

# Great Yarmouth and Waveney Community Education Provider Network (CEPN)

Dr Emma Brandon  
GP Tutor / CEPN Chair

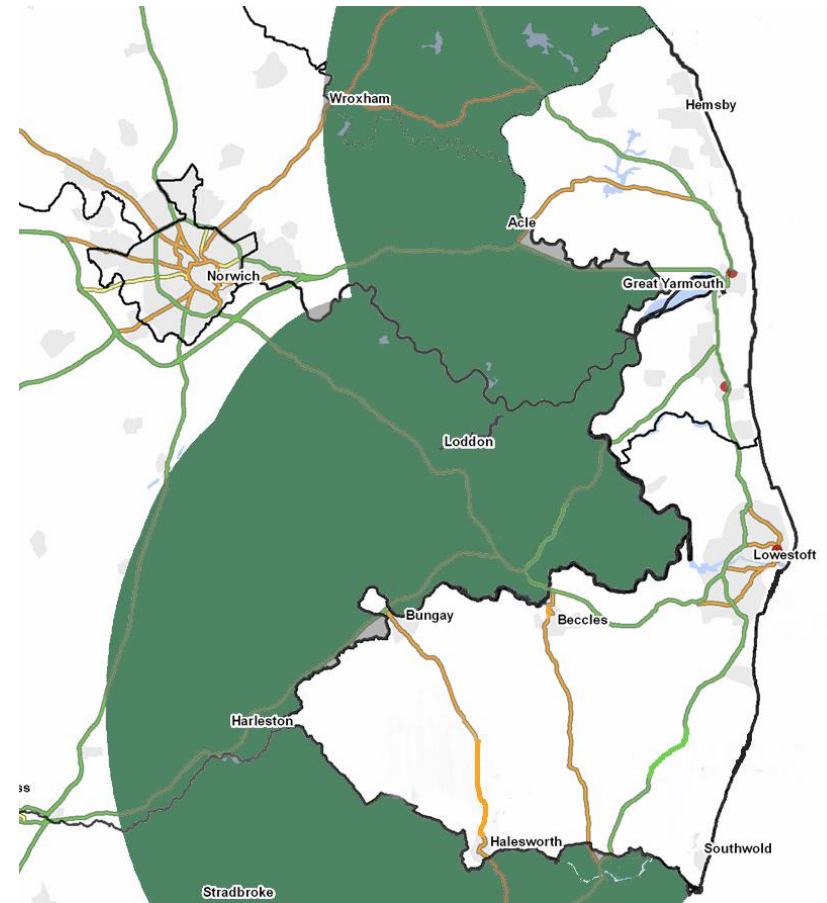
# What is a CEPN?

## Great Yarmouth & Waveney Community Education Provider Network

Community Education Provider Networks are emerging as a way to bring primary and community care services and education providers together to focus on local education and workforce planning needs.

They are aligned to the emerging STP plans and are increasingly important due to the recruitment and retention challenges currently facing primary care.

The Great Yarmouth and Waveney CEPN was established in early 2016.



# GYW CEPN

## Background

Great Yarmouth & Waveney  
Community Education Provider Network

### Engagement:

- Facilitated workshop was held on 17 March 2016 to develop our vision
- Increasing numbers volunteers have offered their practical support including representatives from GP practices, ECCH, HEEoE and CCG

### Work Streams:

- Four main work streams, with KPIs, reporting into our Steering Group each with an agreed, committed lead

### Finance:

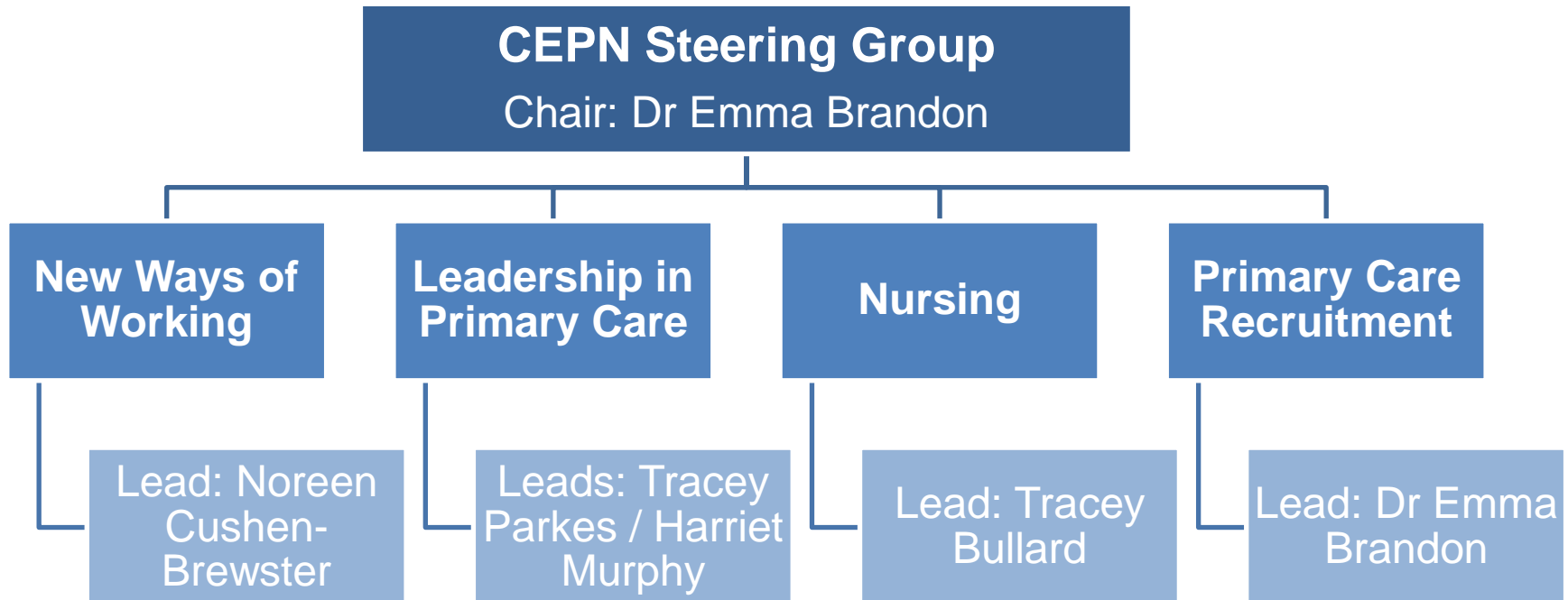
- Initial funding allocation of £37,000 (plus an additional £36,000 for GP fellowships)

### Project Support:

- Project Coordinator appointed in May 2016 to support the CEPN and coordinate work stream progressions

# GYW CEPN Structure

Great Yarmouth & Waveney  
Community Education Provider Network



*The presentation will provide an update for each work stream.*

# What has the

Great Yarmouth & Waveney  
Community Education Provider Network

# CEPN been doing together?

## **Health Ambassadors**

Great Yarmouth and Waveney CEPN has signed up to 'Inspire the Future' and acts as a Health Ambassador on an organisational level.

## **'Time for Care' Champions**

NHS England is creating a network of people who are champions of improvement in primary care and CEPN Steering Group members have signed up.

## **Engagement in National Programmes and Opportunities**

Exploration of the NHS England GP Development Programme.

## **Development of 'Funding Principles'**

Five principles have been agreed as a guide to ensure appropriate use of funding.

# Newsletters

## Great Yarmouth & Waveney Community Education Provider Network

### Aim – Sustained engagement:

Since August 2016, monthly newsletters have been produced for circulation within Great Yarmouth and Waveney practices but also more widely at STP meetings.


The purpose of the newsletters is to update stakeholders regarding the CEPN and to signpost to opportunities and developments.

If you would like to receive the newsletters going forward, email: [harriet.murphy@nhs.net](mailto:harriet.murphy@nhs.net)

### Great Yarmouth and Waveney Community Education Provider Network (CEPN) Newsletter - September 2016

Thank you for reading first Great Yarmouth and Waveney CEPN Newsletter in August 2016 and to those who gave their comments and feedback. The newsletter was well received and it was very positive to learn that so many people are interested to about the Great Yarmouth and Waveney CEPN and what it has to offer. Since August, many progressions have been made and more opportunities have arisen and I hope you enjoy reading about them in the September newsletter!

Harriet Murphy  
CEPN Project Coordinator

<h4>Work Stream Updates</h4> <p>The CEPN Steering Group met on 25 August 2016 and the key updates following this have been summarised below:</p> <table border="1"><tr><td><h4>Leadership</h4><p>Leads: Tracey Parkes and Harriet Murphy</p><ul style="list-style-type: none"><li>The results of the Leadership Training Survey Monkey have been reviewed and contact has been made with training providers to explore options. This work stream is also exploring the <a href="#">CEP Development Programme</a> and a local show case event is being arranged for early 2017.</li></ul></td><td><h4>Nursing</h4><p>Lead: Tracey Bullard</p><ul style="list-style-type: none"><li>The support and guidance that mentorship provides for student nurses in terms of progress and competence is at the heart of nursing education. The CEPN is developing a mentorship register for Great Yarmouth and Waveney and each practice has been asked to complete <a href="#">this survey</a>.</li></ul></td></tr><tr><td><h4>Primary Care Recruitment</h4><p>Lead: Emma Brandon</p><ul style="list-style-type: none"><li>You may have noted that the work stream title has changed; this is to reflect that the recruitment of all roles within primary care is being supported.</li><li>Following the success of securing two GP Fellowships, further recruitment is being planned for Early 2018.</li></ul></td><td><h4>New Ways of Working</h4><p>Lead: Noreen Cushion</p><ul style="list-style-type: none"><li>East Coast Community Healthcare has confirmed to support two placements for <a href="#">Physicians Associates</a>, and the work stream is promoting other practices to follow this example.</li><li>The education of the new 'Primary Care Support Worker' role is being explored, more details to follow!</li></ul></td></tr></table>	<h4>Leadership</h4> <p>Leads: Tracey Parkes and Harriet Murphy</p> <ul style="list-style-type: none"><li>The results of the Leadership Training Survey Monkey have been reviewed and contact has been made with training providers to explore options. This work stream is also exploring the <a href="#">CEP Development Programme</a> and a local show case event is being arranged for early 2017.</li></ul>	<h4>Nursing</h4> <p>Lead: Tracey Bullard</p> <ul style="list-style-type: none"><li>The support and guidance that mentorship provides for student nurses in terms of progress and competence is at the heart of nursing education. The CEPN is developing a mentorship register for Great Yarmouth and Waveney and each practice has been asked to complete <a href="#">this survey</a>.</li></ul>	<h4>Primary Care Recruitment</h4> <p>Lead: Emma Brandon</p> <ul style="list-style-type: none"><li>You may have noted that the work stream title has changed; this is to reflect that the recruitment of all roles within primary care is being supported.</li><li>Following the success of securing two GP Fellowships, further recruitment is being planned for Early 2018.</li></ul>	<h4>New Ways of Working</h4> <p>Lead: Noreen Cushion</p> <ul style="list-style-type: none"><li>East Coast Community Healthcare has confirmed to support two placements for <a href="#">Physicians Associates</a>, and the work stream is promoting other practices to follow this example.</li><li>The education of the new 'Primary Care Support Worker' role is being explored, more details to follow!</li></ul>	<h4>Developing Systems Leadership: Interventions, Options and Opportunities</h4> <p>Linking to the visions established in the <a href="#">Five Year Forward View (2014)</a> and the <a href="#">GP Forward View (2016)</a>, the NHS Leadership Academy has published a brochure describing a way of understanding 'Systems Leadership'. Click <a href="#">here</a> to view the full document.</p> <h4>Access to Research, Journals, Information and Resources</h4> <p>There is an array of reliable resources accessible to health and social care professionals, including e-books, databases and specialist evidence. To find out more on the NICE website, click <a href="#">here</a>. (You may be required to register for an <a href="#">NHS England OpenAthens</a> account).</p> <h4>Practice Nurse Training Update!</h4> <p>Nextplanon Fitter Forums: 11 and 27 October, 12.30 – 2pm, Beccles House Networking sessions have been arranged to give Nextplanon fitters the opportunity to share best practice and brainstorm challenges. To attend, please email <a href="mailto:Karen.waters2@nhs.net">Karen.waters2@nhs.net</a>.</p> <p>Sixty Seconds with... <b>Tracey Parkes</b> Tracey has 12 years of NHS experience and previously had 15 years working as a HR Director in the private sector. She is currently employed within NHS Great Yarmouth and Waveney CCG as the Head of System Integration Development and is the Vice Chair of the CEPN.</p> <h4>What is the best part of your job?</h4> <p>"Working with all of the different organisations across Great Yarmouth and Waveney, being inspired by great patient and staff stories and being able to influence positive change by spreading best practice."</p> <h4>What is your favourite saying?</h4> <p>"I am too positive to be doubtful, too optimistic to be fearful and too determined not to do it."</p> <h4>What is your biggest achievement to date?</h4> <p>"Introducing apprenticeships into Great Yarmouth and Waveney NHS organisations across the whole system."</p> <p>Describe yourself in three words: "Positive, enthusiastic and encouraging."</p> 
<h4>Leadership</h4> <p>Leads: Tracey Parkes and Harriet Murphy</p> <ul style="list-style-type: none"><li>The results of the Leadership Training Survey Monkey have been reviewed and contact has been made with training providers to explore options. This work stream is also exploring the <a href="#">CEP Development Programme</a> and a local show case event is being arranged for early 2017.</li></ul>	<h4>Nursing</h4> <p>Lead: Tracey Bullard</p> <ul style="list-style-type: none"><li>The support and guidance that mentorship provides for student nurses in terms of progress and competence is at the heart of nursing education. The CEPN is developing a mentorship register for Great Yarmouth and Waveney and each practice has been asked to complete <a href="#">this survey</a>.</li></ul>				
<h4>Primary Care Recruitment</h4> <p>Lead: Emma Brandon</p> <ul style="list-style-type: none"><li>You may have noted that the work stream title has changed; this is to reflect that the recruitment of all roles within primary care is being supported.</li><li>Following the success of securing two GP Fellowships, further recruitment is being planned for Early 2018.</li></ul>	<h4>New Ways of Working</h4> <p>Lead: Noreen Cushion</p> <ul style="list-style-type: none"><li>East Coast Community Healthcare has confirmed to support two placements for <a href="#">Physicians Associates</a>, and the work stream is promoting other practices to follow this example.</li><li>The education of the new 'Primary Care Support Worker' role is being explored, more details to follow!</li></ul>				

The Five CEPN Funding Principles  
For clarity and understanding, five principles have been confirmed for management of the CEPN budget:

1. The small CEPN budget is to be used to benefit and support the entire primary care workforce across Great Yarmouth and Waveney.
2. The funding is for training and educational purposes that will bring about workforce transformational change; it is not a training budget.
3. Funding cannot be used to pay for new posts or roles however, funding could be accessed to support training for new role development.
4. Funding cannot be used to pay for backfill costs.
5. It is the responsibility of the work stream leads to request funding via a business case to the CEPN Steering group.

**NHS**  
Health Education England

#### Secondment Opportunity!

#### Clinical Fellow in Nursing / Midwifery

An exciting and unique fellowship opportunity has been created to celebrate the contribution that John Burdett made as the first Non-Executive Director for Health Education England. John was a great advocate for nurses and nursing and this fellowship is an opportunity to continue that influence. For more details and to apply by 23 September 2016, click [here](#).

Thank you for reading this newsletter. To give your feedback or to find out more information about the CEPN, please contact Harriet Murphy via email at [harriet.murphy@nhs.net](mailto:harriet.murphy@nhs.net)

# New Ways of Working

## Overview:

The 'New Ways of Working' work stream is an exploratory group aiming to oversee the development of innovation in primary care practice and introduce new models of care.

There are no KPIs assigned to this work stream however the group continues to meet on a monthly basis to discuss and explore future roles and ways of sustainable working in primary care, and encourages the uptake of placements for Physicians Associates in practices across the system.

## Progress:

- Physicians Associate Placements confirmed with ECCH practices and Beccles Medical Centre.
- Exploration of the 'Primary Care Support Worker Role'.

# Leadership

## Overview:

We know that the future of General Practice is changing and the way in which care will be delivered is changing and primary care staff need to be supported and appropriately skilled to meet future challenges. This work stream is supporting this process through identifying and delivering training for the workforce.

## Progress:

- 'Take the Lead' booklet produced to signpost staff to leadership training opportunities and events available.
- Survey Monkey circulated to practice managers in July 2016 to identify training needs and results reviewed by the Steering Group.
- Discussions are underway with the Red Whale training provider to facilitate a bespoke course based on the survey results.
- GP Development Programme showcase event likely to take place in January 2017.



# Nursing

## Overview:

This work stream is aiming to increase the number of student nurse placements in primary care and to identify mentorship training needs. It aims to support nurses new to nursing and new to General Practice.

## Progress:

- Mentorship survey circulated with an 80% response rate agreed as a formal KPI. This is on track for achievement (currently 74%).
- The group is looking to develop a matrix of the skills and knowledge of nurses within each practice is developed to provide a clear overview of the workforce to inform training needs, educational planning and influencing bespoke placements for student nurses.
- Aim to increase training commitments and evaluations from practice nurses through the development of a pre and post course questionnaire.

# Primary Care Recruitment

Great Yarmouth & Waveney  
Community Education Provider Network

## Overview:

This work stream aims to support all careers within primary care with KPIs including the recruitment of GP Fellowships, accessing FY1 and FY2 students and promoting primary care careers to GCSE and A Level students.

## Progress:

- GP Fellowship opportunities advertised in BMJ, NHS Jobs, Facebook, Twitter and LinkedIn. 2 Fellowships have been agreed and further advertising planned.
- FY2 students have been spoken to about primary care careers and FY1 students have a date booked for January 2017.
- Links made with local schools and colleges to offer support, work experience facilitation in primary care and to help students apply to study Medicine.
- OSCE in October 2016 will be attended by 4 sixth formers so that they can meet trainees and observe.



**GP fellowship opportunities**

Available **NOW** on the beautiful East Coast.  
Salary circa **£70.5k** plus benefits.

Your dream job could be just a click away.

NHS  
Great Yarmouth and Waveney  
Clinical Commissioning Group  
HealthEast

The advertisement features a blue background with white text and icons. On the right, there are stylized icons of a male doctor with a stethoscope and a female nurse with a cross on her chest. The text is arranged in a clear, readable layout, with the main title in large bold letters and the details in smaller text below.

# Next steps

- CEPN Steering Group Terms of Reference to be reviewed in October 2016.
- Sustain current progressions and continue to work towards KPIs.
- Develop links with the Primary Care Commissioning Committee and Clinical Executive Committee.
- Enhance system wide engagement.

# To consider ...

- Steering committee membership
- Keeping the budget for workforce transformation
- Potential stumbling blocks
- Improving multi-professional working
- New ways of working

**Thank you.**

Any questions?