

Primary Care Newsletter

February 2024

In this issue:

**An update on the
Primary and Community Care
Academy Network..... 1**

**Multi-professional education and
training news..... 1**

GatewayC..... 1

Urgent Care Practitioner
Framework..... 2

National programmes 2

General Practice Nursing
Foundation Programme 2

Nursing Student Placements in
General Practice 2

GP Integrated Care Fellowship
scheme..... 2

Primary and Community Care
Compendium (PCCC) of Roles and
Models 3

Pharmacy 4

Strategic Pharmacy
Workforce Plan 4

New Initial Education and
Training Standards and
Pharmacist Independent
Prescribing..... 4

Post-registration Foundation
Programme..... 4

Pharmacy Undergraduate and
Foundation placements..... 4

Pharmacy Technicians and
Pharmacy Support Staff..... 5

Mental Health 5

GP Specialty Training..... 5

**Strategic Workforce Plan for Primary
Care 6**



An update on the Primary and Community Care Academy Network

Throughout 2023, the Health Education and Improvement Wales (HEIW) Primary and Community Care Education and Training unit have been working with colleagues across HEIW, health boards, national programmes, universities and other organisations to bring together those working on the education and training priorities in primary and community care.

If you missed our Stakeholder Engagement Event in November, there will be an opportunity to meet the team and stakeholders across primary and community care at our in-person Primary and Community Care Stakeholder Event on 15th May.

The [Academy Network](#) with key roles from each primary and community care academy meet regularly to identify and discuss how

education and training priorities can be met at a local and national level. Each academy is at a different stage of development and are keen to understand what is needed and work together to achieve it.

Over the last six months, several programmes have been delivered across Wales or through individual academy programmes.

These include: the [GPN Foundation Programme](#), [Integrated Care GP fellowship](#) (also known as GP+ programme), GPN CPD programme, Practice Learning Time programme, multi professional training centres, Advanced Paramedic Practitioner rotational programme, Healthcare Support Worker training, non-clinical staff sessions and engagement events.

Multi-professional education and training news

GatewayC

Over 2,000 Primary Care Clinicians in Wales have free access to online cancer education supporting early identification of cancer.

Working in partnership, Health Education and Improvement Wales (HEIW), the Wales Cancer Network and the Christie NHS Foundation Trust have launched [GatewayC](#) in Wales. The platform provides all primary care professionals in Wales with instant access to CPD inclusive of NICE NG12 Guidance in English and Welsh supporting the Cancer Improvement Plan for Wales.

“Being able to access referenced cancer CPD, for free, at my convenience, is really helpful. The modules are interactive and combine expert interview with succinct information. There are also patient stories which drive home the importance of early recognition of cancer symptoms and how we communicate with patients about them.”

Dr Mary Craig – Macmillan GP Cancer Lead for Aneurin Bevan University health Board

Colleagues can access the GatewayC website by following this link www.gatewayc.org.uk or by using the GatewayC icon available on all GP Practice desktops.





Urgent Care Practitioner Framework

The [framework](#) has been developed in collaboration with the Strategic Programme for Primary Care as part of the Urgent and Emergency Care work in the six goals programme. The framework was launched at the Urgent Primary Care conference in June 2023.

Work is ongoing to support implementation of the framework by identifying and developing education and training to support this important multi professional team to develop the skills they need to deliver urgent primary care.

National programmes

General Practice Nursing Foundation Programme

We are very excited to tell you that the first cohort have now completed the programme. 24 nurses are now employed in general practice and using all the skills developed through the programme.

For more information, click on [GPN Foundation Programme](#).

Nursing Student Placements in General Practice

We have appointed three Practice Education Facilitators (PEFs) to lead this programme. They have been working with all seven universities providing the Adult Nursing degree in Wales and identified suitable practices across Wales. The first nursing students will be undertaking their placements from January 2024 as part of the national programme.

The programme provides an opportunity to understand how primary care works, gain a broad understanding of the community provision of healthcare and to inspire them to consider a future career in general practice.

For more information, click on [Nursing placements in GP practices](#)

GP Integrated Care Fellowship scheme

Following successful local programmes in Hywel Dda UHB and Betsi Cadwaladr UHB, this national scheme aims to provide an opportunity for GPs to consider a portfolio career developing a specialist interest, acquire relevant qualifications and train alongside a GMS role.

GP fellows are employed under the Single Lead Employer (SLE) for 12 months. HEIW, HBs and GP practices will co-fund each fellowship relative to the GMS, specialism and educational components of the programme.

During their fellowship, each GP will have 4 clinical sessions in the practice, 2 sessions in a community based secondary care led clinic or a GP specialty, a study session pursuing a qualification relevant to the specialty they are working in; and 1 structured educational session organised by the Programme Director.

For more information, click on [Integrated Care GP fellowship](#)

Primary and Community Care Compendium (PCCC) of Roles and Models

The [Primary and Community Care Compendium of Roles and Models](#) website has been produced in collaboration with the Strategic Programme for Primary Care (SPPC).

It includes Urgent/ Same-Day Emergency Care; Direct access to the right professional at the right time; Supporting people with complex needs; and Planning, prevention and promotion

Case studies currently 'live' in Wales showcase innovative examples of integrated multi-professional working to provide person centred care closer to home. We are expanding the content and developing a toolkit to enable innovators in primary and community care services in Wales to upload their own stories.

If you would like to get involved, please contact SPPC@wales.nhs.uk



We are also progressing projects to develop:

- [GP Practice Management workforce](#)
- [Peer Support for Non-Medical prescribers in Primary and Community Care,](#)
- [digitisation of the Advanced Care Practitioners in Primary Care Competency Framework.](#)

For any inquiries regarding the developed programmes contact:

HEIW.PrimaryCare@wales.nhs.uk

Strategic Pharmacy Workforce Plan

Since the launch of the Strategic Pharmacy Workforce plan in June 2023, we have continued to work in partnership with our stakeholders, as we have moved to implementation.

You can read more about implementation of specific Actions in our autumn newsletter [here](#).

As we complete recruitment to our project team in January 2024, we look forward to increasing our work with primary care partners, which will also deliver on the primary care workforce plan.

New initial education and training standards and pharmacist independent prescribing

HEIW are now more than halfway through our programme of work to implement the new initial education and training standards (IETs) for pharmacists. The new standards will see all pharmacists registering in 2026 as Independent Prescribers.

HEIW continue to fund Independent Prescribing (IP) training for primary and community pharmacists. During this financial year, 200 pharmacists are in training or due to commence training.

This investment has realised an increase in the numbers of IP consultations in community pharmacy from 3132 in September 2022 to 6949 in September 2023 with 97.8% of service users saying they would have visited another healthcare provider had the service not been available in the pharmacy.

Whilst access to Designated Prescribing Practitioners (DPPs) continues to be a challenge, HEIW remain confident we will reach our ambitions to train all our existing clinically practising pharmacists to be Independent Prescribers (IPs) over the next few years.

The increase in our pool of pharmacist independent prescribers over the last two years has provided NHS Wales with increased numbers of potential pharmacist DPPs. HEIW have surveyed existing IPs to establish how they could be supported to take up the DPP role. HEIW plan to run training sessions for future DPPs in March and April 2024. In addition to utilising the wider pharmacist workforce to act as DPPs, HEIW is exploring how the multi-professional prescribing workforce can be engaged to train pharmacist prescribers.

Post-registration Foundation Programme

The Post Registration Foundation Pharmacist Programme is a bespoke bridging programme for new pharmacist registrants, during the implementation of the IETs. We are committed to supporting pharmacist registrants in the following primary care areas:

- September 22 cohort - 3 general practice and 24 community pharmacy
- September 23 cohort - 2 general practice and 8 community pharmacy
- January 24 cohort - 2 general practice and 15 community pharmacy

Pharmacy undergraduate and foundation placements

Currently during 2023-24 we have 101 trainee pharmacists training across general practices and community pharmacies.

HEIW will provide a specific communication to training sites about the process for expressions of interest for both the pharmacy undergraduate placements (academic year 2024-25) and foundation training (academic year 2025-26). These Foundation trainees will be the first cohort qualifying as independent prescribers on registration.

If you have any questions regarding this, then please contact:

Laura.Doyle3@wales.nhs.uk

Pharmacy technicians and pharmacy support staff

HEIW are training 65 pre-registration pharmacy technicians employed in community pharmacies and anticipating that 11 of these will complete in January 2024.

A further 12 community pharmacy employees are expected to start the HEIW Pre-registration Pharmacy Technician Training Programme in February 2024.

The Level 4 Certificate of Higher Education in Pharmacy Technician Practice includes accreditation for final accuracy checking of dispensed medicines and medicines management skills so that Discharge Medicines Reviews can be completed by Pharmacy Technicians following initial registration with the General Pharmaceutical Council.

An 'Access To' programme was introduced in May 2023 providing existing employees within a pharmacy setting the opportunity to achieve the qualifications to meet the entry criteria to apply for the HEIW Pre-registration Pharmacy Technician Training Programme.

Individuals can complete Essential Skills Wales Level 2 Application of Number (GCSE Maths equivalent) and Communication (GCSE English Language equivalent) and BTEC / GCSE Applied Science, via a blended delivery model.

- We can report that 27 community pharmacy employees are currently completing one or more qualification.
- HEIW have recruited a Pharmacy Technician Regional Lead in North Wales with a focus on primary care.
- The post will support pre and post-registration pharmacy technicians in primary care.



Mental health

- We have trained nearly 500 community pharmacy staff in First Aid for Mental Health, so are well on our way to meeting the target of one First Aider for Mental Health in every community pharmacy by 1st April 2024.
- A further 1794 community pharmacy staff have completed learning on Mental Health Awareness.

GP specialty training

The PASS programme was introduced in November 2022 to provide educational and pastoral support to GP Trainees identified as being at increased risk of encountering complications during their training. Early evidence suggests the trainees engaging find the programme of great benefit.

It is anticipated that in coming years evidence will demonstrate that the participating trainees will progress through training more quickly and with less complications.

GP Specialty Training programmes around Wales will have welcomed 199 newly

- recruited trainees for the training year August 2023-July 2024.
- The Royal College of General Practitioners (RCGP) have introduced a new examination called the Simulated Consultation Assessment. It has replaced the temporary Remote Consultation Assessment which was brought in urgently at the start of the Covid pandemic to replace the Clinical Skills Assessment.
- The RCGP say the SCA better reflects real-life General Practice and assesses clinical, professional and communication skills. The first diet took place in November 2023.

Strategic Workforce Plan for Primary Care

The National Primary Care Board commissioned the Strategic Workforce Plan for Primary Care in November 2022 to address workforce challenges in primary care in Wales.

The Plan, developed by HEIW and the Strategic Programme for Primary Care in collaboration with a wide range of stakeholders, was endorsed by the National Primary Care Board in December 2023 and shared with Health Boards to inform planning for 2024-25.

The plan is part of a suite of plans that have been approved or are in development covering mental health, pharmacy, nursing, diagnostics, dentistry and genomics.

The aim of the plan is to develop sustainable workforce models that support the ambition of A Healthier Wales and the Primary Care Model for Wales.

The plan identifies [twenty-six key actions](#) to be delivered over a 5-year period which are aligned with the themes of the Health and Social Care Workforce Strategy.

The actions are based on output from the engagement but also informed by a detailed strategy mapping exercise, a review of workforce intelligence and informed by national and international research.

The plan sets out actions that focus on the following areas:

- ❏ A strong focus on embedding multi-professional working in all sectors including urgent primary care
- ❏ Focussed action that supports a healthy, motivated and engaged workforce in primary care.
- ❏ An ambition to significantly expand training and education in primary care to develop our current workforce and but also to create future workforce pipelines.
- ❏ Improved workforce planning at all levels (practice, cluster, pan-Cluster, HB, national) including demand modelling that consider future scenarios
- ❏ A focus on leadership development both in terms of professional but also system leadership.
- ❏ An equitable offer for primary care in terms of access to benefits, health and wellbeing, support and development opportunities which was a common theme through the engagement.
- ❏ More sustainable workforce solutions decreasing reliance on temporary staffing
- ❏ Exploiting new technologies and scientific advances to free up time to care.

Effective delivery of the plan will require collective effort across all organisations to embrace and take forward this plan locally to develop a sustainable primary care service that meets the needs of our population, provides equitable access and high-quality care. Actions will be prioritised and will need to be phased but there are immediate actions that will be taken forward in 2024/25.

For further information please visit our website [here](#) or contact us via our dedicated email inbox: heiw.primarycarewfp@wales.nhs.uk.

