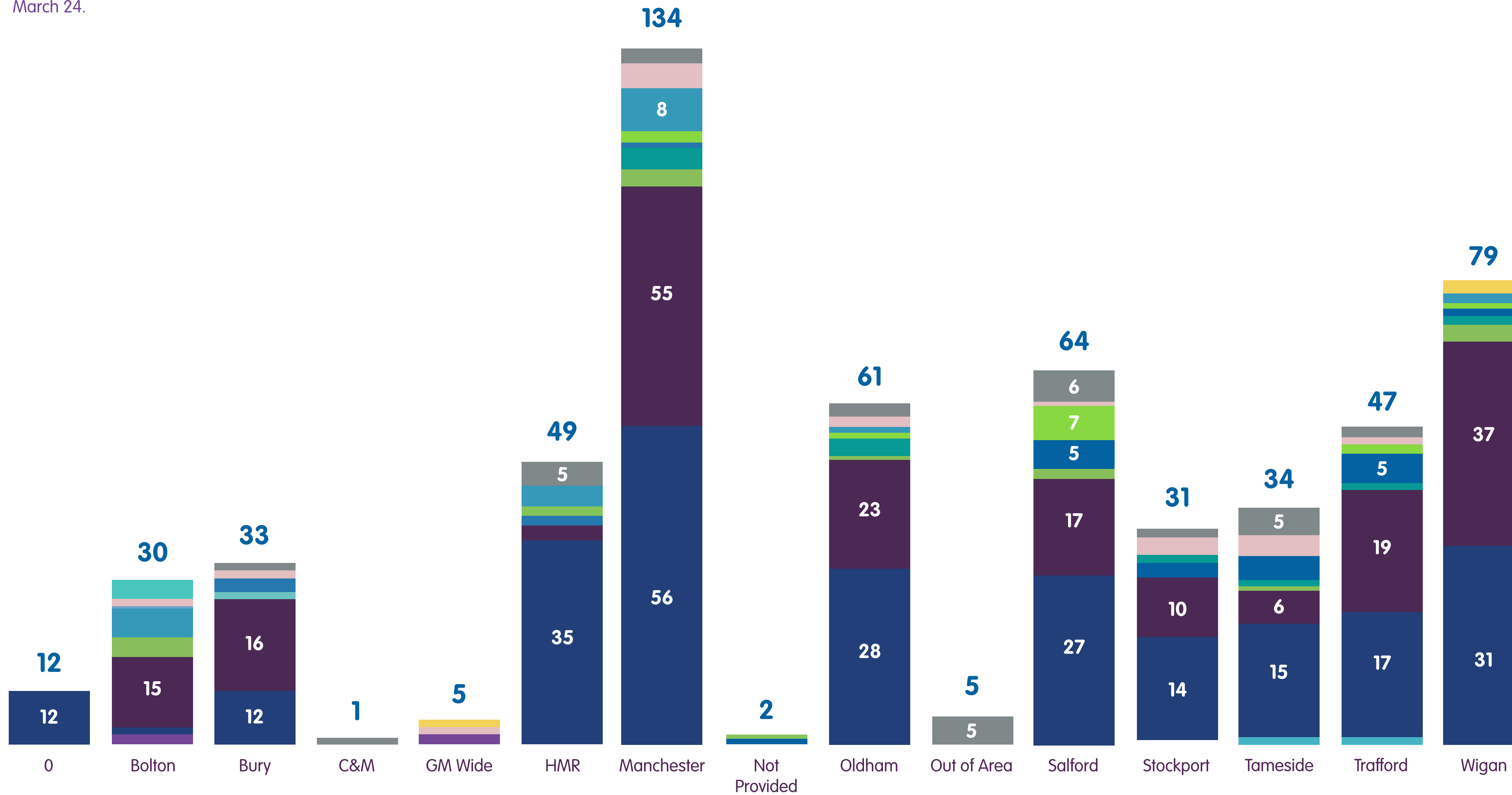
Reasons for withdrawal



Programmes Overview

Withdrawn by locality

Below shows the number of learners that withdrew from programmes by locality and programme from 1st April 23 to 31st March 24.



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

125
Adult Nurse

56
Paramedic

48
Mental Health Nurse

12
P&O

11
Counsellors

10
LD Nurses

7
Physios

6
OT

1
Child Nurse

0
Podiatry

0
Dietetics

0
RNDA

463
TOTAL



Student placements overview

Placements

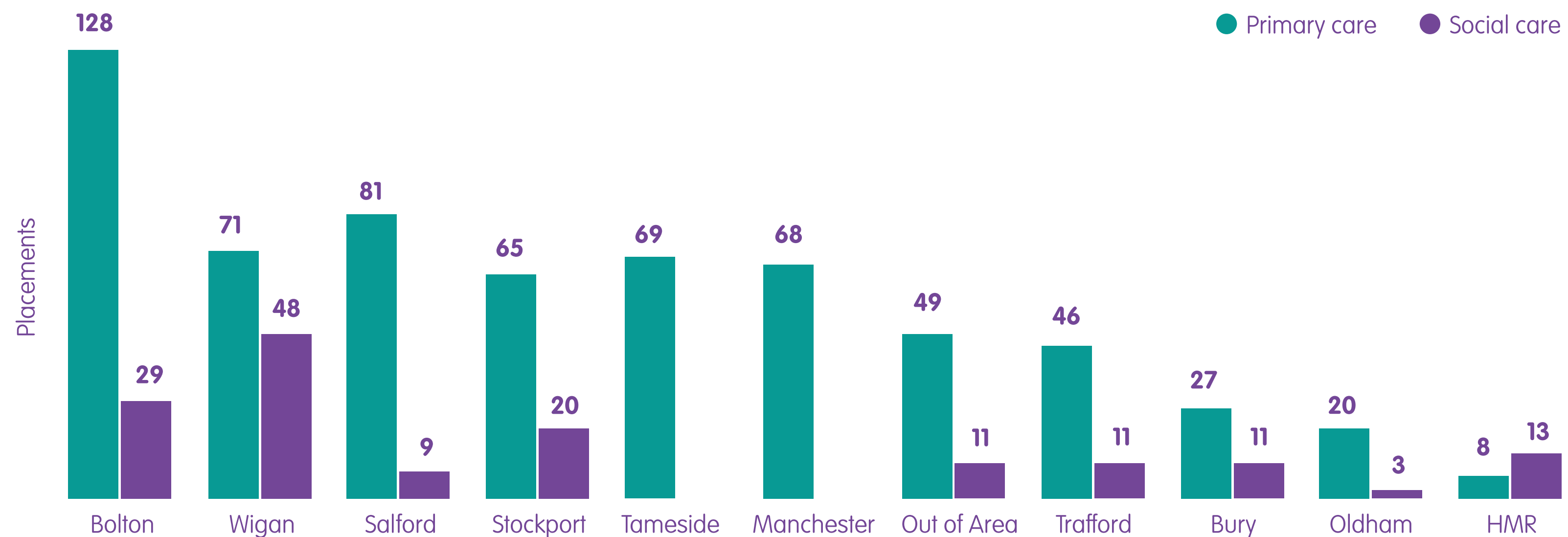
Below shows the number of people GMTH has placed within programmes between 1st April 23 to 1st March 24



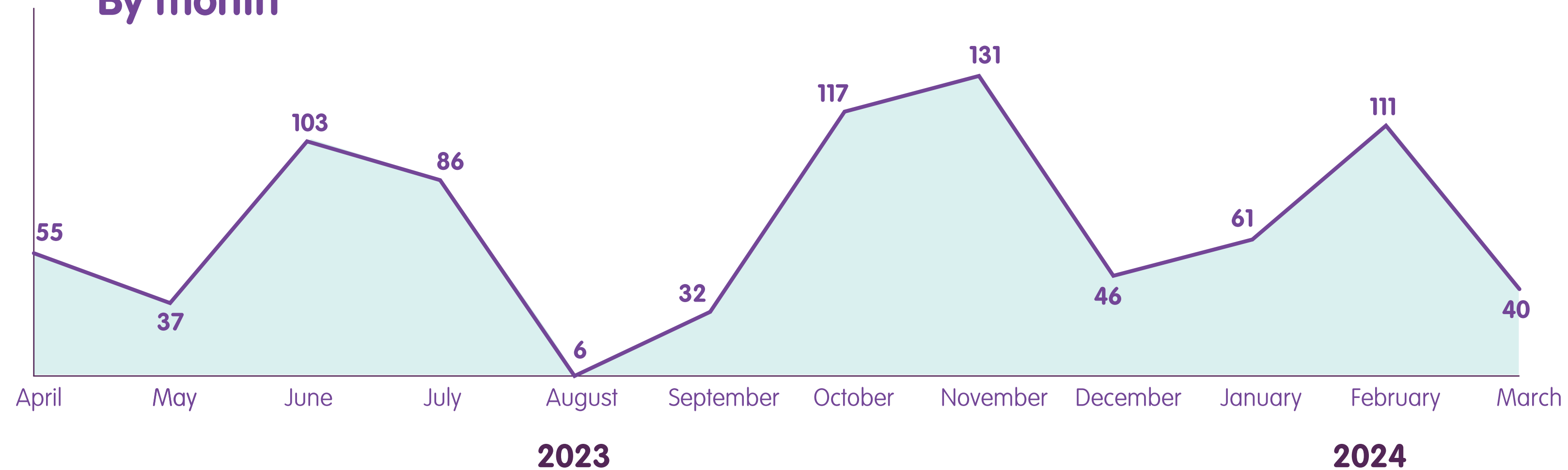
By discipline

Role	Placements
Adult Nurse	111
AHP	2
Counselling	7
Dietetics	31
LD Nurse	28
MH Nurse	31
Nurse Paramedic	1
OT	4
P&O	5
PA	216
Paramedic	84
Pharmacist	239
Physio	18
RNDA	5
Grand Total	782

By locality



By month



Student placements overview

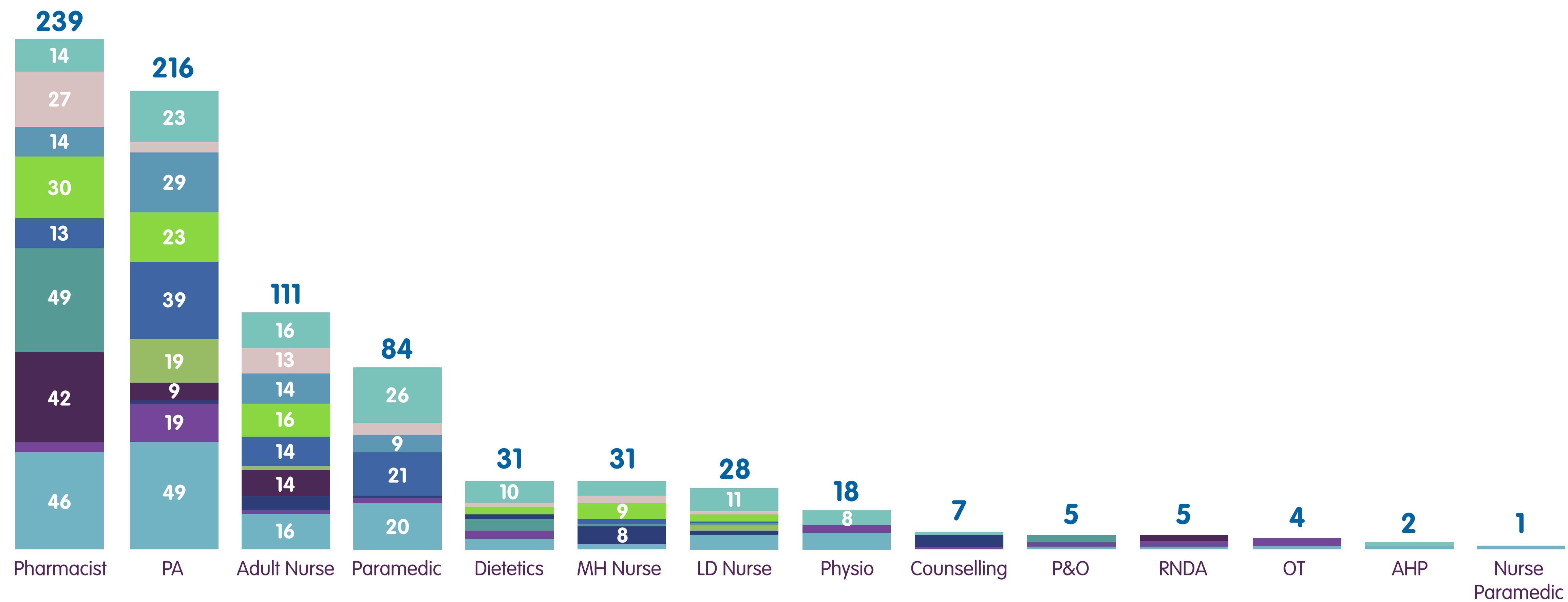
Locality Data by Role

Learners Over Time (excluding cancellations)

01 April 2023 – 31 March 2024

38

Cancellations



- Bolton
- Bury
- HMR
- Manchester
- Oldham
- Out of Area
- Salford
- Stockport
- Tameside
- Trafford
- Wigan



Student placements overview

Primary care roles by month

Learners Over Time (excluding cancellations)

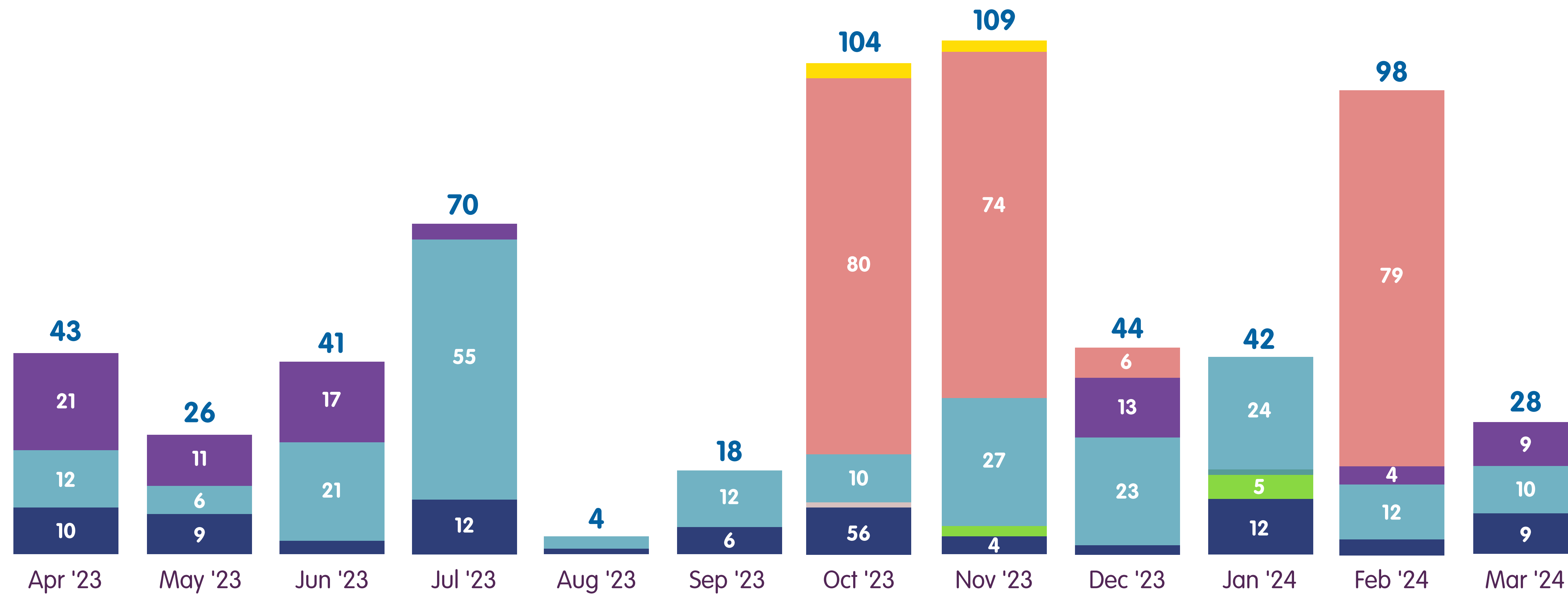
The below shows the number of primary care learners by discipline and month.

672

Primary care

23

Cancellations



● Adult Nurse ● Counselling ● MH Nurse ● Nurse Paramedic ● PA ● Paramedic ● Pharmacist ● RNDA

Student placements overview

Social Care roles by month

Learners Over Time (excluding cancellations)

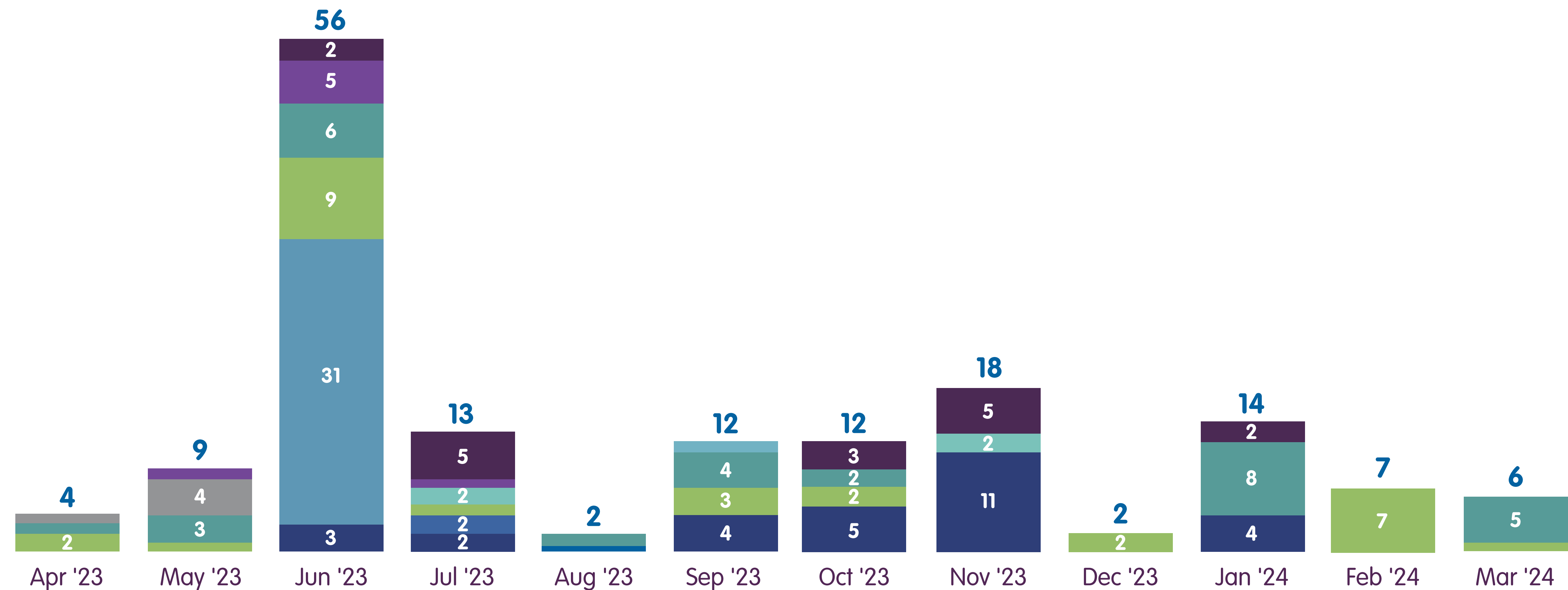
Below shows the number of social care learners by discipline and month.

155

Social Care

15

Cancellations



● Adult Nurse ● AHP ● Dietetics ● LD Nurse ● MH Nurse ● OT ● P&O ● PA ● Paramedic ● Physio



Student placements overview

Monthly Totals - Primary vs Social Care

Learners Over Time (excluding cancellations)

The below shows the number of both primary and social care learners by month.

640

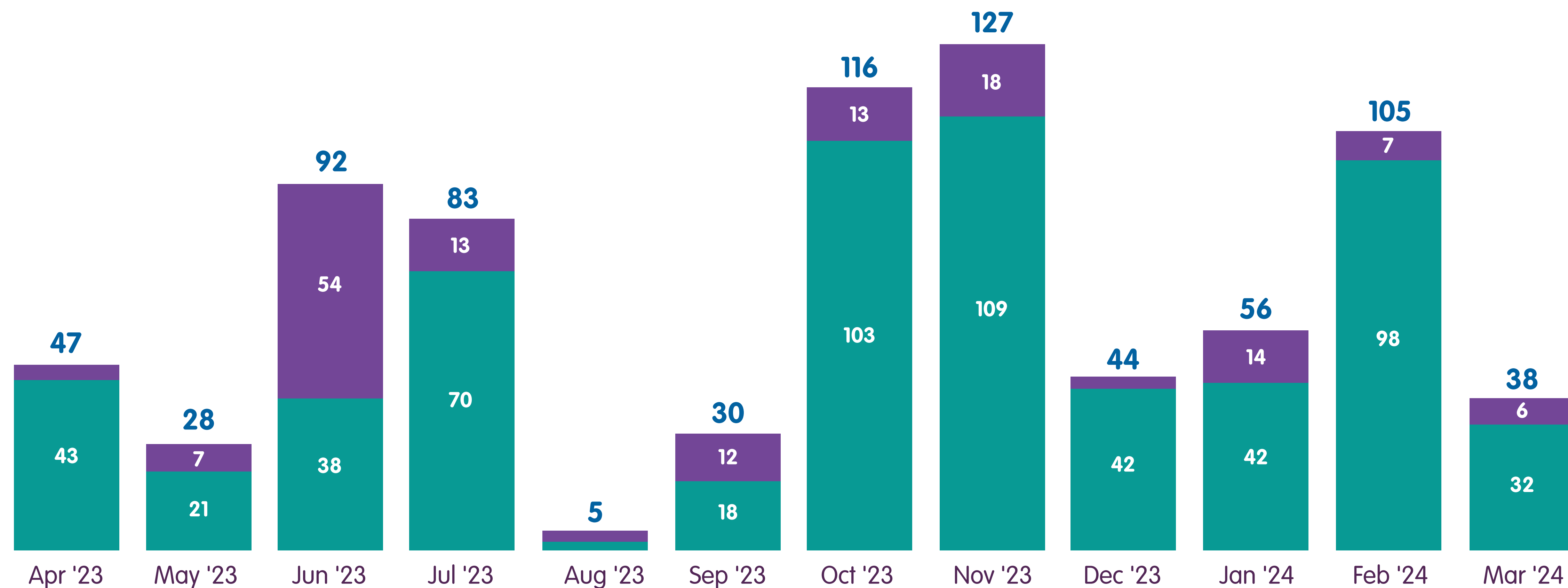
Primary care

167

Social Care

36

Cancellations



● Primary care ● Social care

Student placements overview

Primary vs Social Care Monthly Roles

01 April 2023 – 31 March 2024

Primary care

Year, Month	Adult Nurse	Counselling	MH Nurse	Paramedic Nurse	PA	Paramedic	Pharmacist	RNDA	Total
2023, April	10				12	21			43
2023, May	9				6	11			26
2023, June	3				21	17			41
2023, July	12				55	3			70
2023, August	1				3				4
2023, September	6				12				18
2023, October	10			1	10		80	3	104
2023, November	4	2			27		74	2	109
2023, December	2				23	13	6		44
2024, January	12	5	1		24				42
2024, February	3				12	4	79		98
2024, March	9				10	9			28

Social care

Year, Month	Adult Nurse	AHP	Dietetics	LD Nurse	MH Nurse	OT	P&O	PA	Paramedic	Physio	Total
2023, April				2	1		1				4
2023, May				1	3		4			1	9
2023, June	3		31	9	6				5	2	56
2023, July	2	2		1		2			1	5	13
2023, August	1				1						2
2023, September	4			3	4			1			12
2023, October	5			2	2					3	12
2023, November	11					2				5	18
2023, December				2							2
2024, January	4				8					2	14
2024, February				7							7
2024, March				1	5						6

Student placements overview

Locality Totals by Month

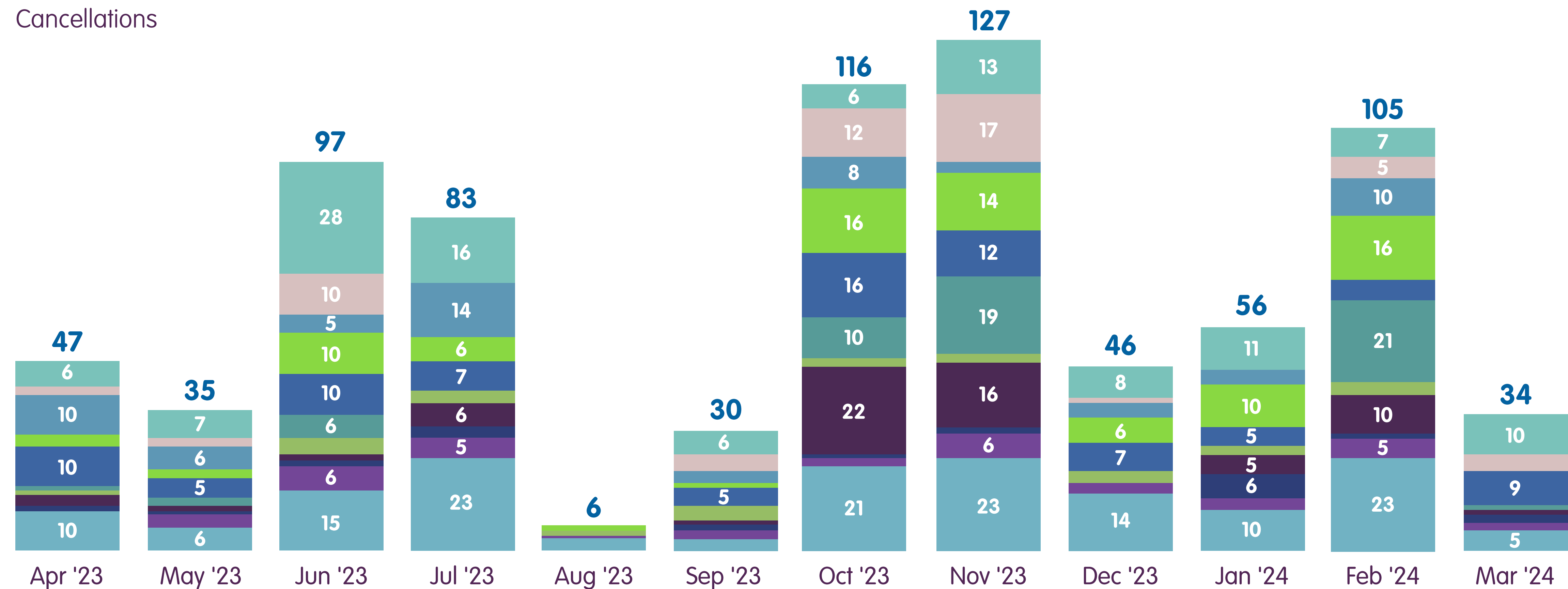
Learners Over Time (excluding cancellations)

01 April 2023 – 31 March 2024

The below shows the number of learners by locality and month.

38

Cancellations



- Bolton
- Bury
- HMR
- Manchester
- Oldham
- Out of Area
- Salford
- Stockport
- Tameside
- Trafford
- Wigan

Student placements overview

Locality Totals by Month

01 April 2023 – 31 March 2024

Year, Month	Bolton	Bury	HMR	Manchester	Oldham	Out of Area	Salford	Stockport	Tameside	Trafford	Wigan	Total
2023, April	10		1	3	1	1	10	3	10	2	6	47
2023, May	6	3	1	1		2	5	2	6	2	7	35
2023, June	15	6	2	1	4	6	10	10	5	10	28	97
2023, July	23	5	3	6	3		7	6	14		16	83
2023, August	3	1			1			1				6
2023, September	3	2	2	1	3		5	1	3	4	6	30
2023, October	21	2	1	22	2	10	16	16	8	12	6	116
2023, November	23	6	2	16	2	19	12	14	3	17	13	127
2023, December	14	3		1	2		7	6	4	1	8	46
2024, January	10	3	6	5	2		5	10	4		11	56
2024, February	23	5	1	10	3	21	4	16	10	5	7	105
2024, March	5	2	2	1		1	9			4	10	34

Primary care

Year, Month	Bolton	Bury	HMR	Manc	Oldham	Out of Area	Salford	Stockport	Tameside	Trafford	Wigan	Total
2023, April	10			3	1		10	3	10	2	4	43
2023, May	5	2		1			5	1	6	2	4	26
2023, June	5	2		1	3		8	3	5	5	9	41
2023, July	20	3	1	6	3		6	6	14		11	70
2023, August	3				1							4
2023, September	1	2		1	3		3	1	3	2	2	18
2023, October	19	2		22	2	10	15	12	8	10	4	104
2023, November	18	3	1	16	2	19	10	12	3	17	8	109
2023, December	14	3		1	1		7	6	4	1	7	44
2024, January	7	3	4	5	2		5	6	4		6	42
2024, February	21	5		10	2	20	4	15	10	5	6	98
2024, March	4	2	2	1			8			2	9	28

Social care

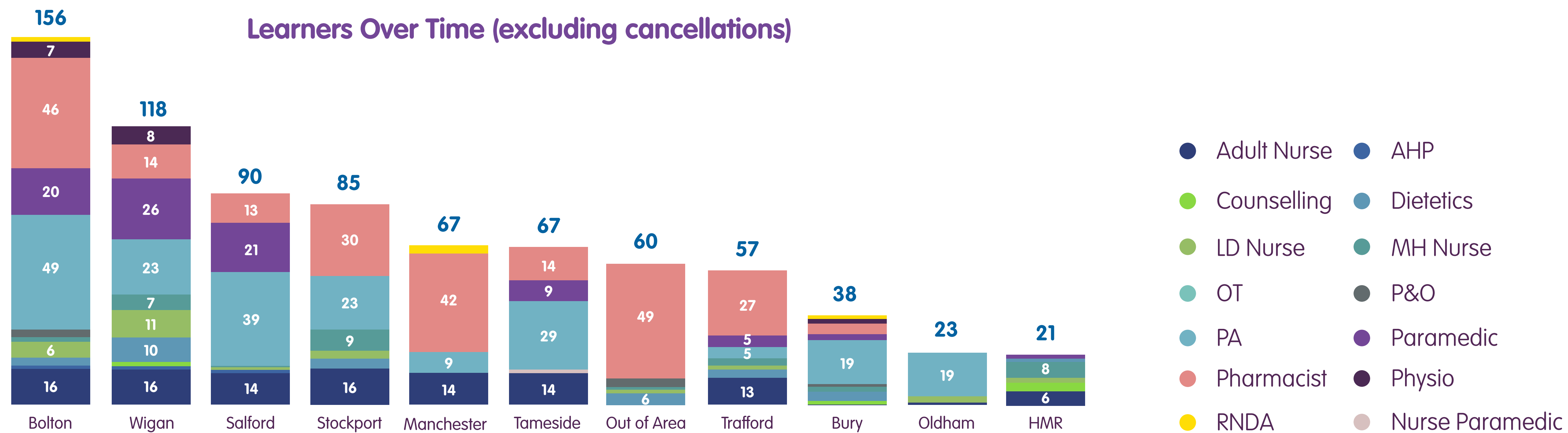
Year, Month	Bolton	Bury	HMR	Oldham	Out of Area	Salford	Stockport	Trafford	Wigan	Total
2023, April			1		1				2	4
2023, May	1	1	1		2		1		3	9
2023, June	10	4	2	1	6	2	7	5	19	56
2023, July	3	2	2			1			5	13
2023, August		1					1			2
2023, September	2		2			2		2	4	12
2023, October	2		1			1	4	2	2	12
2023, November	5	3	1			2	2		5	18
2023, December				1					1	2
2024, January	3		2				4		5	14
2024, February	2		1	1	1		1		1	7
2024, March	1				1	1		2	1	6

Student placements overview

Locality Totals by Role

01 April 2023 – 31 March 2024

Locality	Adult Nurse	AHP	Counselling	Dietetics	LD Nurse	MH Nurse	Nurse paramedic	OT	P&O	PA	Paramedic	Pharmacist	Physio	RNDA Total	Total
Bolton	16	1		4	6	2		2	1	49	20	46	7	2	156
Wigan	16	1	2	10	11	7				23	26	14	8		118
Salford	14			1	1	1				39	21	13			90
Stockport	16			4	3	9				23		30			85
Manchester	14									9		42		2	67
Tameside	14						1			29	9	14			67
Out of Area				6	1	1			3			49			60
Trafford	13			2	2	3				5	5	27			57
Bury	1		1	4				2	1	19	2	4	3	1	38
Oldham	1				3					19					23
HMR	6		4		1	8				1	1				21



Learning Environments

Brief summary

Learning Environments allow students to build their competencies in real-life primary and social care environments.

The Clinical Learning Environments (CLEs) audit process was superseded by Unified Learning Environments (ULEs) for primary care in May 2023. It is a national requirement from NHSE, and we work in partnership with the Primary care School Board to facilitate the audits. The ULE came about so that any learner could go into that environment, regardless of their discipline. Our role is to encourage as many GP practices and other primary care settings such as in Primary care Networks or GP Federations, from across Greater Manchester to sign up to the ULE process, and to facilitate learners of all designations and help to develop our workforce of the future.

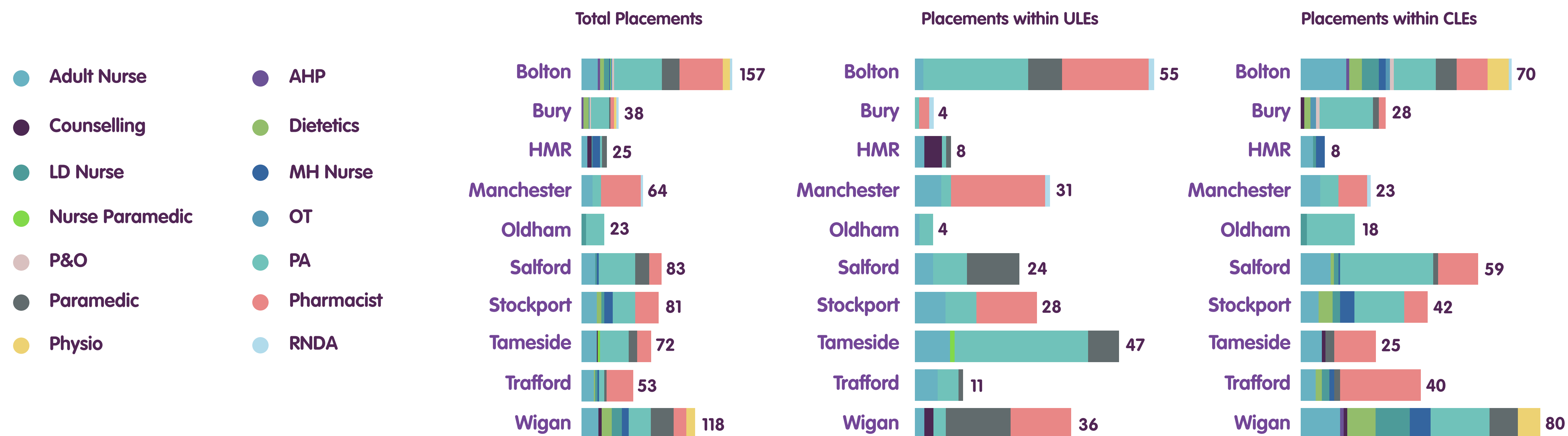
For social care placements, CLEs still exist. The governance process for these is via the Higher Educational Institutions, such as universities, and the Nursing and Midwifery Council (NMC).

Some CLE data may contain information from both primary and secondary care school placements.

The below shows the number of learners assigned to a ULE/CLE by locality.

Locality	Total Learners (excl. withdrawn learners)	Within ULE	Within CLE	Not within a LE
Bolton	157	55	70	32
Bury	38	4	28	6
HMR	25	8	8	9
Manchester	64	31	23	10
Oldham	23	4	18	1
Salford	83	24	59	0
Stockport	81	28	42	11
Tameside	72	47	25	0
Trafford	53	11	40	2
Wigan	118	36	80	2
Total	714	248	393	73

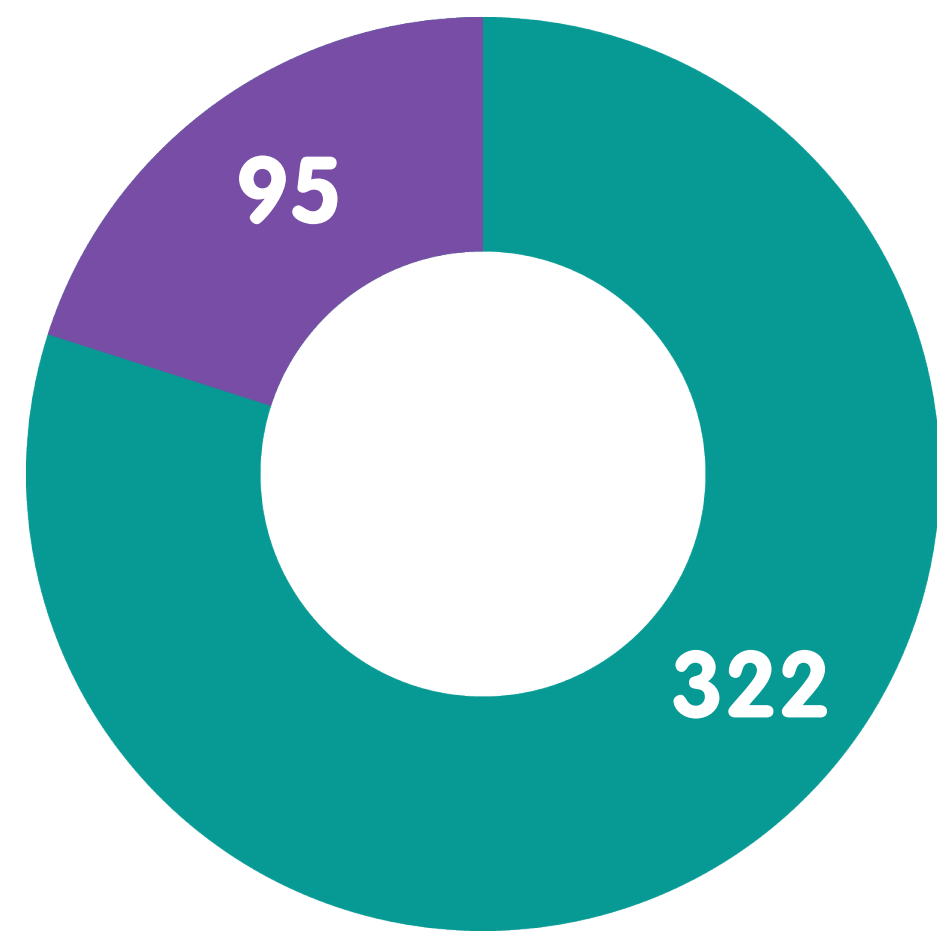
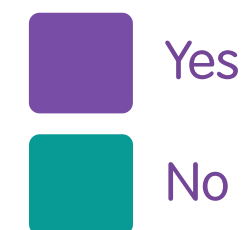
Below shows the number of learners by role that undertook a primary care placement, showing total placements, learners placed in ULEs, and learners placed in CLEs.



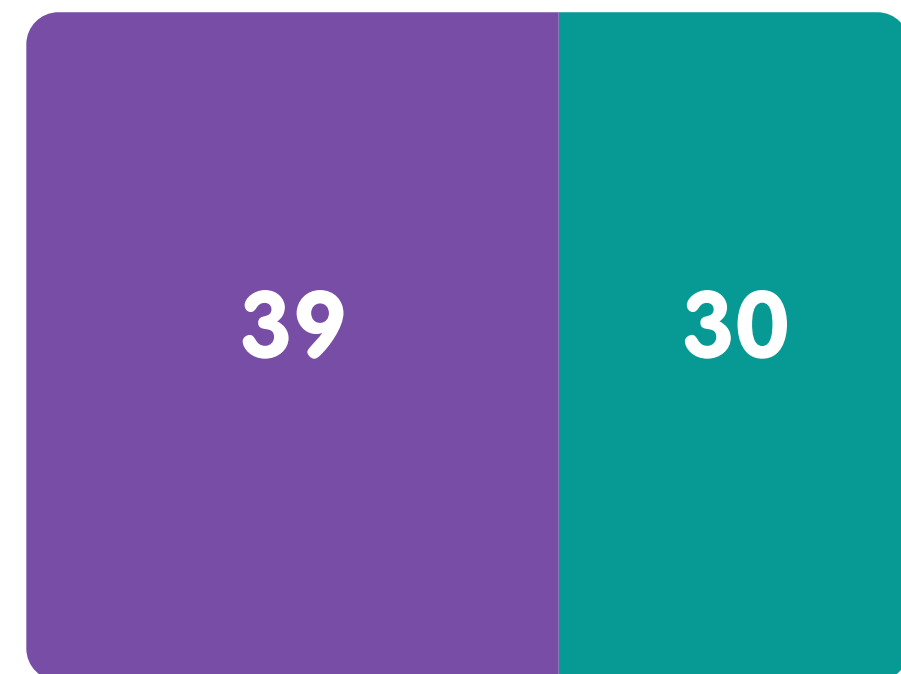
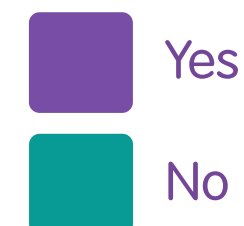
Learning Environments

Learning environments by locality

Number of practices registered as a ULE



Number of primary care networks registered as a learning environment



Number of ULE/CLEs by locality and provider type

Locality	Number of PCNs in locality	PCN LEs	Number of GP Practices in locality	GP ULEs	GP CLEs	Number of federations in locality	Fed ULEs	Fed CLEs	Number of PIVOs in locality	PIVO ULEs	PIVO CLEs
Bolton	9	6	49	14	11	1	0	1	0	0	0
Bury	4	0	26	6	7	1	0	0	0	0	0
HMR	6	4	36	11	8	1	0	0	0	0	0
Manchester	13	4	84	10	22	1	0	0	4	0	3
Oldham	5	4	34	5	12	0	0	0	0	0	0
Salford	5	3	37	12	14	0	0	0	0	0	0
Stockport	7	4	35	11	8	2	0	0	1	0	1
Tameside	8	5	32	6	18	0	0	0	0	0	0
Trafford	5	2	28	5	10	0	0	0	0	0	0
Wigan	7	7	56	15	31	5	0	3	0	0	0
Total	69	39	417	92	141	11	0	4	5	0	4



Learning Environments

Practices at stages towards becoming a ULE

Practices with 'warm' communication



GMTH ULEs over time



Clinical Learning Environments

Brief summary

Championing social care environments to become CLE. Effectively train and prepare the future workforce of the social care sector. Learners from HEIs are placed into a social care environment.

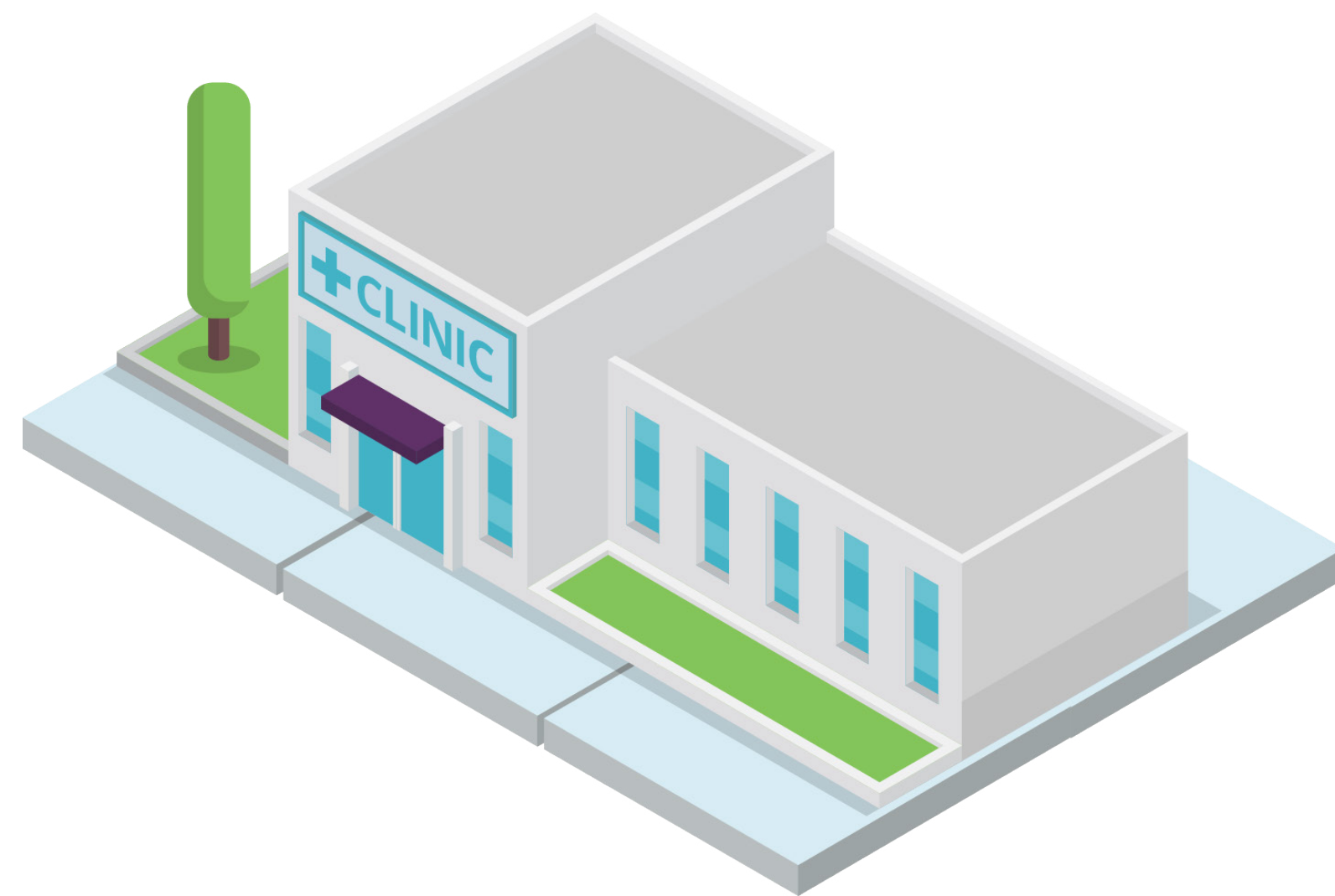
Eligibility

Any social care provider interested in supporting healthcare learners must be an accredited CLE.

Pre-registration learners including nurses, paramedics, physiotherapists, occupational therapists and podiatrists.

Programme expectations

- To become an accredited CLE you will need to complete an educational audit and educational agreement (support given)
- Learners to be immersed in an accredited social care CLE.
- To support learners on placement and develop them in accordance with their programme standards
- Multiple professions to support including: nurses, dieticians, physiotherapists, occupational therapists etc.



Benefits

- Increases awareness of social care nursing as a career destination.
- Raises the profile of the social care sector as a vibrant and exciting place to work.
- Aides in recruitment and retention – supporting final year learners grants the opportunity to recruit from qualification.
- Tariff payments for learner support is provided. (student tariffs – £130.96 (per 37.5 hr 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:
 - Nursing home
 - Residential home
 - Other social care provider
 - Primary care Network
 - GP Federation
 - PIVO and 3rd sector care providers


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."

Contact

Social Care Partnership Lead Sarah Mcrae:

sarah.mcrae@nhs.net

Social Care Clinical Education Specialist Lauren Pollitt:

Lauren.pollitt1@nhs.net

Clinical Learning Environments

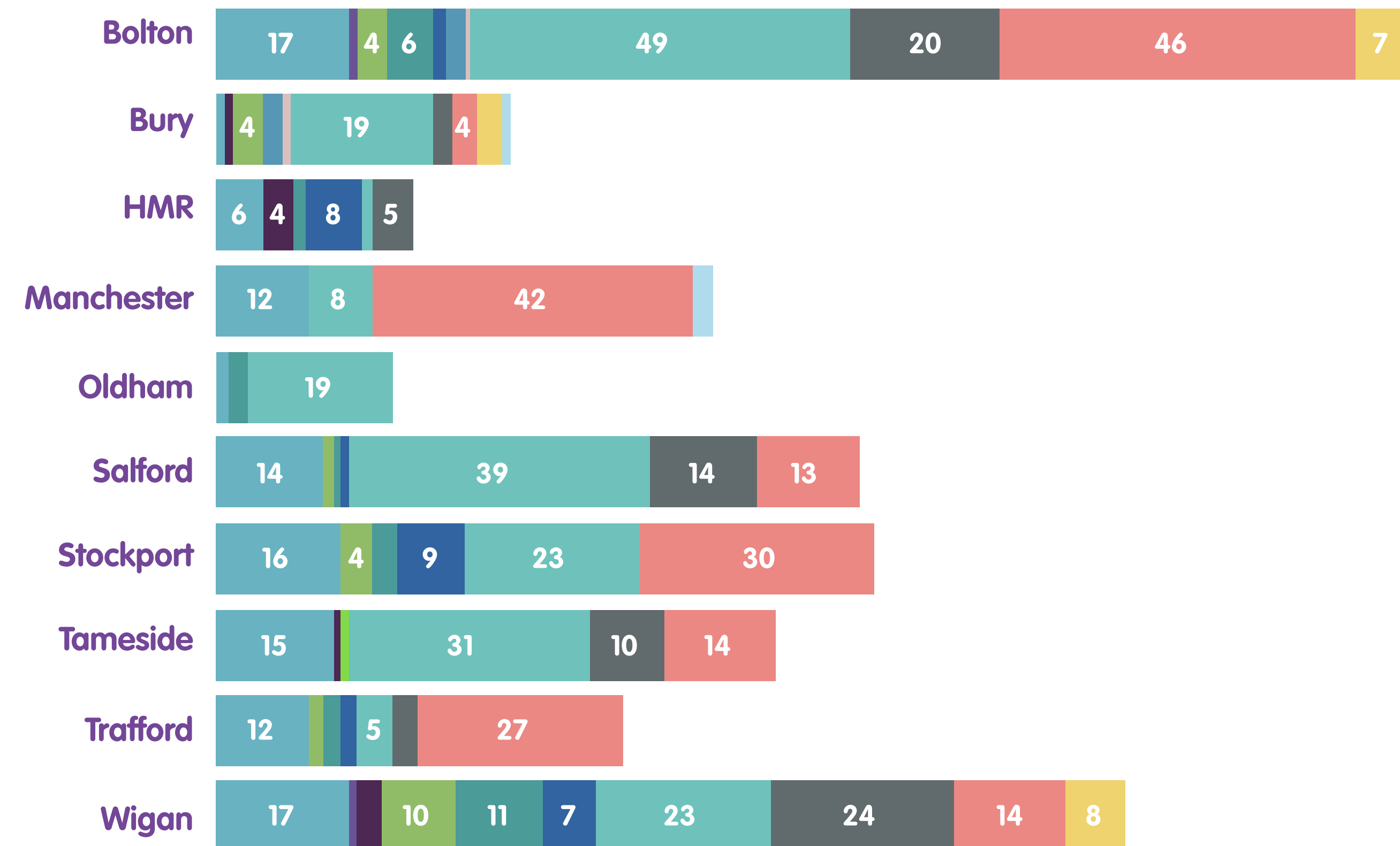
CLEs and placement type by locality

The below shows the number of learners assigned to a ULE/CLE by locality.

Locality	Total Learners	Within ULE	Within CLE	Not within a LE
Bolton	150	52	66	32
Bury	36	4	26	10
HMR	23	8	8	7
Manchester	64	31	23	10
Oldham	23	4	18	1
Salford	83	24	59	0
Total	379	123	200	60

Below shows the number of learners by role that undertook a primary care placement.

- Adult Nurse
- AHP
- Counselling
- Dietetics
- LD Nurse
- MH Nurse
- Nurse Paramedic
- OT
- P&O
- PA
- Paramedic
- Pharmacist
- Physio
- RNDA



Unified Learning Environments

Brief summary

Become an accredited and audited unified learning environment to help build the wider primary care workforce. Allow students to build their competencies in a real-life, primary care environment.

A Unified Learning Environment (ULE) is an audited primary care service such as a GP practice, Primary Care Network or Federation.

A ULE provides a setting of realism where learners can apply their skills and knowledge to achieve their competencies. It is our ambition that all primary care services become ULEs, and that all learners get to experience working within primary care. Upon qualification, and dependent on their placement experience, we believe learners will then choose primary care as their preferred employer.

This will ensure a sustainable workforce that is fit for the future.

Eligibility

Your organisation must be one of the following:

- GP practice
- PCN
- GP federation

To become an accredited ULE, you will need to complete an educational audit. Sent to North West HEIs for approval.

A requirement will be to take students on placement and develop them according to a tailored plan set out by the university and Clinical Educator.

Programme Overview

- No Direct fee
- Student tariffs - Nurse: £130.96 (week) Paramedic: £130.96 (week) PA: £555 (week)
- Helping build the Primary Care workforce through immersion, experience and knowledge.

The process of becoming a Unified Learning Environment begins by making contact with us.

When we receive your expression of interest, we will link you in with the appropriate team member from one of our four locality training hubs to discuss the opportunity further.

Our Locality Training Hubs

- Bury, HMR and Oldham Locality Training Hub
- Bolton Locality Training Hub
- Wigan Locality Training Hub
- Manchester, Stockport and Tameside Locality Training Hub.
- Salford and Trafford Locality Training Hub

We will support you with completion of the North West Educational Audit, that we pre-populate to speed up the process. On your behalf, we will send the completed audit to one of our associated North West HEIs for approval.

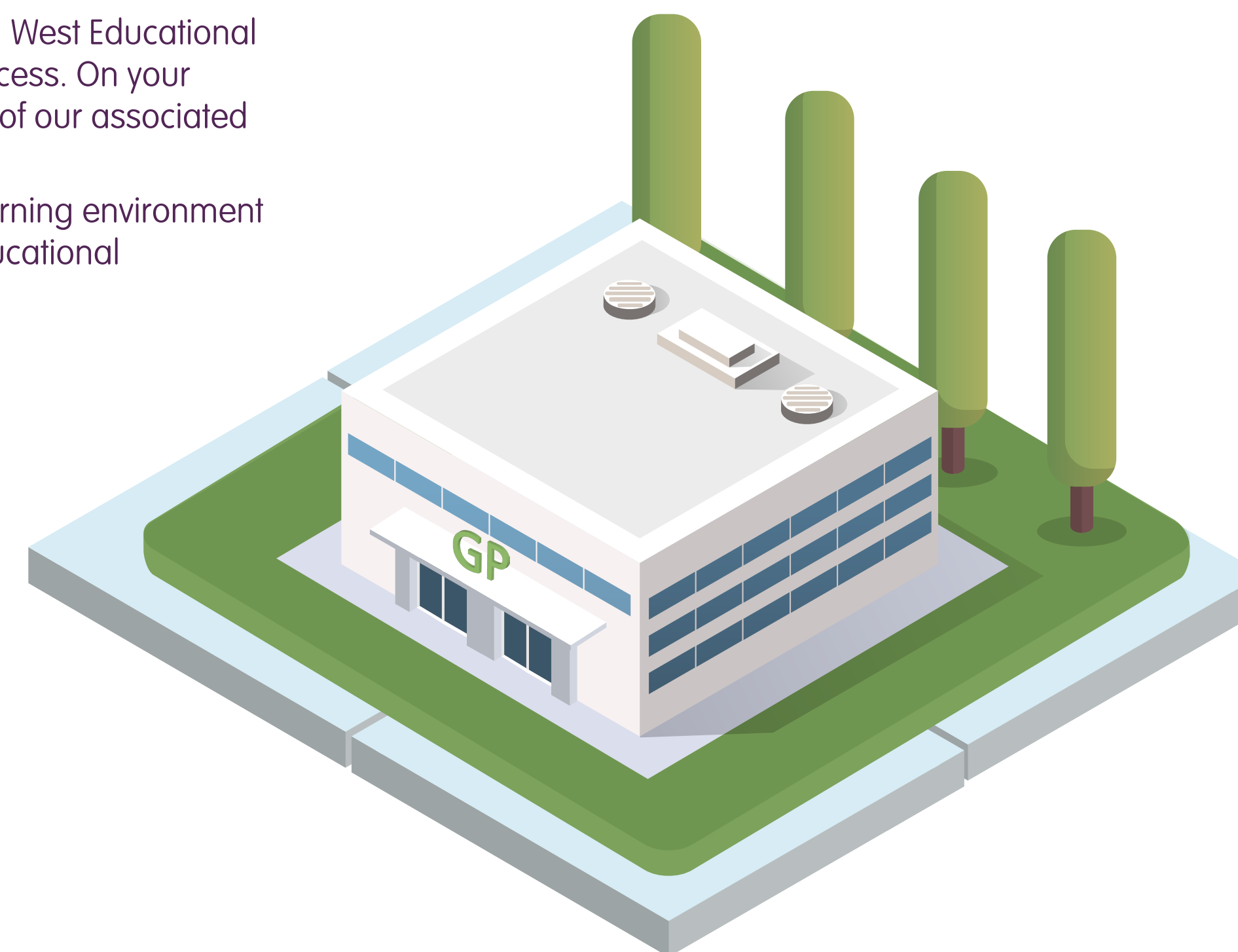
Once the audit is approved, we will visit your learning environment for final sign-off as well as completion of our Educational Agreement.

How To Apply

If you are ready to apply then please complete the registration form and email it to the PEF lead for your locality at GMTH@GMFeds.co.uk

Contact

If you have any questions please send us an email at GMTH@GMFeds.co.uk alternatively, we are happy to arrange a meeting to discuss any questions or queries you may have to support you on the next step of your journey.



Advanced Clinical Practice (ACP)

Background

Exciting development opportunity to become an Advanced Clinical Practitioner. Support career progression within primary care.

Eligibility

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

Programme expectations

Delivered by experienced, registered health and care practitioners, advance practice is a level of practice characterised by a high degree of autonomy and complex decision making. This is underpinned by a masters level award or equivalent that encompasses the four pillars of clinical practice, leadership and management, education and research, with demonstration of core capabilities and area specific clinical competence.



Benefits

This workforce provides a high autonomous level of complex care to meet local health care needs. By utilising all four different pillars of advancing practice this workforce is integral to service transformation, innovation and redesign.

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 masters 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.

The numbers

During 2023/24 we supported and facilitated:

21 learners to register for and begin the ACP course

As of March 2024 we have received:

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

Case study

Click the button below to view an ACP case study.

Contact

Carla Slater:
carla.slater1@nhs.net

Trainee Nursing Associates

Brief summary

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

Eligibility

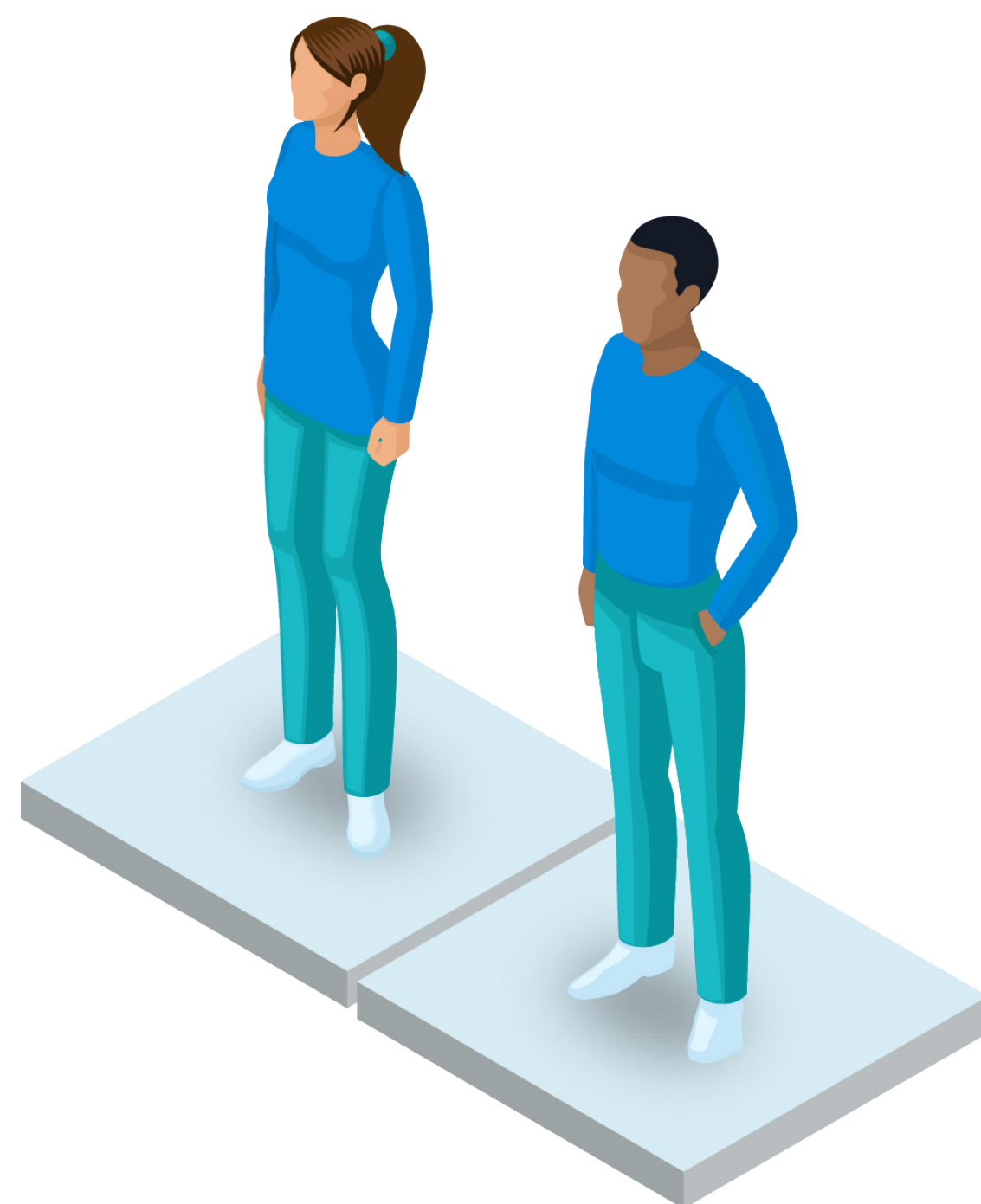
Must work 30hrs within primary care. Must have a level 2 (GCSE grade C equivalent in English and Maths).

Programme expectations

- Two years programme.
- Attend university one day a week.
- Three days a week under a clinical supervisor.
- 20% protected learning time.
- Exposure to the four fields of nursing, mental health, learning disabilities, adult, children and young people.

Benefits

- Benefit to student: Fully funded £15,000 course to become a registered nursing associate.
- Benefit to practice/PCN: Help the wider PC 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.



Click the button above to watch our feedback video from Rachel who underwent the course and is qualified as a Nursing Associate

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."

Contact

Carla Slater/ Laura O'Brien:

GMTH@GMFeds.co.uk

laura.obrien@nhs.net

Carla.slater1@nhs.net

Apprenticeships

Brief summary

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 toward: 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 Level 2 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

- Experience in primary or social care environment
- Helping build the primary and social care workforce through immersion, 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.



Click the button above to hear from Jamie Holt and his experience as an Apprentice.

The numbers

During 2023/24 we supported learners on the courses below.

4

Registered Nurse Degree Apprenticeship (RNDA)

(this is the number that started the programme in 23/24)

17

Registered Nurse Degree Apprenticeship (RNDA)

(learners that are still on the programme in 23/24)

29

Trainee Nursing Associate (TNA)

11

Non-clinical apprenticeships

58

Advanced Clinical Practitioner

Case study

Click the button below to view an Apprentice case study.

Contact

Carla Slater:
carla.slater1@nhs.net

Health Professionals Social Care

Brief summary

Our Social Care Team work to expand opportunities for healthcare 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 healthcare learners including Nurses, Paramedics, Physiotherapists, Occupational Therapists, Dieticians and more, there is a growth in supporting other healthcare learners in the future. Care Home must be an accredited Clinical Learning Environment.

Programme expectations

- To become an accredited CLE, you will need to complete an NW Quality Assurance Educational Framework audit.
- Healthcare 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 healthcare 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 healthcare learners including nurses, paramedics, physiotherapists, occupational therapists, and dieticians. This can increase access to additional disciplines promoting multidisciplinary working and enabling enhanced care delivery.

Providing opportunities to pre-registration healthcare learners will attract a NHS England educational tariff. 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 healthcare 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

During 2023/24 we supported learners on the courses below.

50

Social Care Clinical Learning Environments across GM
(this is the number that we have in total)

165

Placements were supported and facilitated
(Between April 2023-March 2024)

3

Elective placements were supported and facilitated
(Between April 2023-March 2024)

Contact

Social Care Partnership Lead Sarah Mcrae:

sarah.mcrae@nhs.net

Social Care Clinical Education Specialist Lauren Pollitt:

Lauren.pollitt1@nhs.net

Continuing Professional Development

Brief summary

CPD funding is available across primary care professions. Examples of CPD (Not exhaustive) training include Clinical Supervision, Leadership, Clinical Teaching, Root Cause Analysis.

Eligibility

Nursing Associates, Nurses, ACPs, 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.

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 2023/24 equated to **£333** per eligible registered health professional 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.

The numbers

A headcount of

over **1,700**

spaces were utilised on our CPD courses.

Priorities for 2023/24

To continue to collaborate with our GM Workforce leads and ensure we offer our primary care workforce well evaluated and accredited training. To also ensure we provide training on a grander scale to gain greater economies of scale.

Plans are already in place to roll out our 2024/24 training needs analysis across GM. This year's offerings will include more topics and providers than what we have ever utilised before.

To work alongside GM HEI colleagues to help create programmes/modules which heighten our primary care clinicians knowledge and plug any skills gaps.

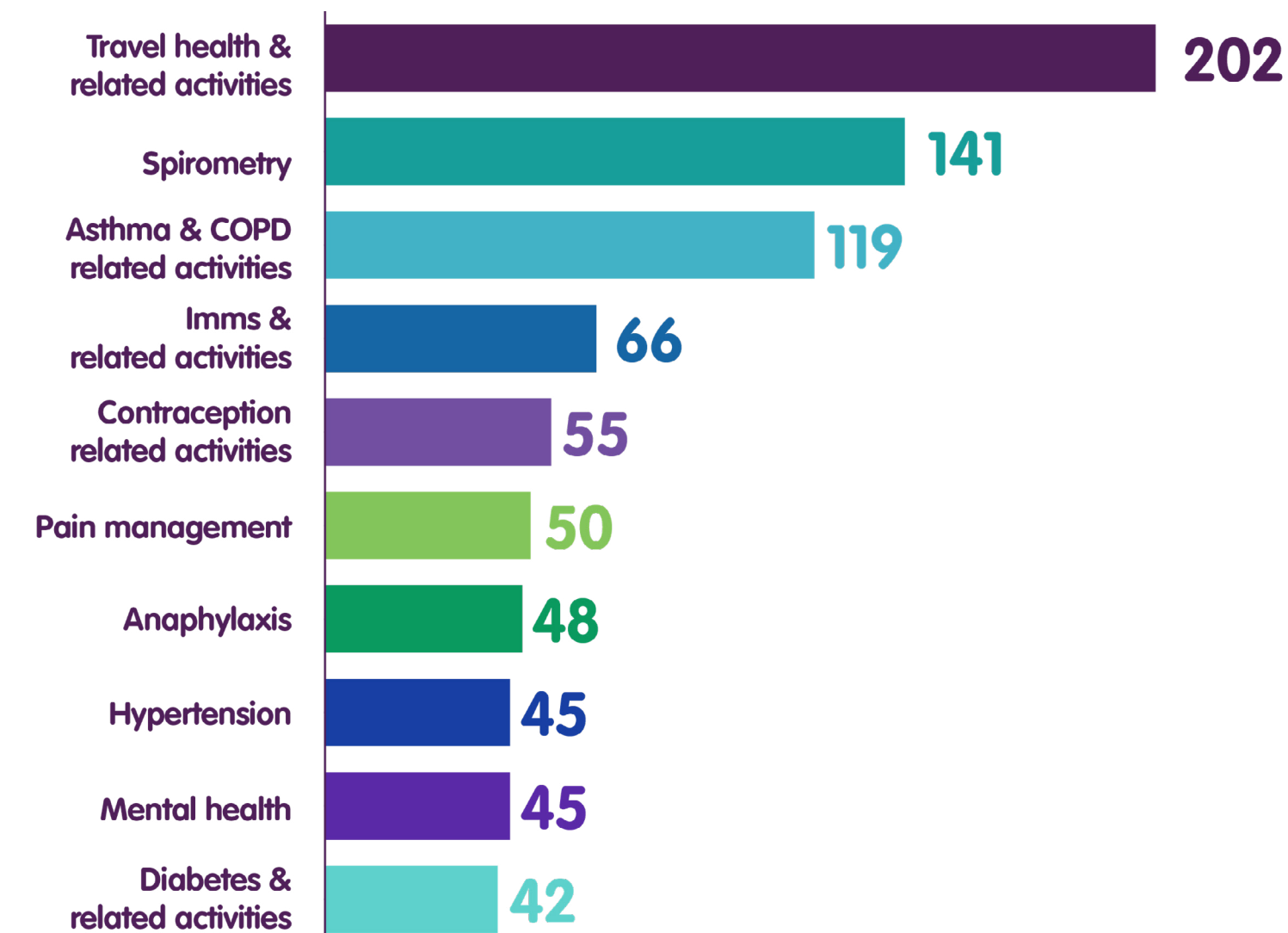
Leaflet

Click below to view our leaflet on CPD:



10 most popular CPD activities

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



Training feedback

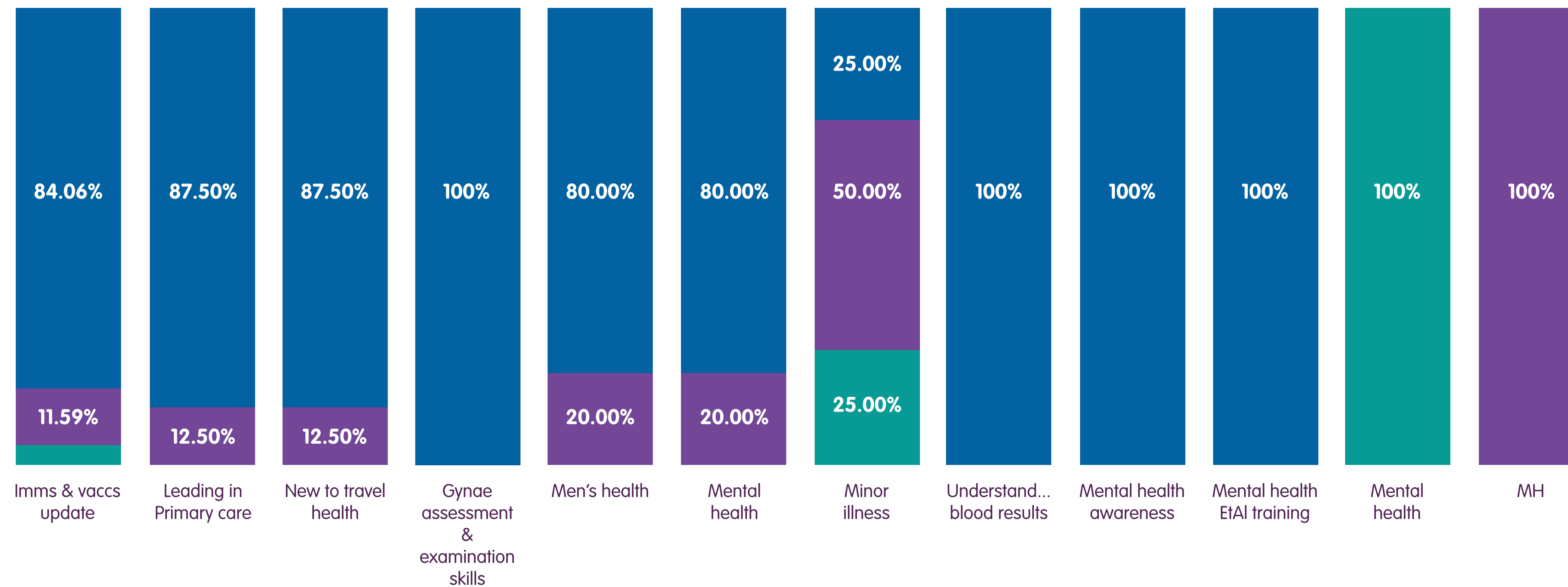
Date of training:

23/01/2024 - 31/03/2024

114

No. of responses

Rating by CPD Course



Rating Overall ● 3 ● 4 ● 5

Wider Workforce

Greater Manchester Training Hub delivers this programme for the whole of the Northwest region.

Brief summary

This course is for GPs and Advanced Clinical Practitioners (level 7) who are interested in developing and enhancing their clinical supervision skills of the wider workforce in primary care

Eligibility

GPs and Advanced Clinical Practitioners (level 7) in substantive posts Working in the North West area.

Programme expectations

- Two-day, free RCGP accredited virtual course.
- 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.
- Develop your own personal learning plan related to your role as a supervisor.
- Network with your local training hub to take on students.



Contact

Connor Hilton/Atif Shafique:
connor.hilton@nhs.net
a.shafique@nhs.net

In depth summary

This course enables clinicians working at an advanced practice level (Level 7) 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.

More group discussion

- We increased the time for each workshop to 45 minutes, and have encouraged our workshop educators to keep any actual PowerPoint presenting down to 20 minutes or so, This will allow up to 25 minutes allocated for interactive group discussions and if needed a resource with a broad range of FAQs can be used to stimulate group discussions

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

The numbers

2023/2024 Cohort

201 Signed up

157 Supervisors trained

2023/2024 GM only Cohort

119 Signed up
(40% increase from last year)

84 Supervisors trained
(47% increase from last year)

There were 9 cohorts that ran between April 2023 – March 2024 with Cohort 14 in September having the highest sign ups. Of these, 21 signed up to the programme, and 17 signed off as trained supervisors.

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."

Wider Workforce

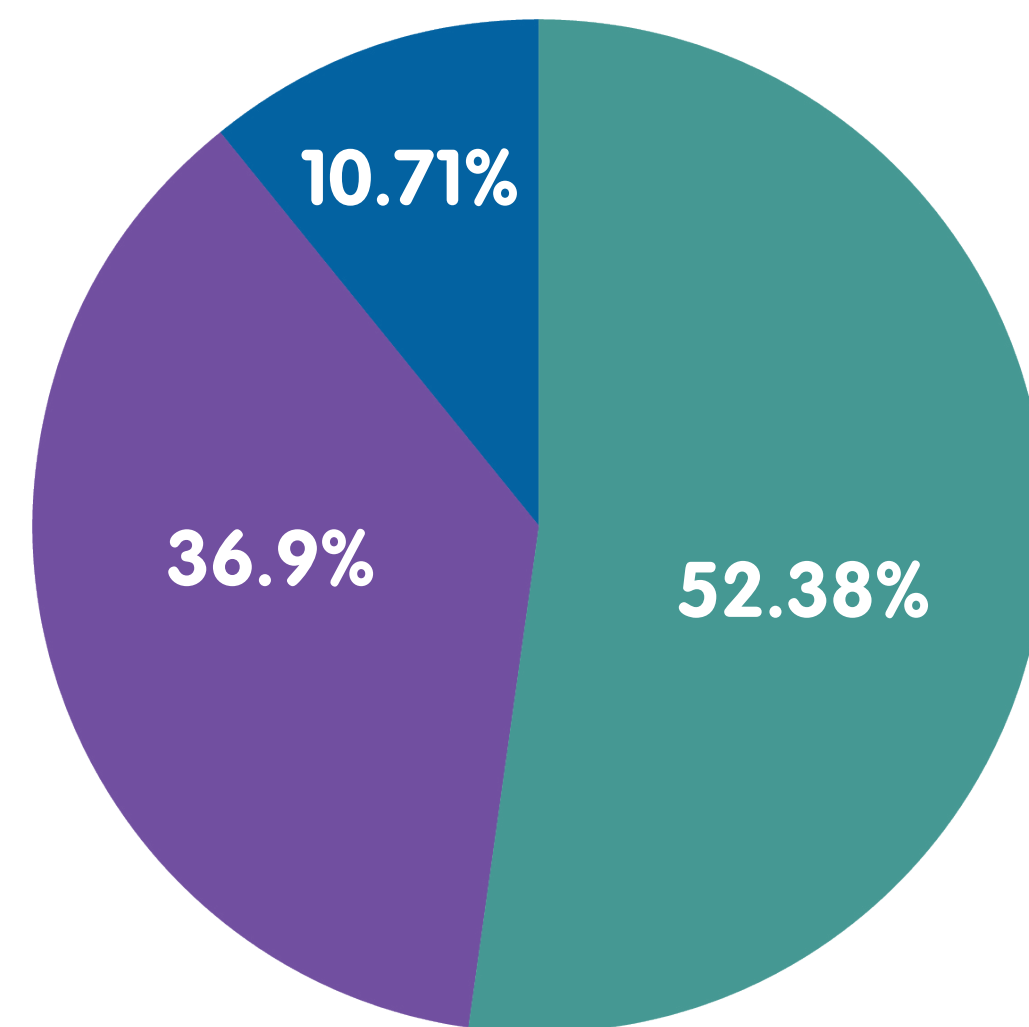
168

No. of responses

How useful did you find this event?

Rating 1-5 (5 excellent)

● 5 ● 4 ● 3



Feedback

- Great facilitator! Engaged the whole group in an encouraging, supportive way."
- It has made me feel that I could become a trainer/educator in the future."
- Overall very glad I did it, really useful and well designed!"
- Fantastic educators - enthusiastic and knowledgeable."
- Great effort by the whole team to organise a very successful course."
- I felt like I got to know our facilitator...and enjoyed these interactions. I felt there were a lot of useful ideas, experiences and tips...the discussions were friendly, very honest and open."

Here are some videos showing a variety of roles and what supervision means to them:

Nurse

Musculoskeletal (MSK) Practitioner

Physical Associate

Paramedic

Dietician



GP Fellowship

Brief summary

Mentorship from experienced GPs. Aimed at welcoming newly qualified GPs in the GM area. Paid CPD session learning and development networks.

Eligibility

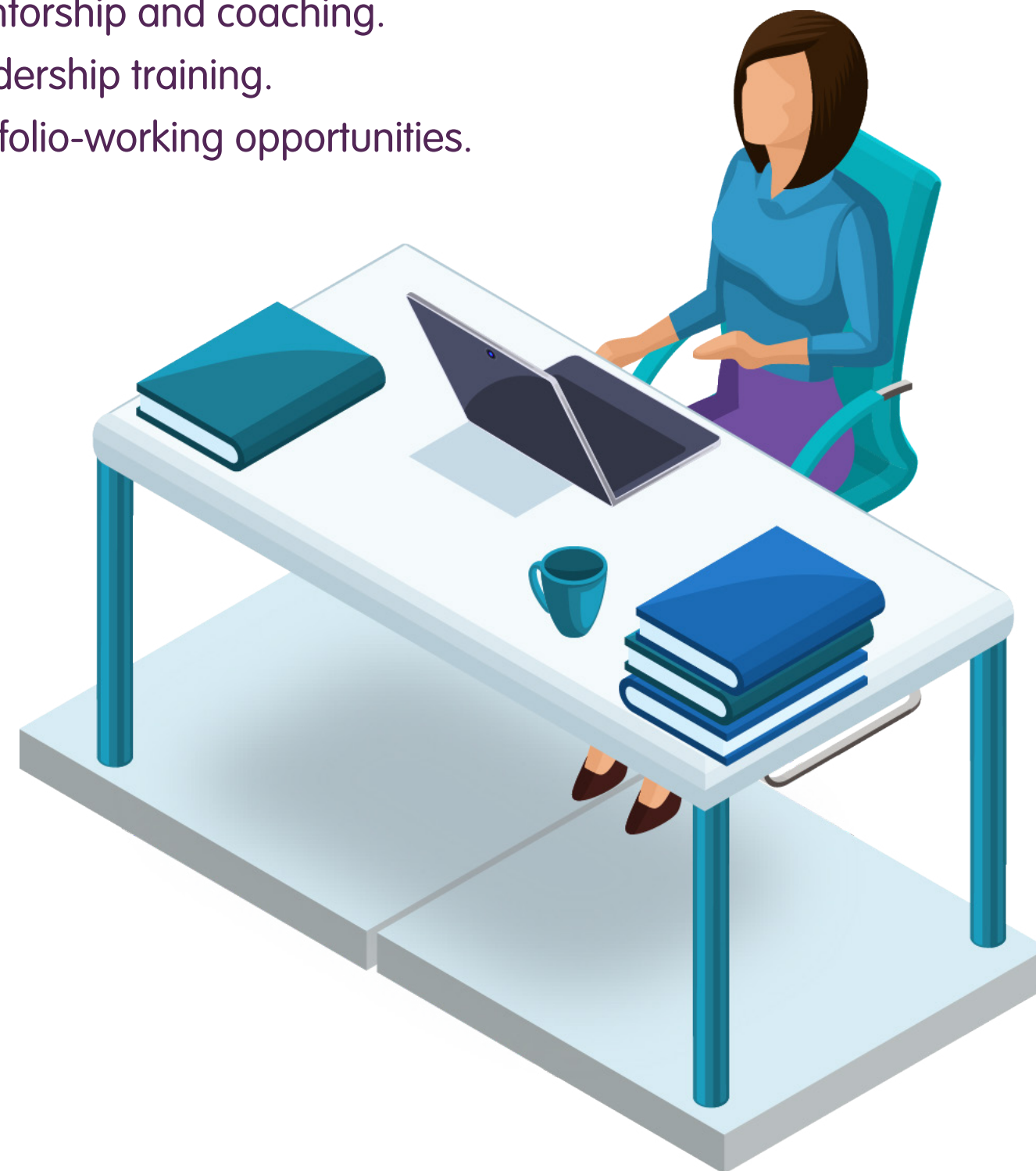
New qualified GPs within two years of their CCT. Need to hold a substantive salaried or partner role

Programme expectations

- Two year programme. One hour monthly mentor session. L & D podcasts and masterclasses.

Benefits

- One 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, and 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 2023/24:

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

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

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:

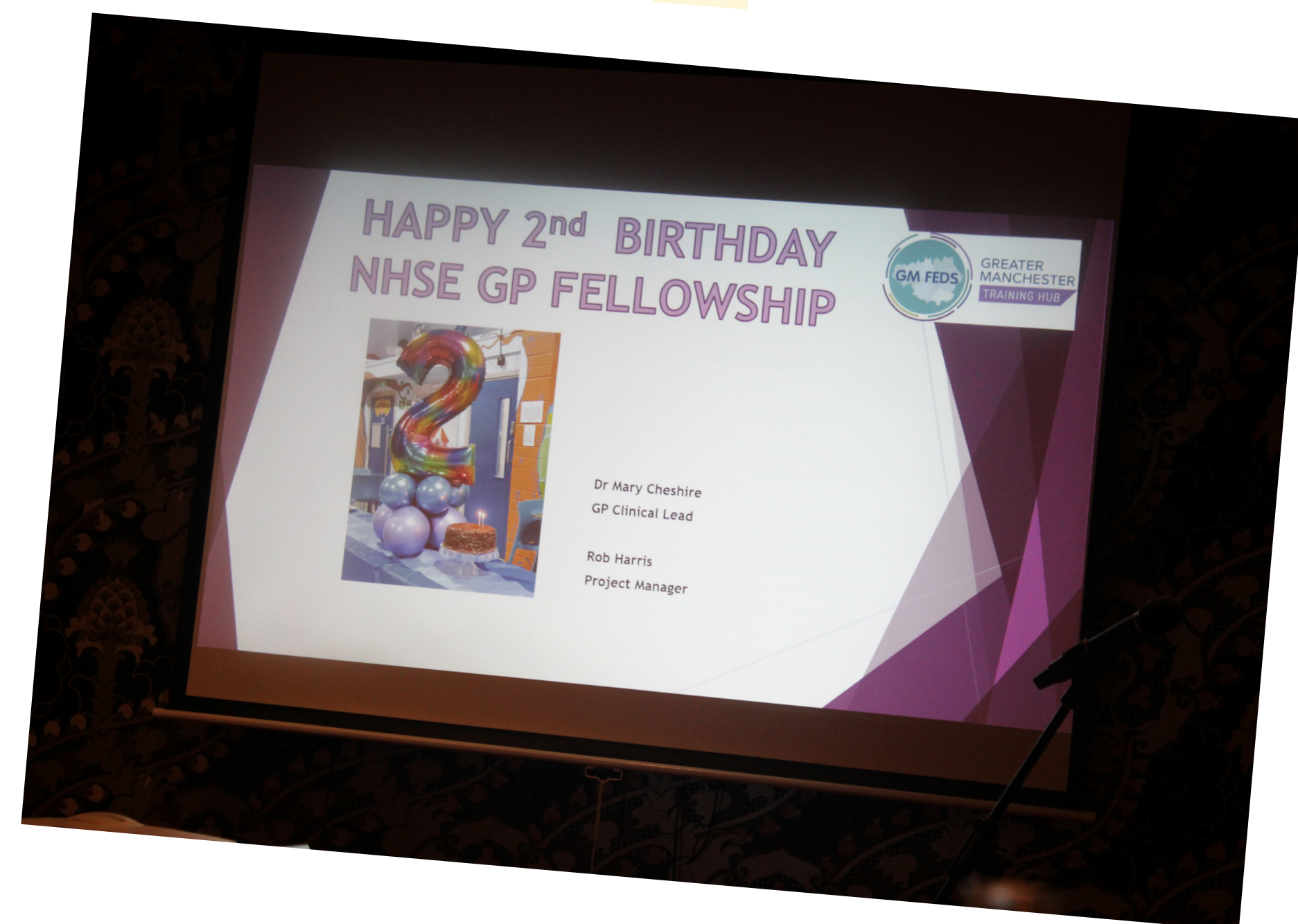
- Adding more masterclasses, such as the Time Management and Dealing With Complaints.
- Expanding the number of leadership classes to include 'Managing Up', and 'Culture and Culture Change'.
- Delivering more in-person training.
- Running sessions more often (both virtual and in-person) throughout the 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 by those who completed the GP Fellowship:

- 🗨️ "The mentoring was the best bit of the fellowship for me. It helped through difficult times at the start of my career to stay in GP and has since helped me develop as a portfolio GP"
- 🗨️ "Found the education programme and networking events really good for learning and wellbeing"
- 🗨️ "Mentoring was very helpful and a great support. It's nice to attend non-clinical webinars, workshops and network."
- 🗨️ "Difficult to pick one thing but some of the courses I have attended have been brilliant e.g. the quality improvement course and the coaching course."
- 🗨️ "I think from having mentors to guide me through and contact with other peers it has been very helpful."
- 🗨️ "Opportunity for networking and getting to know people who i would not otherwise have met. Undertaking opportunities that would not have had access to otherwise. It has been an overall fantastic experience. Felt very well supported. Mentoring has also been brilliant."
- 🗨️ "Getting to know a lot of available resources to keep growing as a GP and different roles that we can do too. I am getting into the GP trainer pathway after these empowering 2 years."

Contact

Rob Harris:
rob.harris4@nhs.net

Training feedback

Date of training:

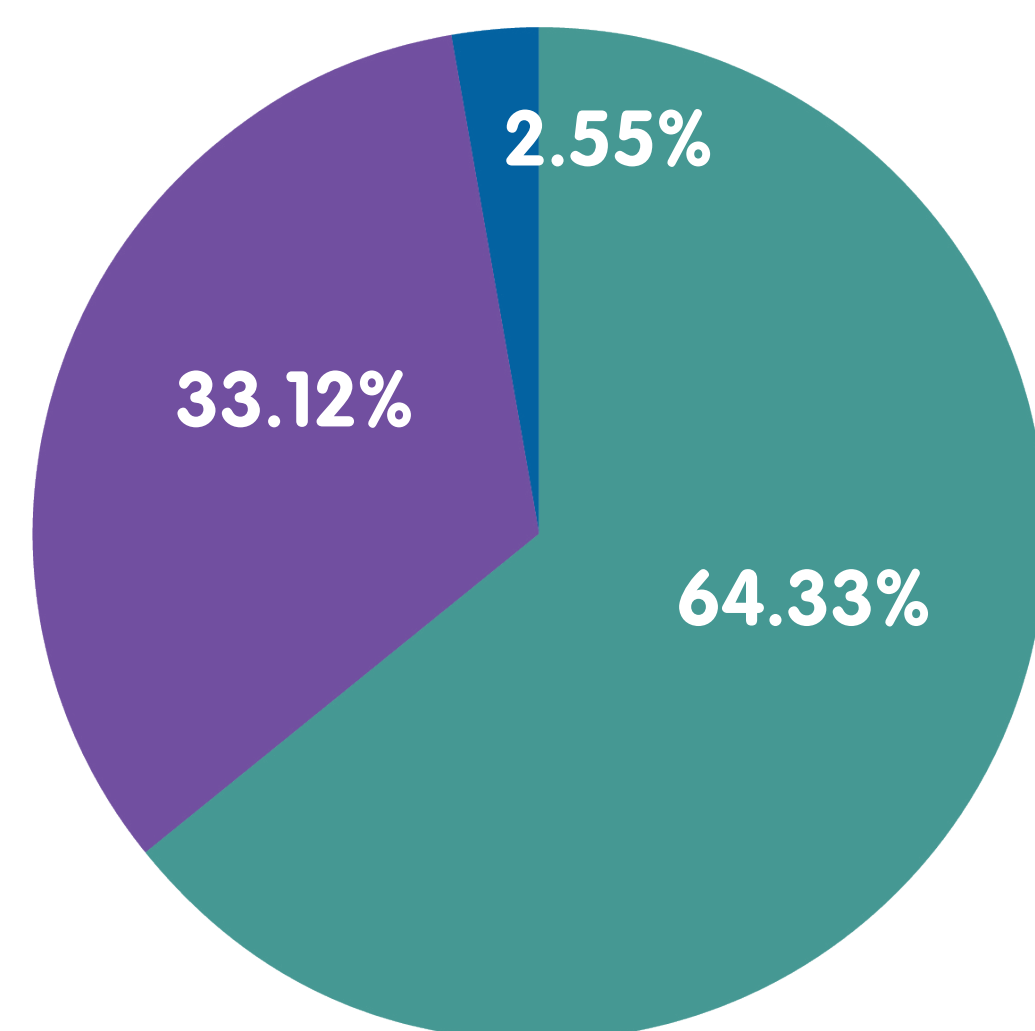
10/01/2024 - 31/03/2024

157

No. of responses

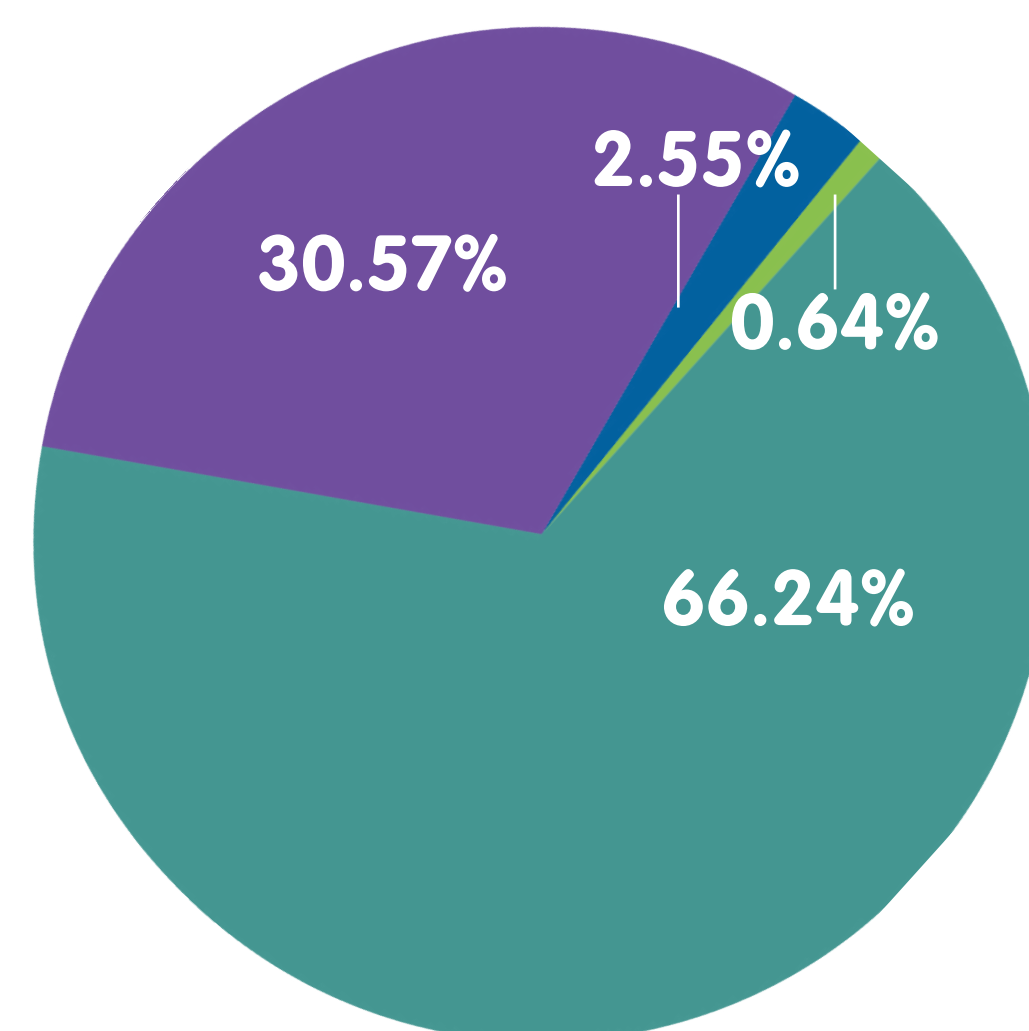
I feel I have gained relevant new knowledge, resources and/or skills

● Strongly agree ● Agree ● Neutral



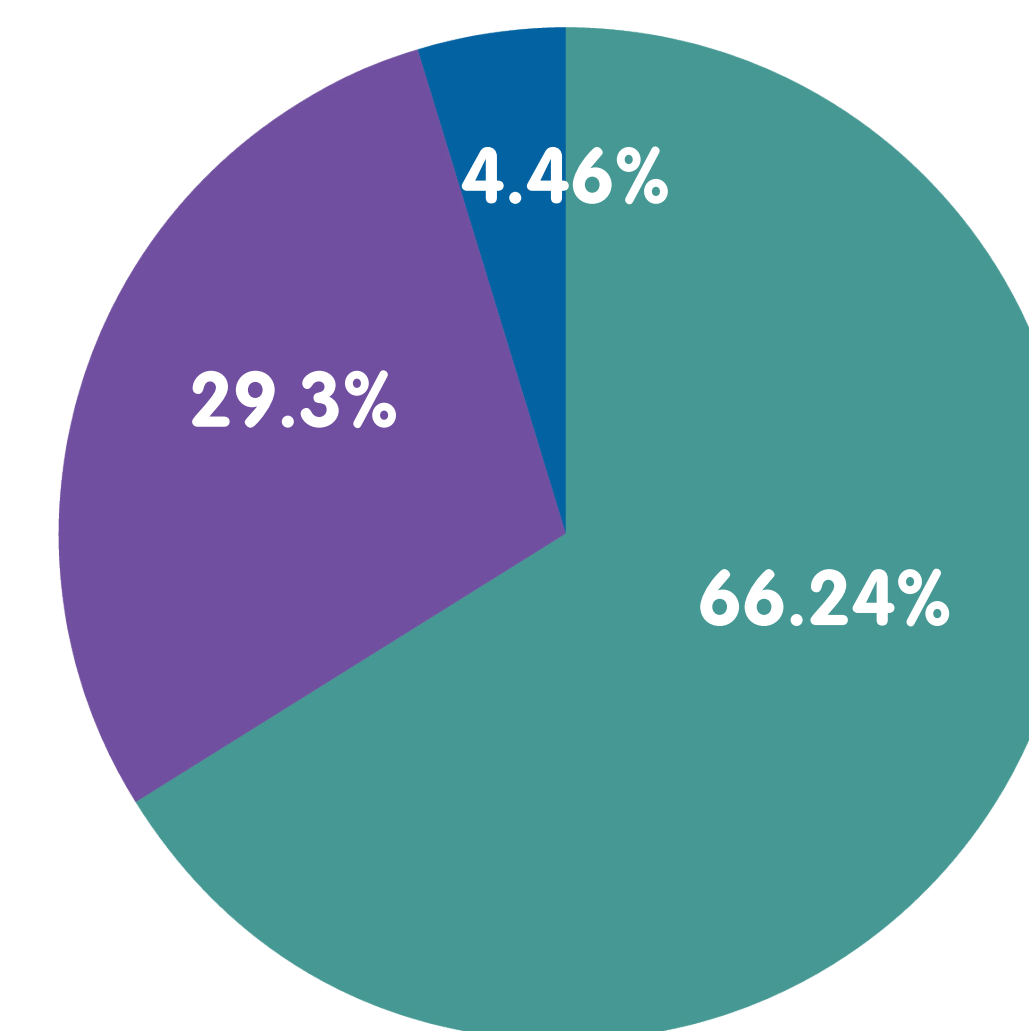
I would recommend this training/event to others

● Strongly agree ● Agree ● Neutral ● Disagree



What would you rate the training overall, with 5 being excellent (1-5)?

● 5 - Excellent ● 4 - Good ● 3 - Satisfactory



GP Mentor Scheme

Brief summary

Experienced GPs supporting newly qualified GPs within the practice and primary care network.

Eligibility

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

Programme expectations

Additional 1–4 sessions a month to mentor newly qualified GPs. Undertake a two day bespoke in person training course or three day virtual ILM L3 qualification (four assignments).

In depth summary

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

Benefits

- £289 a session
- Flexible to fit in with your schedule
- Fully funded training provided
- Up to four paid sessions a month

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:

Contact

Rob Harris:
rob.harris4@nhs.net

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



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.

Training feedback

Date of training:

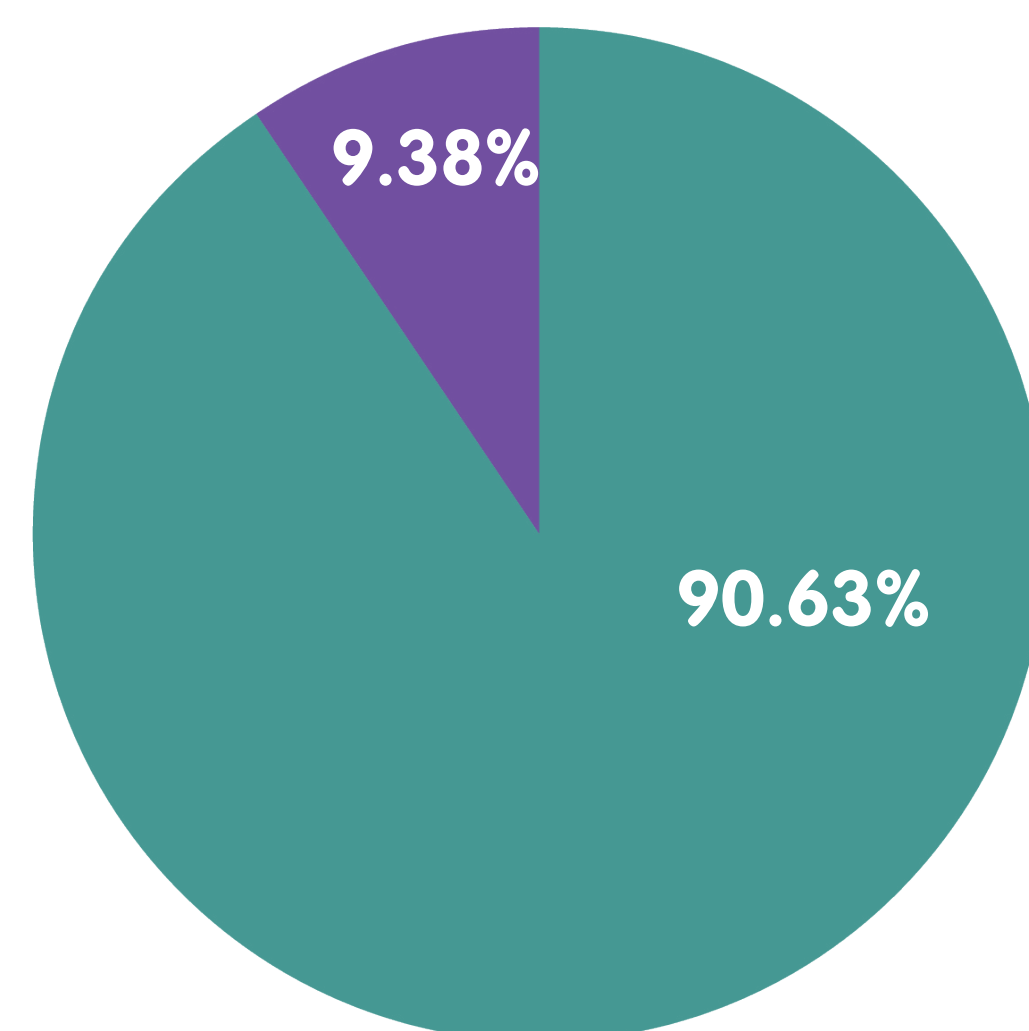
10/01/2024 - 31/03/2024

32

No. of responses

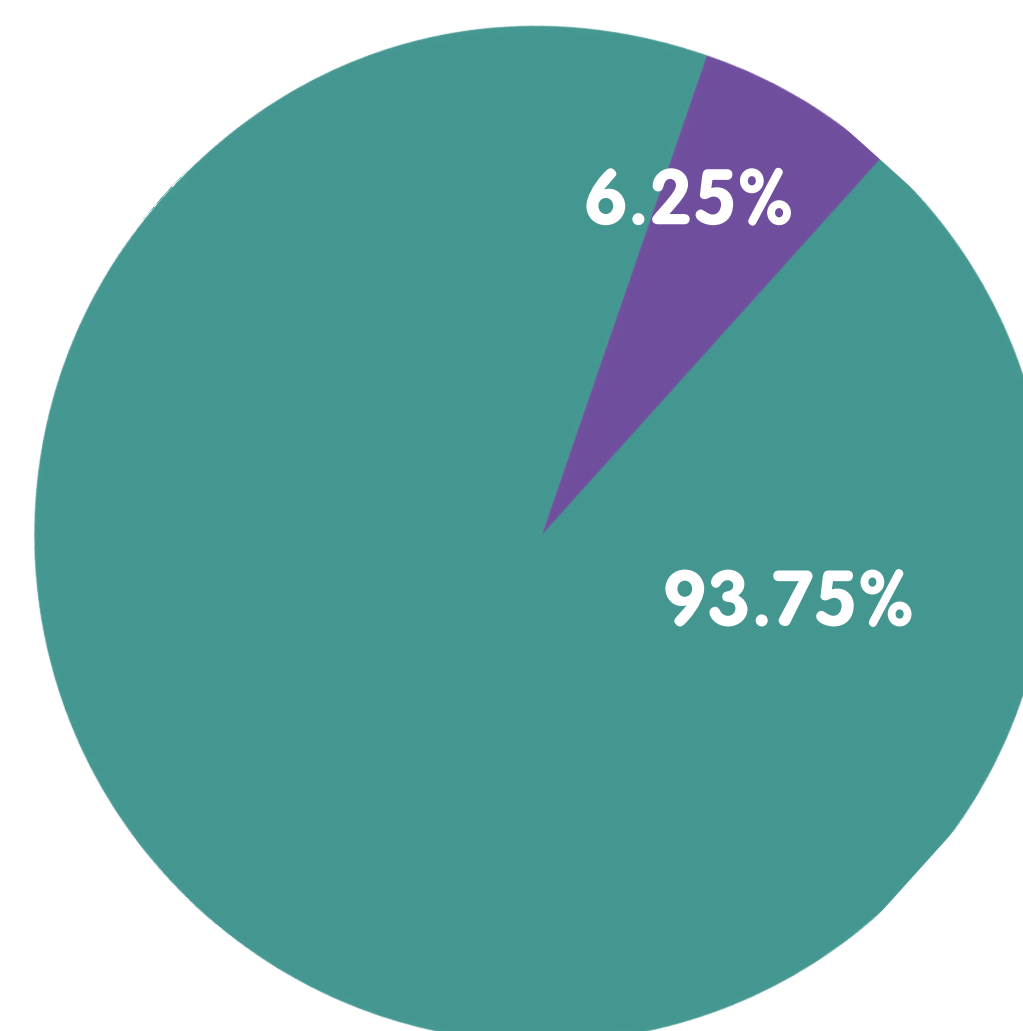
I feel I have gained relevant new knowledge, resources and/or skills

● Strongly agree ● Agree



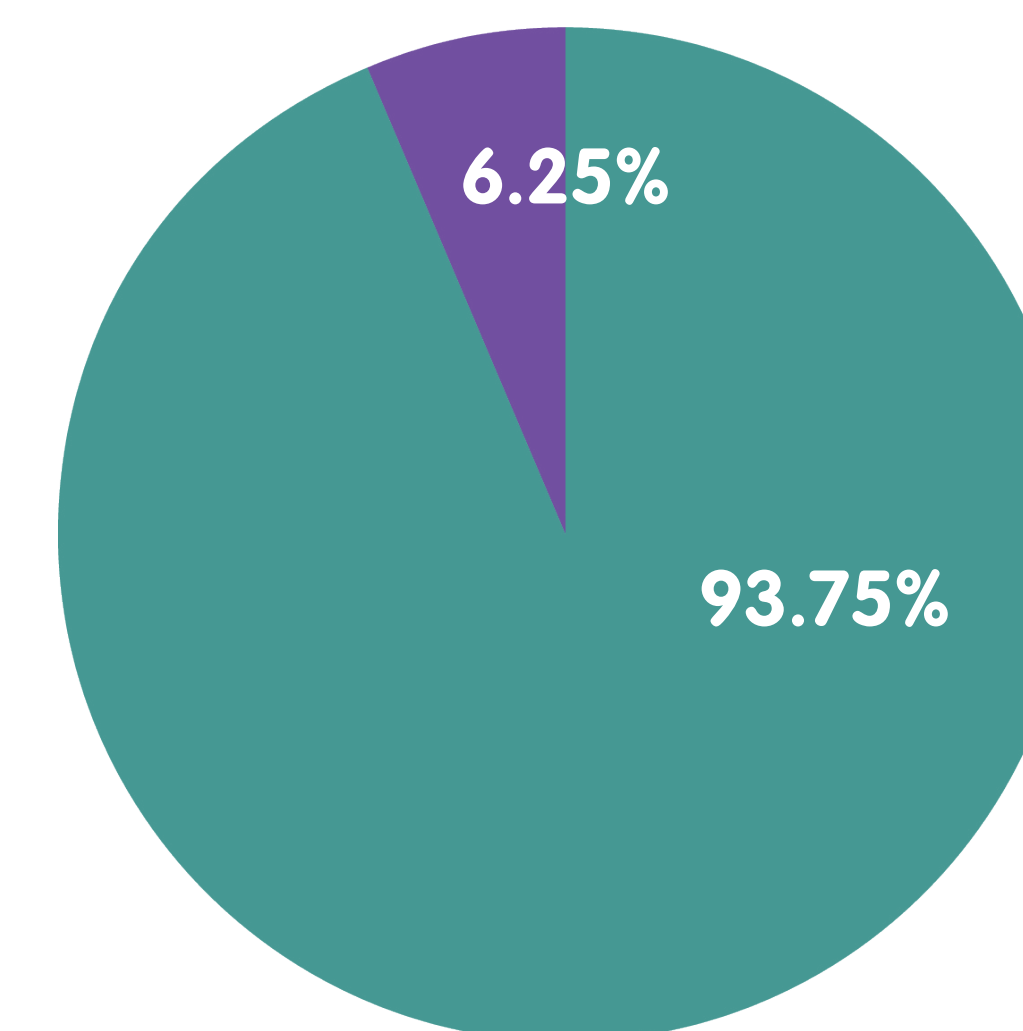
I would recommend this training/event to others

● Strongly agree ● Agree



What would you rate the training overall, with 5 being excellent (1-5)?

● 5 - Excellent ● 4 - Good



Brief summary

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

Eligibility

Working in a GP role in primary care, ideally 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.
- To reduce the risk of burnout and improve GP retention by reinspiring delegates.



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:

61 Expression of Interests, 36 New starters,
19 Completed, 21 Withdrawn

36 New starters Locality:

Locality	Applicants enrolled on both Cohorts
Bolton	1
Oldham	1
Bury	3
Manchester	2
HMR	1
Salford	6
Tameside	8
Stockport	3
Wigan	2
Trafford	9

Contact

Jon Hopkins:

jon.hopkins2@nhs.net

GPN Foundation (replacing GPN Fundamentals)

Brief summary

A programme designed to develop and enhance GPN skills, supported by experienced nursing peers.

Eligibility

New to Primary care or newly qualified staff (within the last 12 months). Need to hold a substantive, salaried or partner role within primary care.

Programme expectations

- 15 Weeks Foundation Skills Programme
- Period of embedding learning
- 15 Weeks Next Steps Programme



Benefits

- One session a week protected learning time.
- Guarantees a level of support, learning and flexibility.
- Leadership skills and quality improvement training
- Includes Cytology and Immunisation and Vaccination 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.

Contact

Kathryn Arrowsmith, Moira Ogunsakin, Lyndsay Bailey and Elona Williams:

GMTH@GMFeds.co.uk

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

Training feedback

Date of training:

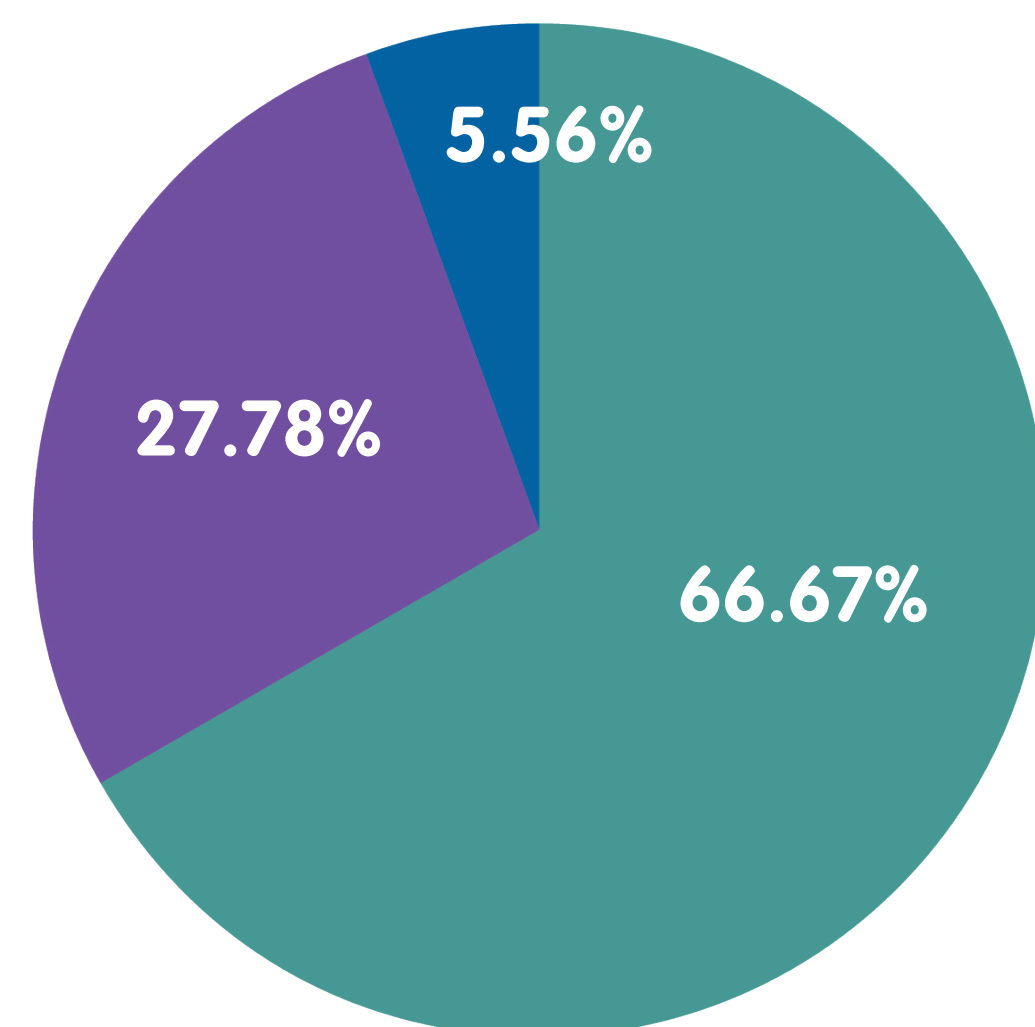
23/01/2024 - 31/03/2024

18

No. of responses

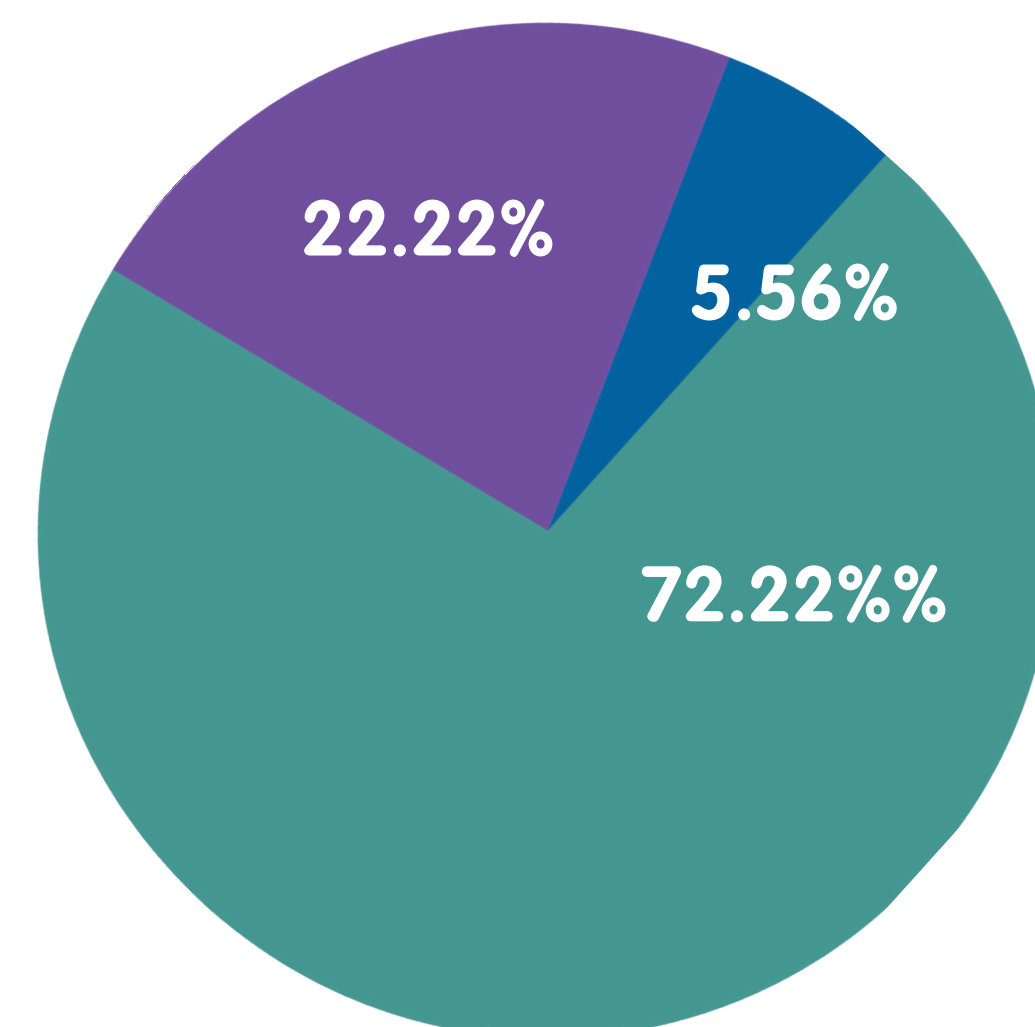
I feel I have gained relevant new knowledge, resources and/or skills

● Strongly agree ● Agree ● Disagree



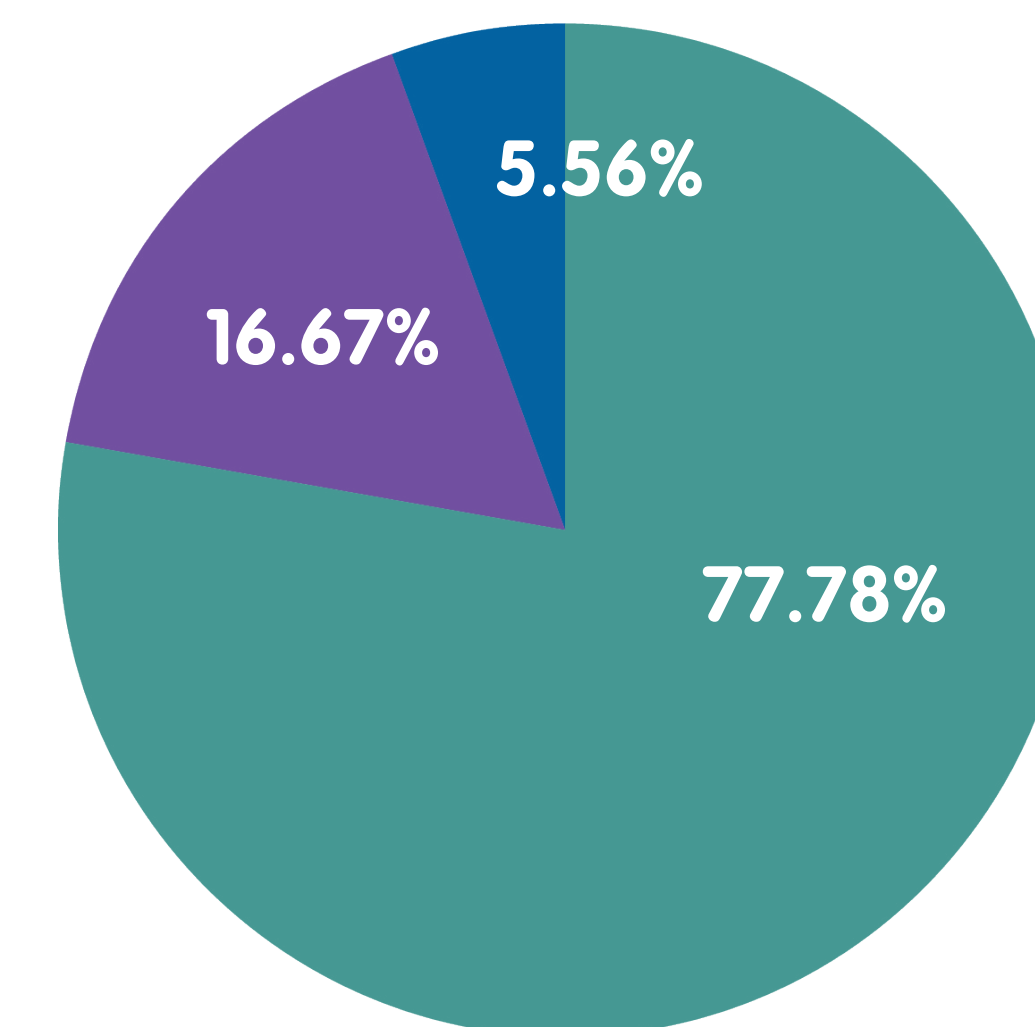
I would recommend this training/event to others

● Strongly agree ● Agree ● Neutral



What would you rate the training overall, with 5 being excellent (1-5)?

● 5 - Excellent ● 4 - Good ● 2 - Poor



New to Primary Care (N2PC)

Brief summary

Open to all new to primary care colleagues. This programme provides fundamental knowledge to support the transition into primary care.

Eligibility

The N2PC Programme is open for all disciplines new to working in primary care

Programme expectations

The year long programme offers a blend of clinical and non-clinical learning topics delivered by clinical educators and expert guest speakers. Sessions are delivered virtually every Wednesday afternoon, 1-4pm. Learners can choose which sessions to attend based on their learning needs, although we recommend consistent regular attendance to ensure the best learning outcomes.



Benefits

Primary care benefit: Continued learning opportunities that are relevant in day-to-day practice. Learners feel valued.

Benefits to learner: Introduction to primary care, clinical learning, leadership training, continued professional development opportunities, networking, peer support and link clinical educator pastoral support

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:

- Roles and Responsibilities
- Leadership Parts 1 and 2
- MECC
- Patient Engagement
- Systems Management and QOF
- Typical Clinic Day - 1
- Haematology
- Interpretation of bloods and data as a diagnostic tool
- Cardiovascular Disease
- MECC for Mental Health

- Handling difficult conversations using TA
- Diabetes
- Nephrology
- Metabolic problems, endocrinology and pharmacology
- Respiratory disease
- Smoking Cessation
- Gastroenterology - Part 1
- Gastroenterology - Part 2
- Clinical Skills Day
- ENT and Allergy
- Dermatology
- Lumps and bumps
- Children and young people - Part 1
- Children and young people - Part 2
- Male Health
- Women's health
- Contraception
- HRT and Menopause
- Musculoskeletal & Rheumatology
- Common Mental Health Difficulties
- Change Management
- Introduction to QI
- Serious Mental Illness
- Neurology
- Neurodevelopmental conditions and learning disabilities
- Ophthalmology
- Using QI
- Leadership - Part 2
- Chronic conditions management
- Complex Care, Frailty & De-prescribing
- Oncology, Palliative care and Delivering Bad News
- Typical Clinic Day - 2
- Programme Reflection and your Primary care future using NLP

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:



"It was great to have exchanging of ideas, experience and knowledge experienced/shared by different professionals using different modes of consultations to make my practice more effective."

"I enjoyed everything. It been so helpful and I feel so enlightened."

"There were lots of useful resources that will be beneficial in practice. Great knowledge, detailed explanations and delivery from the educators."

"... everything, the teaching, the content, the tutor, the entire session, training package is helpful productive, enriching and open, accessible and relevant."

Locality

Bolton	14
Bury	4
HMR	2
Manchester	14
Oldham	1
Salford	3
Stockport	1
Tameside	1
Trafford	0
Wigan	4
Total	44



Feedback

"Thank you for another informative and helpful session. As always, everything was excellent and relevant." "Want more sessions from Chris please."

"The session highlights and shares what different professionals and professional groups are doing, what are the different roles, their challenges, their job roles and integration in the health care."

"Thank you for an informative, productive and detailed session."

"Thank you for such a relevant and useful session."

"I loved both the sessions, face to face sessions are engaging and warm. Very informative and helpful sessions."

"Thank you for making it easier to understand who I am, why I am who I am and to know and understand the people and system around me better and more clearly now."

Contact

Heather Chadwick:

heather.chadwick@nhs.net or GMTH@GMFeds.co.uk

New to Primary Care (N2PC)

Training feedback

Date of training:

18/10/2023 - 31/03/2024

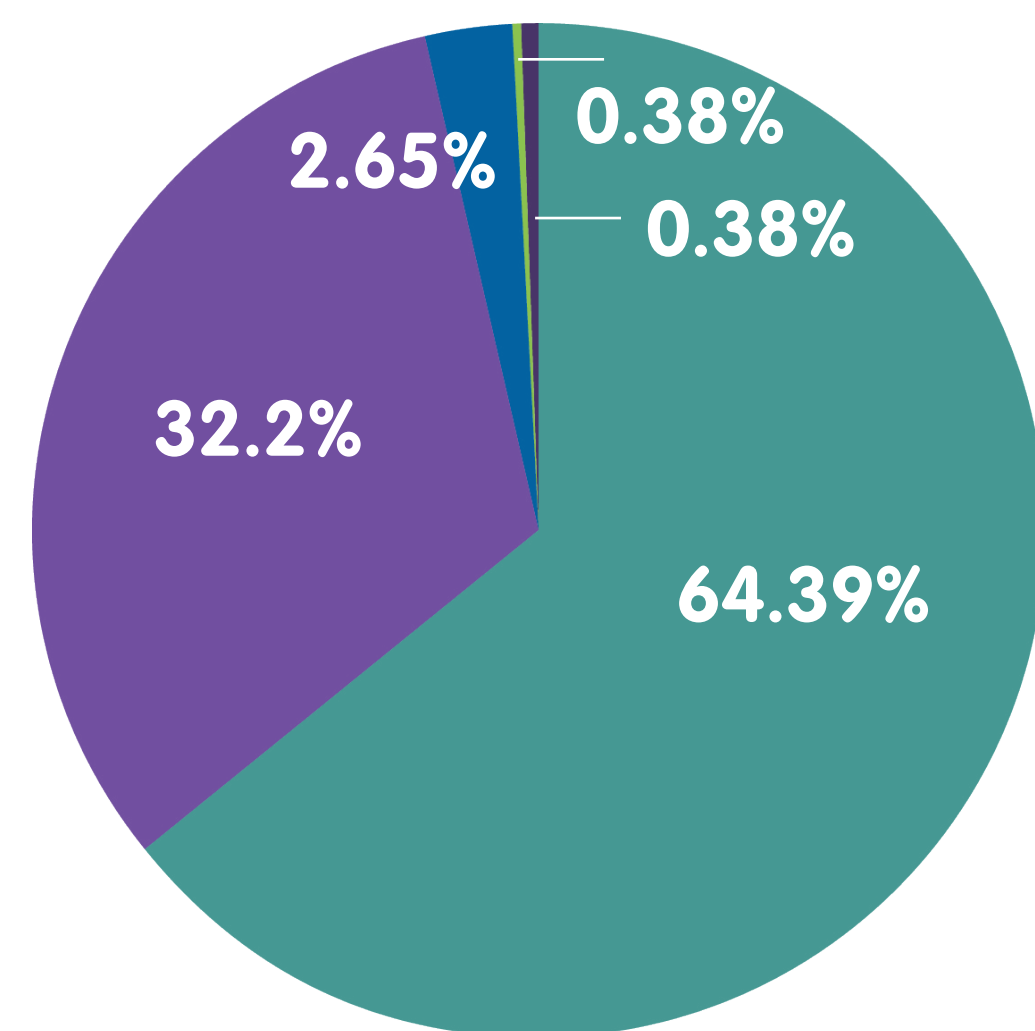
264

No. of responses



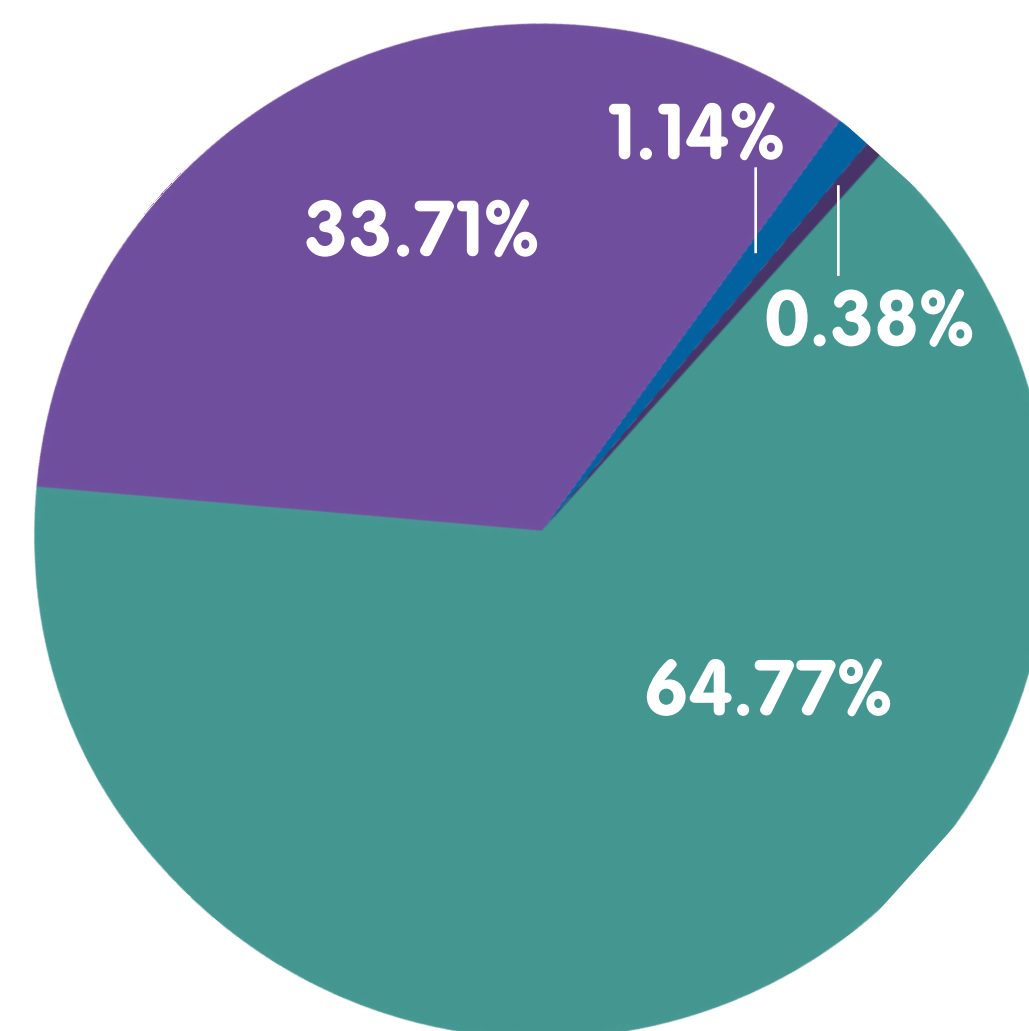
I feel I have gained relevant new knowledge, resources and/or skills

● Strongly agree ● Agree ● Neutral
● Disagree ● Strongly disagree



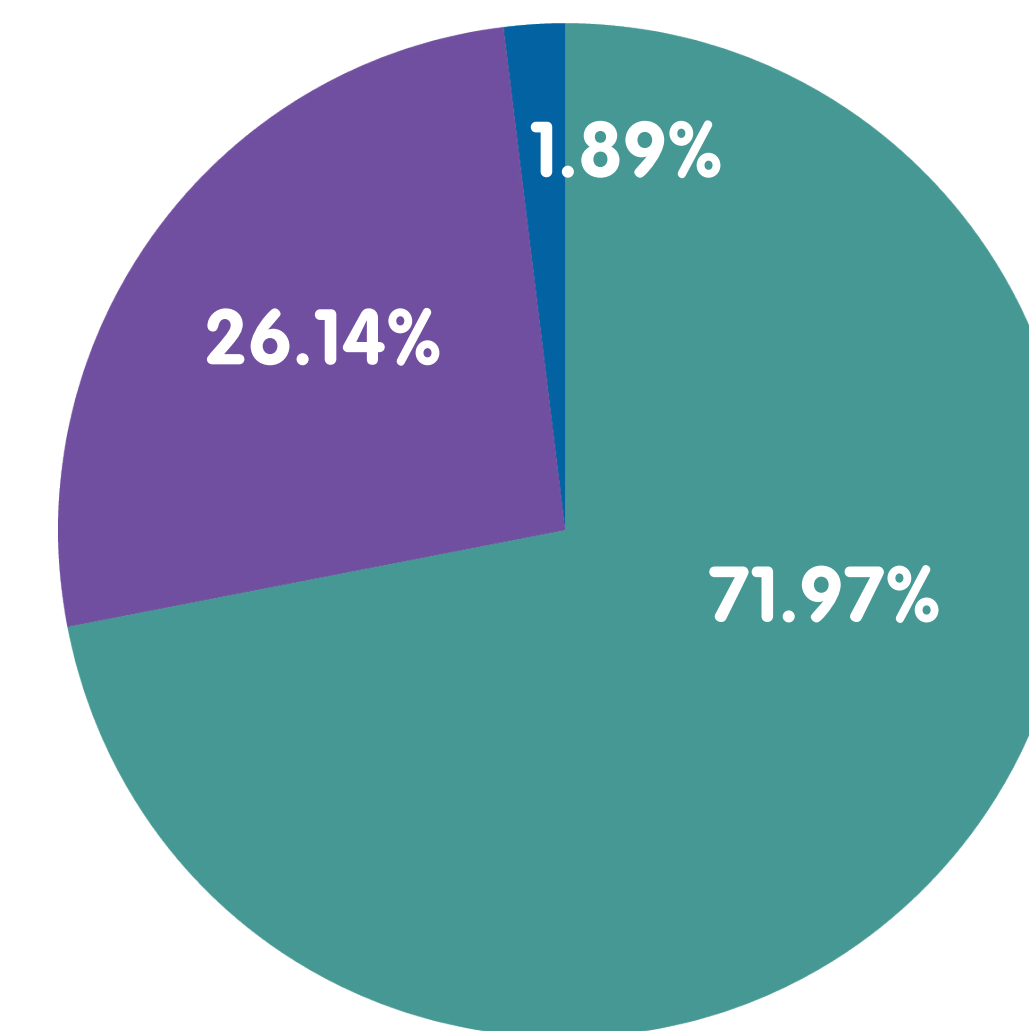
I would recommend this training/event to others

● Strongly agree ● Agree ● Neutral
● Strongly disagree



What would you rate the training overall, with 5 being excellent (1-5)?

● 5 - Excellent ● 4 - Good ● 3 - Satisfactory



Non-Medical Prescribing

Brief summary

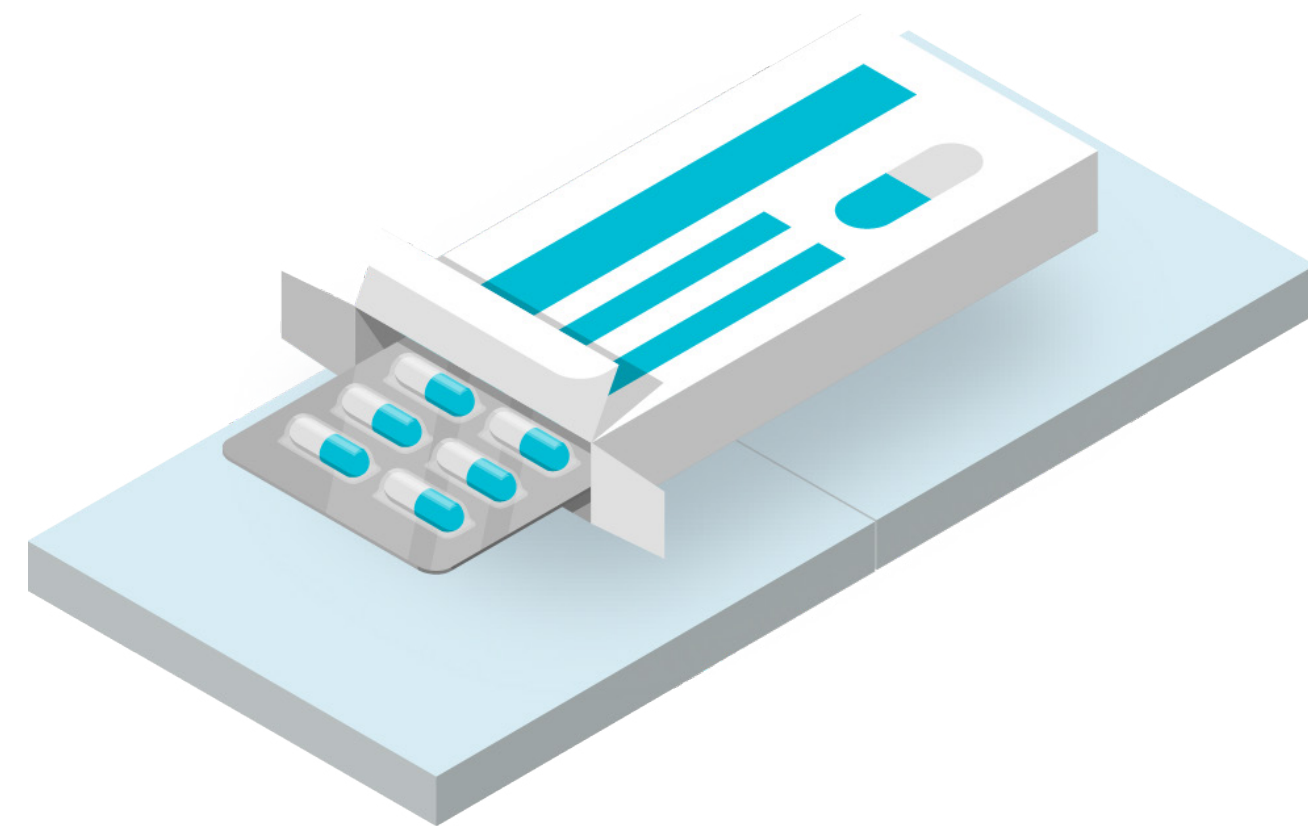
NMP can support roles and career development by enabling practitioners to enhance their skills and knowledge in managing patient care.

Eligibility

Nurses/Midwives, Pharmacists, Physiotherapists, Podiatrist, Paramedics, Optometrists, Therapeutic Radiographers, 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.
- You will be taught to 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

- Fully sponsored 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

36

Expressions
of Interest

36

New
Starters

Breakdown by locality:

Bolton	4
HMR	2
Manchester	6
Oldham	0
Salford	3
Stockport	9
Tameside	4
Trafford	3
Wigan	5

Contact

Lyndsay Bailey:

lyndsay.bailey@nhs.net

Jon Hopkins:

jon.hopkins2@nhs.net

Annual accounts

The numbers

23/24 total: **£17.2m**

Remaining budget: **£1.5m**



Work Stream	B/F	23/24	Remaining Budget
Pre Employment	£0.00	£0.00	£13,558.90
Apprenticeships	£50,300.41	£0.00	£50,300.41
NMP	£0.00	£50,000.00	£55,697.00
NMP PCN	£46,000.00	£0.00	£46,000.00
WWCS	£13,486.85	£10,891.40	£24,378.25
Workforce Upskilling Grant Training	£0.00	£0.00	£23,724.75
TNA	£0.00	£67,524.33	£42,476.00
Advancing Clinical Practice	£0.00	£40,000.00	£16,272.66
Pharmacy CES	£0.00	£0.00	£3,589.26
Integrate Pharmacy Meds Opt	£0.00	£0.00	£24,169.86
Training Pods - Manchester	£0.00	£185,103.00	£21,208.64
Manchester Clinical Leads	£0.00	£28,482.13	£0.00
Cytology QI/Screening Manchester	£0.00	£13,019.00	£170.11
Cytology QI/Screening - Bolton	£0.00	£13,019.00	£170.11
GP Trainee Admin & Funds	£0.00	£320,967.60	£190,160.66
PA Preceptorship	£81,565.00	£0.00	£81,565.00
North West Leadership Funding	£875.96	£0.00	£875.96
GPN Foundation	£0.00	£160,000.00	£14,247.00
Digital Resources for North West Supervisors	£0.00	£0.00	£0.00
Social Care Academy	£75,944.88	£0.00	£75,944.88
PED	£3,125.96	£0.00	£3,125.96
TPEP (Bolton)	£135,000.00	£0.00	£43,504.16
Social Care CPD	£225,000.00	£0.00	£117,030.09
ACP Reimbursement	£0.00	£1,117,840.00	£345,426.00
HFMA	£0.00	£9,900.00	£0.00
NCWF PP	£0.00	£99,046.00	£78,117.55
Royal Society for Public Health	£0.00	£2,000.00	£1,000.00
ACP lead Further Funding	£0.00	£0.00	£0.00
Student Placements	£0.00	£588,361.28	£0.00
Pharmacy Payments		£182,732.13	£182,732.13
GM ICB Programmes	£14,355,535.16	£14,355,535.16	-£167,539.34
Total		£17,244,421.03	£1,455,445.34



GREATER MANCHESTER TRAINING HUB

Successes

2023/24 has been a very successful year for us. Here are some more of our stories that we celebrated.

Brathay team building

Our multi-disciplinary team went to Brathay in Ambleside taking part in a 2-day development programme in June 2023.

We did something different from our usual roles to get us out of our comfort zone helping us to communicate better as a team.

“We not only grew closer as a team but started to understand one another, our personalities, how we work and from that, how we can all best work together.”

We developed our communication and teambuilding skills in activities away from the office. This included white water rafting, hiking and a mohawk walk.



Ex-forces in Business Awards

Our Operations and Learning & Development Manager, Chris Lewis reached the finals of the Ex-Forces in Business Awards in June, the world’s largest celebration of military veterans in second careers.



GM Good Employment Charter

In February we became a member of the Greater Manchester Good Employment Charter! We are now among employers in GM leading the Good Employment Movement.



National Preceptorship Interim Quality Mark

In April we announced the great news that we had been awarded the **National Preceptorship for Nursing Interim Quality Mark** by NHS England.

This recognition highlighted our commitment to nurturing the next generation of nursing professionals. We’re proud to be shaping the future of healthcare.



Fairer Health for All Launch

We welcomed our first cohort of fellows to start their journey in developing knowledge and skills in population health, inclusion and sustainability.



Advanced Clinical Practitioner Forums

We held four Advanced Clinical Practitioner Forums between October 2023 and March 2024, providing a platform to discuss experiences, share learning and allow for peer group.

116 participants attended the forums since starting in October 2023.

Launch of the Social Care Academy

The GM Social Care Academy and the Greater Manchester Training Hub developed a list of training offers for non-clinically registered Adult Social Care Staff (though clinical staff were welcome to access them too). Some offers were freely available from other training providers, and some were developed by the Social Care Academy with partners such as the GM Training Hub and Manchester Adult Education.

GPN Next Steps

We launched the Next Steps course as part of the GPN Foundation skills training, a 15-week course that builds on the knowledge gained from the GPN Foundation course with added new modules to extend professional development and support the practice of delivering quality assured care to patients.



Social analytics 1/4/23-31/3/24

Summary

The Greater Manchester Training Hub communications team continued to grow our presence across our social media platforms - X, Facebook and LinkedIn.

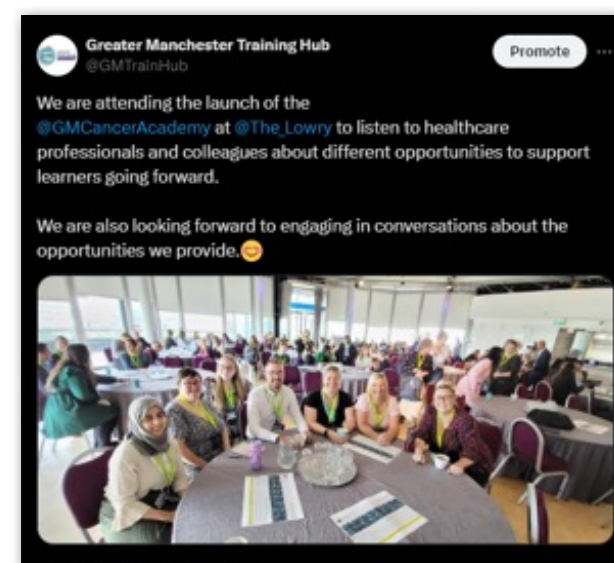
To support this growth, we invested in some new digital tools to help schedule posts across our growing platforms, and to analyse activity.



Our X has gained 98.4k impressions. Across the 303 posts we have shared since April 2023. We have seen a 7% increase in our followers since last year.

98.4k Impressions (4% decrease) **1,235 Followers** (7% increase) **303 Posts** (23% increase)

Top performing Tweets



2,871 Impressions | 124 Engagements | 23 likes | 10 retweets



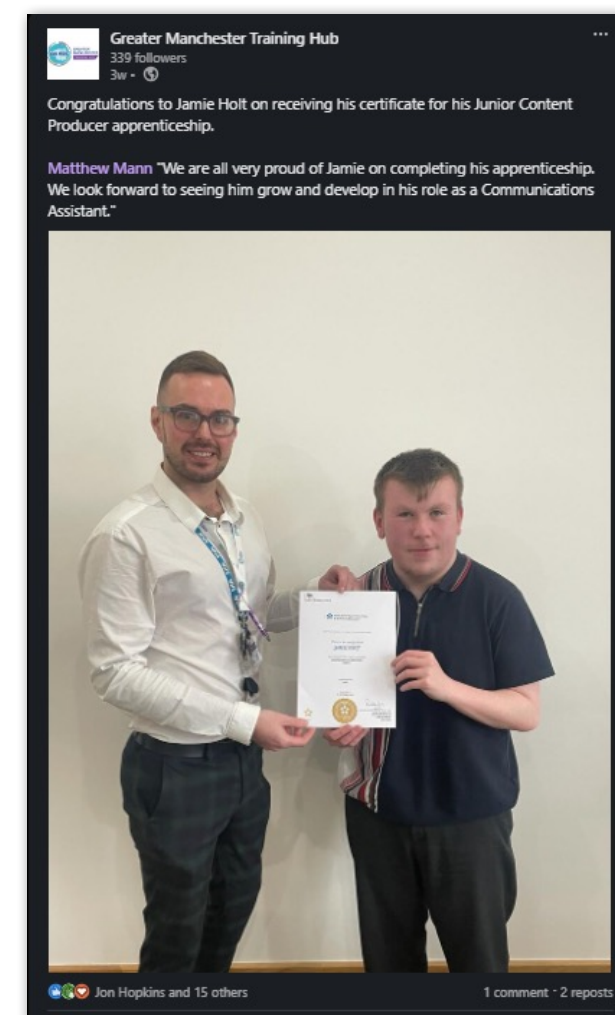
1,679 Impressions | 40 Engagements | 7 likes | 10 retweets

LinkedIn

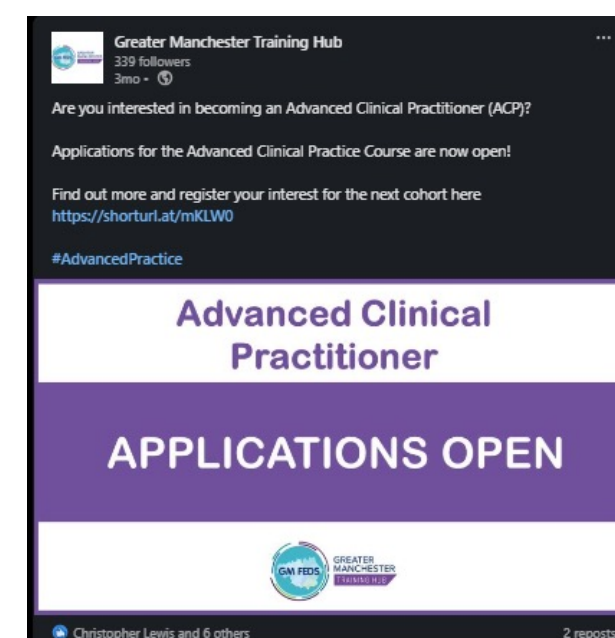
Our LinkedIn page has grown and has gained 214 followers since April 2023. In total it has 21,751 impressions, 8,235 unique impressions, 480 reactions, 929 post clicks, and a 7% engagement rate with a total of 266 posts.

21.8k Impressions **929 Post Clicks** **266 Posts**

Top performing LinkedIn Posts



299 Impressions | 19 Clicks | 16 Reactions



312 Impressions | 11 Clicks | 7 Reactions

Facebook

We launched our brand-new Facebook page on the 5 March, gaining 26 followers, with a reach of 94, and 15 interactions from the 28 posts we have shared.

26 Followers gained **15 Interactions** **28 Posts**

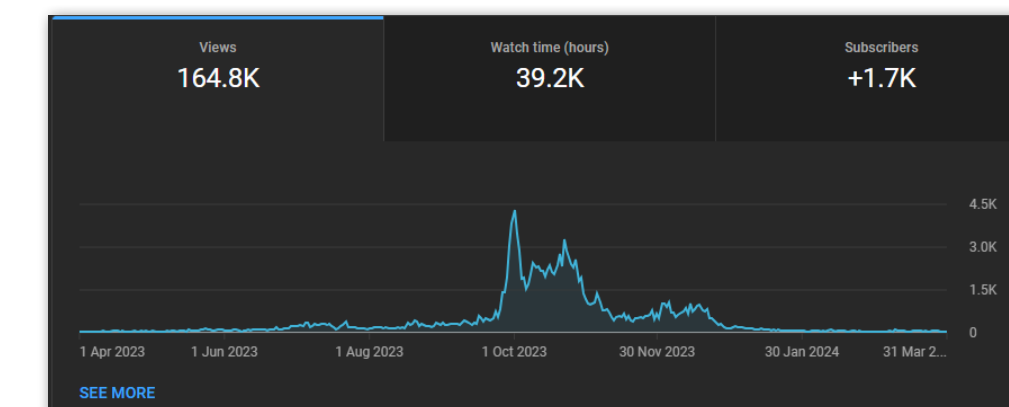
YouTube YouTube

2,014 subscribers from 250 (706% increase)

From April 2023 our YouTube channel has received 1.8k subscribers and 174k views across the channel.

The 2021 primary care conference videos uploaded to the channel saw a surge in viewership especially by Dr David Unwin which had 164k views.

2k Subscribers (706% increase) **1.8k Subscribers** from April 2023 **174k Views** from April 2023



Our team has been out and about promoting primary and social care as a career choice and raising awareness of the fabulous programmes we support.

April 2023

We promoted our programmes and the support we offer at **Tameside Hospital**, engaging with lots of people and sharing information about opportunities the we offer.

And our nurses attended the **Nursing Festival**, encouraging students to consider a career in primary care at Manchester Metropolitan University.



June 2023

We hosted a stall at Haydock Park Racecourse at a teaching event for **Practice Managers** where we engaged in conversations about the different opportunities we provide.



July 2023

We attended the launch of GM Cancer Academy at the Lowry Theatre, where we got to hear from healthcare professionals and other colleagues about the range of opportunities available to support learners going forward.

We also got to talk about the opportunities we provide for primary and social care.



August 2023

We congratulated everyone who completed the N2PC GP Ready Programme!

Our learners say the closing days were 'informative', 'interactive' and 'engaging'.



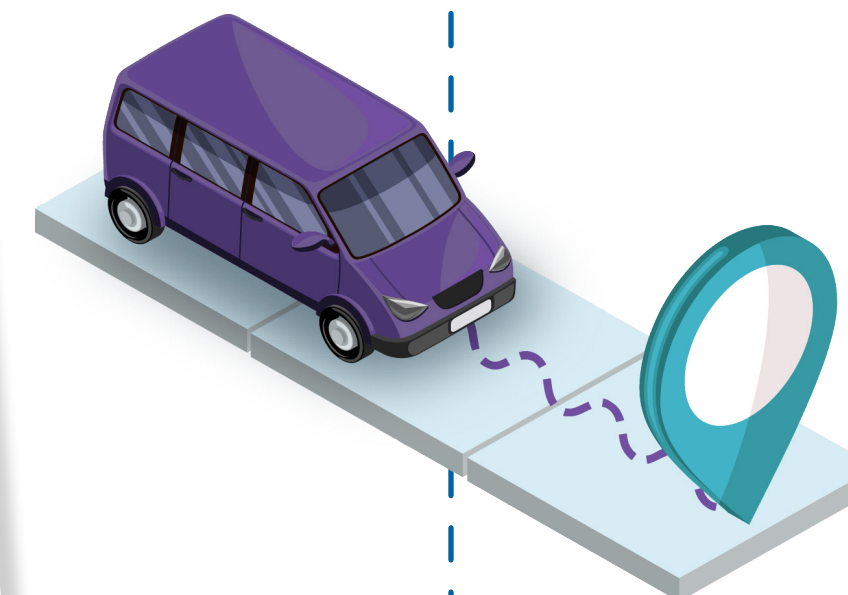
September 23

We had a busy day on our stall at Manchester Metropolitan University for their **Multi-Profession AHP Careers Fair**, engaging in conversations with students about the opportunities within general practice and primary care.



October 2023

We hosted a stall at **Trinity High Sixth Form College careers day**, showcasing the opportunities within general practice and primary care to their students.



GMTH on the road

November 2023

We attended the **Destinations Fair** where we engaged with students about the different careers available within primary and social care.



We attended the **Manchester University Foundation Career Insight Day** at Old Trafford Stadium, where we also engaged with students about the different roles within primary care.



December 2023

Our nurses went to Manchester Metropolitan University to sit on a **nursing panel** to promote primary care as a first career option to 3rd Level nursing students.

The students asked us lots of great questions about becoming a General Practice Nurse.



March 2024

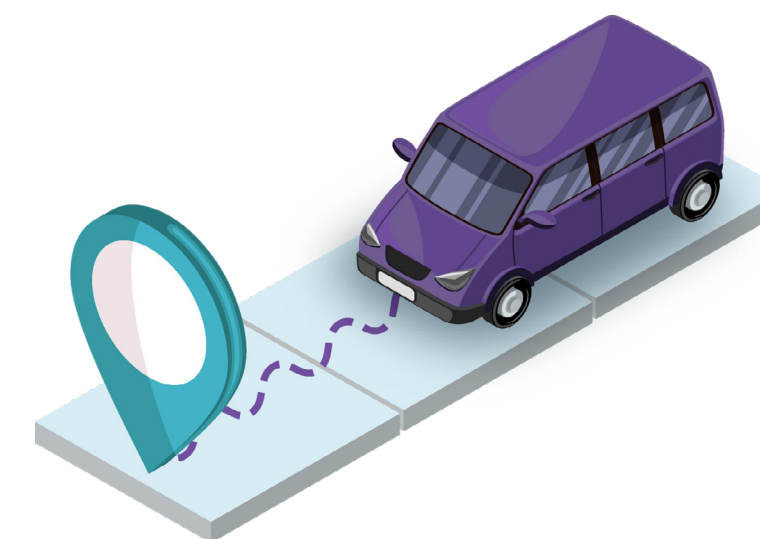
Kath and Sarah from our nursing team are attending **UCAS Discovery Northwest** event at Manchester Central to promote the range of programmes we support and offer across Greater Manchester.



We attended the **GM Primary care Summit** in Ashton where we talked to lots of people about primary care and what we do, introducing them to the different offers.



Matt and Sarah hosted the first day of our **Make Every Contact Count (MECC)** training to help develop the social care workforce.



Our priorities for 2024-25

Priorities for 2024-25

- 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
- Increase our training and development offers to the non-clinical workforce
- Avoid duplication across the system by collaborating with other academies and system partners
- Increase awareness of careers and opportunities within primary care with placements and apprenticeships across the localities and collaboratively working with HEIs.
- Develop our social care offering with the social care academy
- Continue to work with other sectors of health including supporting the Public Health Fellowship
- Increase our training and development offers to the non-clinical workforce

