

# Kent & Medway Primary Care Training Hubs

## Who are we?

The Kent and Medway Training Hubs are an initiative from Health Education England that aims to deliver excellent education and support to the Primary Care workforce. The Training Hubs bring together NHS organisations, communities and education providers to deliver a broad education platform to the workforce of today and the future.



Within the Kent and Medway Training Hubs, there are three local Training Hubs:

- North Kent (DGS, Medway, Swale)
- East Kent (Ashford, Canterbury & Coastal, South Kent Coast, Thanet)
- West Kent (Maidstone, The Weald, Tonbridge)

The three Training Hubs come together to support the delivery of education through various workstreams in Primary Care, maintaining their locality relationships and networks.

# Peer Mentoring



**The Peer Mentoring programme links a mentor to provide guidance and support to a mentee, with a focus on the individual's specific needs. The aim is to encourage autonomy and self-development to help build and maintain the mentee's own resilience and wellbeing.**

The peer mentors are established healthcare practitioners and respected peers with advanced communication skills, experience and training, who all receive specific mentoring training and support from the Training Hubs. Wherever possible, mentees are matched with a mentor who has skills and experience specific to their situation.

By forming an ongoing professional relationship with mentees, mentors can offer regular, solution-focused sessions to support the mentee's professional development, as well as helping them find solutions to any professional concerns.

The entire workforce can access the Peer Mentoring programme. This is a great opportunity to develop and reflect on individual experiences whilst helping others to develop and grow.



# Community Education Facilitation (CEF)

**Community Education Facilitation is delivered by Primary Care Network (PCN) education leaders, who have expertise in delivering clinical education within the workplace. The education leaders have a responsibility for developing and supporting the workforce of today and the future.**

The initiative provides an infrastructure across PCNs that enables interprofessional placement of learning leaders, ensuring sustainability for the current and future workforce, whilst developing a great learning environment that enables best practice, quality placements and excellent patient experience. This helps grow our workforce and enables recruitment, retention and resilience through career development.

The Kent and Medway Training Hubs support PCN education leaders to create a positive learning culture across their PCN footprint, through place-based learning. This includes leadership development, education and training opportunities and Protected Learning Time (PLT) events.

# Continuing Professional Development (CPD)

**The Government has pledged funding to be invested nationally in CPD to improve training opportunities for selected staff working in Primary Care, with the aim to create an effective working and learning environment and improve performance and patient outcomes.**

Professionals included in the scheme are, Nurses, Midwives and Allied Health Professionals (AHPs). The Training Hubs will provide PCNs with additional funds for those excluded from the national scheme.

The Training Hubs also support the development of those on the Advanced Clinical Practitioner (ACP) pathway, by providing supervision and mentoring to students and trainers also delivering additional support programmes such as the Leap Programme (Leading Excellence in Advanced Practice).

The Training Hubs will be holding a yearly system-wide ACP Conference for the next three years. The next conference will be held on Friday 18th March 2022.

Please contact **sara-jane.kray@nhs.net** for more information.



## Leadership

**Leadership and management are key to the successful running of a Primary Care organisation and to meet the ambitious targets of the NHS Long Term Plan. Leadership skills are not just for managers: All Primary Care multi-professionals, at any stage of their career, will benefit from leadership skills to improve collaborative working, inclusiveness, team-work, resilience and ultimately the wellbeing of local communities.**

Some examples of the leadership opportunities the Training Hubs offer:

- New to Practice leadership development and coaching support (N2P)

Designed for GPs and GPNs new to General Practice. Including 1:1 mentoring sessions and leadership masterclasses.

- Manager to leader (M2L)

The M2L programme gives a unique opportunity to grow, develop and strengthen leadership capabilities of current managers in the Primary Care sector.

- Clinical Director leadership and development support

Provides guided support to build confidence in strategic leadership to ensure the transition in approach, thinking and behaviours and the ability to navigate complex adaptive systems.

- PCN Organisational Development

The programme combines individual and collective organisational development support. The support is personalised to strengthen the capability and capacity of senior PCN leadership teams and their practices.

# New to Practice & Fellowships

**The Kent and Medway Training Hubs invite newly qualified GPs and Practice Nurses to apply for the New to Practice Programme, which aims to bridge the gap between competency for Certificate of Completion of Training/Newly qualified and NMC-registered nurses, and being confident in the real-world environment of modern Primary Care.**

Individuals will gain a sense of belonging and ownership of the system in which they will work. The aim is to provide peer support for early career GPs and Practice Nurses, support appraisal and revalidation and continue their professional development.

**Fellowships are designed to provide a twelve-month experience of working in a specific clinical or system leadership field. Fellows will spend one day a week in a host organisation such as: ICS, ICPs and Trusts, two to three days in clinical practice and one day completing an academic qualification at one of Kent's universities. Mentoring and supervision support is provided throughout the twelve months.**

There are different types of Fellowships which could include: System Fellowships such as Digital and Public Health and Clinical Fellowships, like Palliative, Frailty and Urgent and Unscheduled Care.



## Digital & Simulation

**In order to deliver effective patient care in an evolving landscape, the Kent & Medway Training Hubs are developing helpful tools and programmes to innovative digitally.**

Across Kent & Medway the Training Hubs deliver simulation sessions to provide the workforce with real-life, situational training, from anaphylaxis sessions to whole day sessions on emergencies in Primary Care. This type of learning improves communication and highlights the importance of medical management and teamwork.

Currently the Training Hubs are also supporting:

- The South East Workforce tool : A funded tool for practices and PCNs to look at their current workforce and model how their workforce may develop in the future at practice and at PCN level including all additional roles.
- The Kent & Medway ICS Transformation programme: A funded multi-professional training programme open to all those working in Primary Care in Kent, passionate about making a difference. The programme covers the three pillars of Leadership, Digital/innovation and Quality Improvement.
- Lantum: A multi-professional workforce bank open to all those providing locum shifts in Primary Care in Kent and Medway. All practices can sign up and advertise shifts to a multi-professional workbank avoiding multiple agencies and high fees. All Primary Care qualified clinicians inside and outside Kent can sign up to the workbank and apply for shifts.



# Extended Roles (GPwER & PwER)

**GPs and Practitioners with Extended Roles is a programme developed by NHS England to accredit GPs and Practitioners and improve and reform services in Kent & Medway.**

## Extended Role Training

The Training Hubs support funding for various extended role training opportunities, such as Mental Health and Cardiology. Study is through a blended learning approach, including online lectures, tutorials and facilitated discussion groups, alongside independent study. A local Clinical Mentor/Assessor will be assigned to the learner for each module to provide clinical supervision and undertake clinical-based assessments of competence.

The process usually takes twelve months after which the successful applicant will need to accredit through the Kent & Medway Training Hubs Accreditation Panel.

## Accreditation Panel

Kent & Medway Training Hubs have set up an extended role Accreditation Panel for GPs and Practitioners who have completed their extended role training. This process requires learners to evidence their specialist skills to a panel, with the production of relevant documents and portfolio to demonstrate competence and knowledge.

# Apprenticeships

**There are many different apprenticeships within the Primary Care workforce, which provide a route into various clinical and non-clinical areas, such as nursing, allied health professions and administration.**

Apprenticeships offer structured on-the-job training with an employer, leading to nationally recognised qualifications, apprenticeships are a way of upskilling the Primary Care workforce for the future

Examples of apprenticeship pathways supported by the Training Hubs are:

- Advanced Clinical Practitioner
- Enhanced Clinical Practitioner
- Registered Nurse Degree Apprenticeship
- Health Care Support Worker, levels 2 & 3
- Business Administration, levels 2, 3 & 4
- Clinical Coding



To find out more and for additional funding please contact your local Training Hub.

The information listed above is just an overview of what the Kent and Medway Training Hubs have to offer. There are many other opportunities we provide to support the Primary Care workforce.

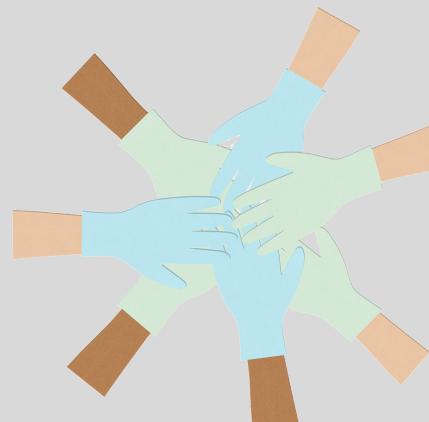
Keep an eye out for the exciting changes we have planned with our Communications and Engagement team, including the development of our newsletter, social media and website landing page.

For more information on what your locality has to offer please contact your local Training Hub here:

**[northkent.traininghub@nhs.net](mailto:northkent.traininghub@nhs.net)**  
**[eastkent.traininghub@nhs.net](mailto:eastkent.traininghub@nhs.net)**  
**[kmccg.wkentraininghub@nhs.net](mailto:kmccg.wkentraininghub@nhs.net)**

Or visit our websites:

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