

Physician Associate New To Practice (Preceptorship) and Onboarding into Primary Care

Content

- Introduction to Primary Care & PCNs
- Red Whale PCN Programme
- Aqua Leadership Course
- Edward Jenner Leadership Course
- GP Mentorship and coaching
- Peer to Peer mentorship group

Introduction to Primary care and Primary Care Networks (PCNs)

During the 4 - 8 weeks in practice, the physician associates assistant practitioners will be supported with their on-boarding through a mixture of clinical sessions, peer- to- peer support locality groups, mentorship and coaching and mandatory training.

- 1) Overview of the primary care and PCN model in Lancashire and South Cumbria
1-hour virtual session from GP in area i.e. Dr Davis/ i.e. Ann Neville

- 2) Protected time for mandatory training

Level 1

- Conflict Resolution – Level 1
- Data Security Awareness – Level 1
- Equality and Diversity and Human Rights – Level 1
- Fire Safety – Level 1
- Health, Safety and Welfare – Level 1
- Infection Prevention and Control – Level 1
- Moving and Handling – Level 1
- Preventing Radicalisation – Basic Prevent Awareness
- Resuscitation – Level 1
- Safeguarding Children – Level 1
- Safeguarding Adults – Level 1

Level 2 and 3

- Data Security Awareness – Level 2
- Data Security Awareness – Level 3
- Infection Prevention and Control – Level 2
- Moving and Handling eAssessment – Level 2
- Preventing Radicalisation–Awareness of Prevent–Level 3
- Resuscitation Adults – Level 2
- Resuscitation Paediatric – Level 2
- Resuscitation Newborn – Level 2
- Safeguarding Children – Level 2
- Safeguarding Adults – Level 2

- 3) Introduction to PCN care home role: clinical session exploring frailty, dementia and delirium, common acute presentations in the elderly/ care home setting
- 4) Health and wellbeing support and pastoral care

AQUA Leadership Programme

The tailored programme to develop skills and capability at introductory level of Quality Improvement (QI) expertise as part of a wider Fellows offer across primary care
The proposed model provides 3 cohorts of a quality improvement and leadership programme which will include:

- A skills assessment,
- Introductory remote pre- learning,
- A workbook
- 3 x ½ day virtual sessions
- 3 Drop-in Clinic/Surgeries to provide QI Coaching

Edward Jenner – NHS Leadership Academy

The programme will support the PA as they develop essential leadership skills and leads to an NHS Leadership Academy award in Leadership Foundations.

The programme has been designed with health and care staff, for everyone working in a health and care context. It is described as highly practical and patient-focused, and is a great way to understand the purpose, challenges and culture of the NHS.

The programme has been redesigned to offer flexibility;

Requirement: Launch takes up to five hours and Foundations is designed to be studied over six weeks

GP Mentorship and coaching

Monthly Mentorship and coach provided by a L&SC Training Hubs registered GP mentor.

Peer to Peer mentorship group

Facilitated by regional physician associate ambassadors in conjunction with the North West Physician Associate Forum (NWPAF) by experienced PAs who have undertaken the On Becoming course and meet the EMCC coaching standards.

A Community of Practice for physician associate assistant practitioners and primary care physician associates within Lancashire & South Cumbria to network and have peer mentorship.

Red Whale PCN Programme

A 12-36 month online, on-demand package for AHPs, Practice Nurses and Physician Associates. It consists of a rolling programme of clinical education modules (blended learning clinical modules covering long-term conditions and the most common presentations in primary care) and programme of webinars and podcasts focused on Change management and COVID recovery support.

Appendix 1 describes the clinical teaching programme available.

Each module consists of:

- Engaging taught content filmed in the Red Whale Studio (usually 30-60 minutes) - chapterised to make it easy to pause, take a break and to return to a topic.
- Case based and reflective learning activities to help embed knowledge and skills in real life.
- Supporting written resources (signposted on GPCPD) and protocols.

Each subscriber will also receive a full year's access to GPCPD.com to answer key questions that arise during consultations. GPCPD is our fully searchable web-based resource that is updated through the year covering pretty much everything that primary care can throw at you.

Additional Resources

E learning for health

A free online platform to provide e-learning to education and train the health and social care workforce.

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

Digital skills assessment:

<https://www.hee.nhs.uk/our-work/digital-literacy/digital-literacy-self-assessment-diagnostic-tool>

Digital champions:

<https://www.lscthub.co.uk/wp-content/uploads/2021/08/Digital-skills-Competencies-Digital-Champion-Slides-230521.pptx>

Digital Learning Solutions (DLS) IT Skills Pathway - FREE

Available everyone working in not for profit health and social care organisation and provides access to a range of IT skills eLearning materials and assessments. They currently support over 300 health and care organisations, and over 400,000 users, to create, deliver, manage and track digital learning.

It offers:

1. Generic IT skills learning
2. Pre and post learning assessments
3. Tracking, customisation and reporting

Health and Well-being:

<https://www.lscthub.co.uk/the-health-wellbeing-podcast/>

<https://www.nhs.uk/live-well/>

Recommendation would be to complete the 3-year course

Potential Funding Options to maintain sustainability:

- £5,000 PA HEE Preceptorship funding
- NHSE/I support via NTP and GP Mentorship

Example of Timetable for PA/AHP onboarding into Primary Care First 12 months

The regime would remain the same for Year 2/3 but the content would be amended to exclude the Aqua course as this would have been completed in Year 1. Please see Appendix 1 &2 for details.

Appendix 1:

Suggested 12 month timetable – post 4- 8 week onboarding programme

September		March	
06/09/21	Launch	07/03/22	Red Whale: Safeguarding: Learning disabilities
13/09/21	Red whale: Backpain and sciatica	14/03/22	Red Whale: Early Cancer diagnosis
20/09/21	Peer to peer networking	21/03/22	Thursday 24th March 13:00-16:00 AQUA
27/09/21	Red whale: Wound assessment pitfalls	28/03/22	GP Mentorship
October		April	
04/10/21	GP Mentorship	04/04/22	Coaching/peer to peer mentorship
11/10/21	Peer to peer networking	11/04/22	Red Whale: Type 2 diabetes: Beyond blood sugars
18/10/21	Monday 11th 12-13 AQUA	18/04/22	GP Mentorship
25/10/21	Thu 21st 13-16:30 AQUA	25/04/22	Edward Jenner Launch
	Red Whale: Chronic pain and opiate deprescribing	May	
November		02/05/22	Coaching/peer to peer mentorship
01/11/21	Coaching/peer to peer mentorship	09/05/22	Red Whale: Understanding mental health
08/11/21	Wednesday 10th Nov 13:00-16:00 AQUA	16/05/22	GP Mentorship
15/11/21	Red Whale: Type 2 diabetes: Glycemic control	23/05/22	Edward Jenner self-directed learning
22/11/21	GP Mentorship	30/05/22	Red whale: Mental health: communication microskills
29/11/21	Red Whale: Contraception update	June	
December		06/06/22	Edward Jenner self-directed learning
06/12/21	Coaching/peer to peer mentorship	13/06/22	Coaching/peer to peer mentorship
13/12/21	Thursday 16th December- 13:00-16:30 AQUA	20/06/22	Red Whale: COPD & Asthma
20/12/21	Red whale: Frailty and falls	27/06/22	GP Mentorship
27/12/21	Christmas	July	
January		04/07/22	Red Whale: Hypertension
03/01/22	Coaching/peer to peer mentorship	11/07/22	Coaching/peer to peer mentorship
10/01/22	Wednesday 12th January 13:00-16:00 AQUA	18/07/22	GP Mentorship
17/01/22	Red whale: Atrial fibrillation	25/07/22	Edward Jenner self-directed learning
24/01/22	GP Mentorship	August	
31/01/22	Red Whale: Safeguarding: Consent/capacity	01/08/22	Coaching/peer to peer mentorship
February		08/08/22	Edward Jenner self-directed learning
07/02/22	Coaching/peer to peer mentorship	15/08/22	GP Mentorship
14/02/22	Red Whale: Interpreting blood tests	22/08/22	Edward Jenner self-directed learning
21/02/22	GP Mentorship	29/08/22	Red Whale: COPD & Asthma
28/02/22	Thursday 3rd March 13:00-16:30 AQUA	September	
		05/09/22	Edward Jenner self-directed learning
		12/09/22	Red Whale: Diabetes: Risk and lifestyle

Appendix 2: Teaching programme overview

Clinical education and professional development Year 1 programme		
Core clinical content (available for full 3 years)	ON DEMAND rolling content	The Big ASK lunch: LIVE events
Hypertension (at launch) Asthma (at launch) COPD (at launch) Diabetes: Risk and lifestyle (at launch) Safeguarding: Consent/capacity (at launch) Safeguarding: Learning disability (at launch)	<ul style="list-style-type: none"> • Early cancer diagnosis (May 21) • Type 2 diabetes: Beyond blood sugars (Jun 21) • Understanding mental health (Jul 21) • Mental health: communication microskills (Aug 21) • Back pain and sciatica (Sept 21) • Wound assessment pitfalls (Sept 21) • Chronic pain and opiate deprescribing (Oct 21) • Contraception update (Oct 21) • Type 2 diabetes: Glycemic control (Nov 21) • Frailty and falls (Dec 21) • Atrial fibrillation (Jan 22) • Interpreting blood tests (part 1) (Feb 22) 	MAY 21: Making the most of this package and introduction to primary care SEPTEMBER 21: Q&A, population health DECEMBER 21: Q&A, topic TBC MARCH 22: Q&A, topic TBC

Proposed year 2 and 3 content (this may change in response to your feedback and identified learning needs)	
Year 2 (Apr 22-Mar 23)	Year 3 (Apr 23-Mar 24)
<ul style="list-style-type: none"> • Promoting self-care and patient activation • Cardiovascular risk assessment • Low mood and depression • Anxiety • Interpreting blood tests (part 2) • Osteoarthritis • Venous thromboembolism (DVT/PE) • Headaches and migraine • Polypharmacy and medication reviews • End of life care and advance care planning • HRT and menopause update • Change in bowel habit 	<ul style="list-style-type: none"> • Heart failure • Minor illness • GORD and dyspepsia • Interpreting blood tests (part 3) • Primary care dermatology • CKD • AKI • Dementia • Insomnia • Obesity • Osteoporosis • Inflammatory arthritis

The New Normal: Looking after ourselves, our teams and navigating change	
Webinars	Podcasts
At launch: Check in with yourself: Emotions and how to deal with them Check in with your team: Teams in change, teams in crisis Change: Why it's hard and helping your team through To be released: When teams go wrong: How to conflict well (Apr 21) How to work with new colleagues (Jun 21) Diversity, unconscious bias and racism (Aug 21)	At launch: Managing stress and burnout Working well as a team and building a better workplace Living with anxiety and uncertainty To be released: Deciding in your new normal: Start with the WHY! (May 21) Why clinicians get sick and what we can do about it? (Jul 21) Motivation: How to motivate yourself and your team (Sep 21)