

Report for Department of Health

Teaching PCT Activities relating to DH funding

Annual Report
2006-2007

**Written on behalf of the National Teaching PCT Network as part of NHS
Networks and compiled by Darley Consulting**

May 2007



Facilitating transformation



NHS Networks

CONTENT

	Page
Executive Summary	3
National Overview	5
Monitoring of TPCT projects	6
Recruitment and Retention	7
Research and Development	8
Workforce Development	9
Local Partnerships and Networks	10
Summary	11
Appendices	
National Steering Group Membership	12
Regional Network Leads	12
TPCT Projects – progress to date	13

**Report on Teaching PCT Activities relating to Department of Health Funding –
April- December 2006
Executive Summary
May 2007**

The purpose of the document is to provide an annual report on the projects funded by the DH monies in 2006/7 and showcase the innovative and creative use of this funding.

Nationally and regionally the funding has strengthened the Teaching PCT networks, as demonstrated by the setting up of regional networks covering the whole of England Teaching PCTs (TPCTs). The creation of a national steering group has led to the development of links with national bodies such as NHS Networks, the NHS Institute, Skills for Health and NHS Employers.

TPCTs are able to scan the horizon and as a result provide proactive locally based learning solutions which are responsive to the changes required within that particular workforce. Much of their work is collaborative and partnership focused. They have also contributed to the accreditation of many 'in house' programmes.

Many initiatives have clearly demonstrable links to policy agenda and PCT performance, others will have a longer term return on investment (ROI), such as increasing workforce and research/development capacity. Common themes include:

- **Long Term Conditions** – retention of the required workforce by enhancing existing skills, reviewing roles and role redesign to support service transformation. Several TPCTs have reviewed their community nursing services to reflect the changing demands and new roles such as community matrons and extended prescribing. Others are supporting community pharmacists in prescribing. Research and development projects, such as the work on disease specific training programme provision, evaluation and monitoring of the new roles, developing questionnaires related to service user experiences, all contribute to delivering the PCT and national agenda. Specific clinical skills programmes also provide support to the workforce eg Diabetes, CHD(heart disease), and COPD(lung disease). The above are evidence-based where possible, using Research & Development networks.
- **Commissioning a Patient Led NHS** – TPCTs have been working to support and retain a skilled workforce during the reconfiguration of PCTs/TPCTs. They are providing leadership and management development programmes, coaching and mentoring training and support networks.
- **Pathways to Work-** Working with people on long-term incapacity benefit referred to condition management programmes, for assessment, physical and mental health interventions and coaching and mentoring support to help them back into work - often into health or social care services. Providing entry-level skills programmes for these people and people new to work or the existing workforce, also increased capacity and capability within the health and social care workforce.
- **Public health** – links to the Teaching Public Health networks and provision of public health related training and specific programmes such as weight management and immunisation and vaccination training.
- **Practice Based Commissioning (PBC)** – accredited programmes and workshops being run to enhance competencies and understanding of those involved in PBC.
- **Recruitment and retention of GPs** – specific targeting in primary care from modernising medical careers placements in primary care through to

increasing the number of GP trainers and training practices to provide the infrastructure for GP placements.

- **Health and Social Care integration** – partnership working across the workforce, particularly in care assistant roles providing generic roles or similar competency bases at entry level. Childrens' services are also included in some TPCT projects.

Commissioner-Provider roles - Functions of TPCTs clearly straddle the commissioner/provider split (not just individuals' roles which could be assigned to either activity).

Functions of TPCTs also face both ways in terms of NHS and academia, and those links will be required by both commissioners (developing commissioning skills, expertise and body of knowledge); and providers (identifying training and education for new services and roles, patient-centred/led provision and workforce development)

The body of the report indicates the breadth and scope of TPCT 'added value', especially in relation to workforce development, education and learning and R&D; the issue now is how to transfer the accumulated knowledge into mainstream activity.

Report on Teaching PCT Activities relating to Department of Health Funding – April 2006 - March 2007

1.0 Purpose

This report outlines the utilisation of national funding for Teaching PCTs (TPCTs), managed through the TPCT National Network Steering Group on behalf of the DH Workforce Directorate. The reporting period is April 2006 to March 2007 and is collated from individual TPCT quarterly returns. The report gives an overview of the central networked events, followed by a more detailed breakdown of TPCT projects and their progress.

The main body of the report identifies themes emerging from the returns. (More detailed information on the individual projects and their outcomes is given in Appendix Three.)

2.0 National and Regional Networking

2.1 Infrastructure

The Teaching PCTs (TPCTs), supported by NHS Networks, initiated a national steering group to facilitate liaison between Teaching PCTs across the country at a time of reconfiguration and change. The Steering Group has established a robust national network, which regularly liaises with the Department of Health and other national groups such as the NHS Institute for Innovation and Improvement, NHS Employers and Skills for Health. The group gives a voice and focal point to Teaching PCTs, and as well as accessing funding, has supported the continuation of the Teaching PCT concept; registration of new TPCTs and re-registration of existing TPCTs, and provides a renewed focus on Teaching PCTs' added value. The group has also encouraged the development of links with Strategic Health Authorities (SHAs) and the national network facilitates discussion between Teaching PCT members. (The membership of the National TPCT Steering Group can be found in Appendix One.)

Regional networks of TPCTs have also now been established following the early lead of the northern network:-

- Northern Network – fully active
- London Network – fully active
- Midlands – fully active
- South Eastern – inaugural meeting occurred and second meeting date agreed
- South Western – fully active
- Eastern Network – currently under development

(For information on the leads for each network, see Appendix Two.)

The service level agreement with NHS Networks, for their consultancy, Business Director, website and administration support, has created a central point of contact for TPCTs to collate information.

2.2 Funding Overview

From the original DH allocation (£1.788M) in 2006/07, the Steering Group agreed £50k funding for individual TPCTs which initially amounted to £1.55M. A further £90k was spent on an 18 month SLA with NHS Networks, which included administrative support for a year, and the national network agreed to reimburse the organisations of Steering Group members for their time spent on national business. The identified underspend was planned to cover central expenditure in 2006/07 and support activity

into 2007/08, given uncertainty over both local funding and confirmation of TPCT status.

The Steering Group established funding criteria against which TPCTs bid for their £50K allocation and instituted a quarterly reporting system to the DH to assist in monitoring expenditure. To date 26 TPCTs have received their allocation, invoices are pending from a further 3, one TPCT has not been involved and one TPCT has withdrawn. The national network held a 2 day, centrally funded, conference on October 31 and November 1, with nationally recognized speakers and incorporating the first national TPCT network business meeting.

As a result of reduced TPCT allocations the planned underspend is £100K more than anticipated. This allows the SLA with NHS Networks (including administrative support) to be extended to cover all of 2007/08, as well as supporting a further national conference and reduced payments to Steering Group members, whose workload it is assumed will be reduced now that infra structure mechanisms are established. This will leave a small project fund against which TPCTs will be invited to bid, either individually or (preferably) in clusters to undertake work on behalf of the national network. This bidding process will also help to identify appropriate projects which can be submitted to other potential funders locally, regionally and nationally.

2.3 National Conference

A highly successful conference was held in Nottingham on 31st October and 1st November 2006, with over 100 delegates attending. Speakers included Dr Pat Oakley, Mala Rao and Rachael Carse on behalf of Maggie Rae. A wide range of projects and initiatives were showcased by the TPCTs and good practice shared across the TPCT knowledge economy. Some comments from participants about the two days include:

'Fantastic business meeting, it feels like the National Network is real now'

'One of the things I value is the networking and sharing good practice, it is so important.'

'it was great to pick up new ideas on the role of TPCTs and a different perspective.'

The national conference for 2007-8 is currently being planned and will continue to encourage the sharing of skills and learning across all the TPCTs, while promoting their 'added value' to a wider audience.

2.4 External Networks

Members of the steering group have met with the NHS Institute, who also participated in the national conference. The group have also influenced the Fitness for Purpose review with respect to TPCTs. Representatives of the group have met with NHS Employers and Skills for Health. The funding has been essential to support the national steering group's inception and continued existence and thereby raise the profile of TPCTs with other national groups.

3.0 Monitoring of TPCTs' Funded Projects (£50k/TPCT)

An increasing number of projects are being formulated between health and social care. As TPCTs become more established in their roles within recruitment and retention, research and development and especially workforce development, these reflect increasing partnership working, for example in Children's Trusts, single

assessment – integrated teams as well as intermediate teams. Salford TPCT is developing an integrated Health and Social Care team as one example.

Some projects have been directly initiated as a result of the funding, others enabled to develop further or extend the timeframe for running a successful programme.

Projects with clearly identifiable direct links with national policy agenda and performance include :-

- 'Team Tool' developed by Wandsworth TPCT to support the TPCT's annual 'health check' by the Healthcare Commission.
- Training and development in response to NICE guidance on depression treatment in children and young people in Coventry TPCT.
- Nottinghamshire TPCT are working on a training programme on the priorities within the Long Term Conditions agenda.
- The accredited programme that Northamptonshire TPCT have developed with the University of Northampton focuses on Practice Based Commissioning (PBC). Commissioning is also a priority for City and Hackney TPCT who are delivering a series of workshops on PBC.

With the changes in workforce planning and commissioning, TPCTs play an important role in evaluating programmes and providing fast responsive programmes to meet the needs of the workforce, facilitate recruitment for specific staff groups and provide support and expertise in skill mix as services undergo transformation. This is increasingly important as the workforce undergoes further radical changes due to policy, demographic and cost drivers.

3.1 Recruitment and Retention

'**Grow your own**' recruitment and retention developments are successful across many TPCTs – both at entry level (basic skills), new to work/return to work, through to developing GPs with special interest (GPSIs). Increasing the number of Teaching Practices and increasing the number of GP trainers and placements is strengthening the training infrastructure and offering **more placements for GPs in primary care**. A broader approach to education and development, in a primary care work based setting eg Learning Teams for the Future toolkit produced by the TPCT for County Durham and Tees Valley, also helps to retain staff.

Several TPCTs are involved in the **Pathways to Work** initiative, working with people on long-term incapacity benefit to provide condition management programmes, coaching and mentoring support. This involves close work with Job Centre Plus and Connexions. The added benefits to the NHS include increased workforce with the required entry level skills, a potentially healthier population locally requiring less NHS services and economic advantages in reducing the number of people on long term benefits. TPCTs using funding on this type of programme include the TPCTs for East Lancashire, Haringey, Plymouth and Hull.

Work place experience placements with local schools are encouraging more school leavers to follow up career opportunities with either Health or Social Care Services. Some of the TPCTs working on this recruitment aspect include South Essex PCT Confederation and Walsall TPCT, the latter also developing a Personal Qualities Framework as part of this initiative.

Assistant Practitioner Programme offered by Brent TPCT recruits refugee and migrant doctors to a training programme linked to 12-month work placements in local GP practices.

Portfolio career opportunities within primary care continue to develop for GPs and other primary care colleagues – for instance clinical and academic registrar schemes such as those run by Plymouth TPCT.

CPLNHS : Retention of key members of the workforce is crucial during periods of change and transition. TPCTs recognised this need and the TPCT for County Durham and Tees Valley has been running leadership and personal development programmes primarily for middle managers. Sunderland TPCT has run coaching and mentoring programmes and the two TPCTs have now joined forces to provide an even more comprehensive programme of support in the North East of England. Stoke, Bournemouth & Poole and Bristol TPCTs have also provided support as a result of this funding.

The Institute of Health and Social Care being developed by the TPCT for East Lancashire will also be an important education and learning facility to retain the current workforce, as well as potentially attracting more people to work in the area.

Training needs analysis of external courses for Allied Health Professionals (AHPs), to support capacity building of a highly skilled workforce and avoid duplication, will facilitate retention of AHPs across Cheshire and Merseyside TPCT collaborative.

When **new roles** are established such as **Community Matrons**, there is an important process in identifying the recruitment criteria and supporting both practitioners and the organisations to develop new systems and processes to develop new approaches. Bradford & Airedale and Wandsworth TPCTs are two organisations offering guidance and monitoring progress. This is essential to retain experienced practitioners in the first 12-18 months in new roles. Another TPCT involved in recruiting and training to a new role is Greenwich, as one of four spearhead PCTs piloting NHS Health Trainers.

3.2 Research and Development

Increasing research & development (R&D) capacity is achieved through schemes such as offering small grants for research proposals and opportunities for sponsorship of Masters or PhDs. Plymouth were able to reinstate their scheme for the duration of this funding. Nottinghamshire TPCT is working with Human Resource colleagues and a research fellow to increase research capacity within the HR team. Portsmouth has offered support for Masters programmes and a Doctorate, all involving research projects/theses.

Dissemination of research in the way that both Bradford and Airedale, and Plymouth TPCTs offer, in a series of lunchtime events, workshops and full day conferences, has been an effective approach to sharing national and locally researched projects. It also fostered further awareness of available evidence based practice.

Portfolio approach eg Modernising Medical Careers also offer potential for increasing the R&D opportunities for doctors. The TPCT for East Lancashire is successfully building on this programme.

Combining forces with the newly established **Teaching Public Health networks** is proving effective for TPCTs such as Plymouth and Sunderland.

The majority of TPCTs are involved in the **evaluation of projects**. Some of these include how the Health Care Assistant programme impacted on the overall capacity

within GP practice (Haringey TPCT) and Sunderland TPCT looked at Protected Learning Time for GP practices. A service evaluation on the GPSI heart failure services was carried out in Bradford and Airedale TPCT. Evaluating People Development – an evaluation on mandatory training (ongoing) – is being led by Wandsworth TPCT on behalf of the local PCTs in South West London.

Scoping Disease Specific Training Programmes was a project led by the TPCT for County Durham and Tees Valley in conjunction with the University of Teesside. This involved scoping programmes which support patients with specific diseases (**Long Term Conditions**) and identified the core competencies required to run these programmes.

Questionnaire development to gain feedback from service users, eg Stroke Services in Lincolnshire TPCT developed a questionnaire for Stroke Patients.

Much of this research is useful to disseminate more widely, some is more **specific to local workforce and population needs**, eg oral history of South Asian GPs in Bradford & Airedale TPCT. They also looked at barriers for Simulated Patients in relation to ethnic minority groups.

3.3 Workforce Development

Basic skills training has already been mentioned under one of the main themes for recruitment and retention; it has also been provided by several TPCTs (within this funding) for their existing workforce.

Skills escalator development of the unregistered health and social care workforce is a TPCT priority. Training needs analysis for this staff group include study skills, Long Term Conditions, Mental Health and history taking. Examples of TPCT programmes developed for **Health Care Assistants** in primary care are East Lancashire and Medway and Eastern & Coastal Kent TPCT.

Organisations are developing **new roles** and **role redesign** and TPCTs looking at **skill mix**, particularly linked to the role of Health Care Assistants, include Nottinghamshire TPCT. Several TPCTs used some of the funding for the development of new roles such as community matrons, to support learning networks and to monitor and evaluate progress eg Bradford and Airedale and Wandsworth TPCTs. Berkshire East supported a learning network for community pharmacists prescribing. Many are linked to the **Long Term Conditions** agenda.

Interdisciplinary education and learning programmes have been introduced across several TPCTs such as Bradford and Airedale and Plymouth. Public Health related workforce development included learning events and education programmes to encourage people to work across into public health.

Accredited learning programmes have been developed by several TPCTs including

- Modules on B.Sc Health Studies – Plymouth TPCT
- Community Nutrition Assistants (Open College Network OCN accredited) Haringey TPCT
- Post Graduate Certificate in Health Enterprise – Practice Based Commissioning Northamptonshire TPCT
- Assistant practitioner development supported by Foundation Degree (Lincolnshire TPCT)

Sunderland TPCT and Cheshire and Mersey have supported the development of a **Skills Passport** across a healthcare community with the development of transferred statutory and mandatory training across community, primary and acute organisations, working towards similar standards of training and delivery.

Specific **clinical based training** and development includes:
First Contact Practitioner Programme (Haringey) where 15 students are in the final stages of the programme and 5 are now practising.

An Immunisation and Vaccination training programme for practitioners has been developed and updated by the TPCT for County Durham and Tees Valley. This is a cascade training programme, meeting the Health Protection Agency national standards, and is competency based linked to the Knowledge and Skills Framework (KSF) and Skills for Health frameworks.

Graduate Mental Health workers are providing core mental health element of condition management programme in Haringey.

Berkshire East TPCT are providing programmes linked to the public health agenda and population health needs assessment – CHD, Diabetes, substance misuse modules.

Technology ie e-learning and e-mentoring. An e-learning platform purchased by South Essex PCT Confederation allows them to now develop their own e-learning modules as well as using commercial packages. This increases the potential accessibility and learning coverage within the TPCT. South Essex PCT Confederation is also developing e-mentoring links with some of their local schools. Heart of Birmingham TPCT is developing a variety of e-learning resources to support mandatory training.

3.4 Local Partnerships and Networks

One of the underlying strengths of Teaching PCTs is their ability to work in partnership and develop productive networks within their locale.

For example in creating the Institute of Health and Social Care, the Teaching PCT for the East Lancashire area has developed strong links within the NHS – primary and secondary care, Strategic Health Authority, social services, Higher and Further Education, Deanery, independent and third sector agencies and potential links with regeneration schemes.

Plymouth TPCT, in conjunction with the Teaching Public Health Network, joined forces with the Police, Probation and Environmental Health services amongst others. Other TPCTs such as Sunderland are also supporting the development of Teaching Public Health Networks, sharing the learning around the growth of a network, timescales and expectations, governance and accountability to partner organisations.

Haringey TPCT is one of several TPCTs working closely with their local Job Centre Plus and Economic Regeneration Teams and Neighbourhood Learning Centres to create new opportunities for people coming to work in health or social care, with appropriate entry level skills.

Others such as Peterborough TPCT are also linking in with Learning and Skills Council (LSC), Centre for Vocational Excellence (CoVE), Connexions, Skills for Care and their local patient forum.

TPCTs have also been well placed to forge new working relationships following reconfiguration for those TPCTs whose organisations have changed as a result. The changing senior management teams may have slowed some developments in the early stages of their inception, but in the final quarter most TPCTs report that the initiatives have gained momentum and were back on the target. While a few projects were discontinued as a result of a lack of sustainable funding, the majority have either been successfully completed or have gained additional funding or been mainstreamed.

4.0 Summary

This report only refers to projects supported in some way by the DH funding and it should be recognised that many other TPCTs are also working in the areas identified by specific TPCTs in Appendix Three, using other resources. TPCTs are able to offer a wide range of responsive learning and development programmes.

Projects include many which link to delivering the required performance and service transformation to support policy areas. These include Long Term Conditions and associated new roles and revised/enhanced roles, CPLNHS - retaining experienced staff through major change and transition, annual health check and performance, implementing NICE guidance for assessing mental health issues in children and younger people. Commissioning changes, including practice based commissioning, are the focus for some TPCTs.

Recruiting to the NHS in traditionally hard to recruit geographical areas – the ‘raison d’être’ of TPCTs initially, continues to be a key theme. Pathways to Work schemes are one of the main projects where TPCTs are working in partnership with other agencies to encourage people back into work and where appropriate into health and social care services.

TPCTs continue to broaden their partnerships and networking opportunities to facilitate knowledge transfer, share good practice and develop evidence where none is currently available.

Some projects have been mainstreamed into PCT local development plans (LDPs) which is the aim for as many as possible successfully evaluated workstreams.

Much of this work and evaluation would not have been possible without the additional resources and demonstrates the value added of TPCTs and the strengthened national and regional networks as a result of this DH funding. A measure of sustainability will be the effectiveness and speed with which the lessons learned are absorbed into mainstream activity.

Appendix One

Membership of TPCT National Network Steering Group 2006/7

Ann-Marie Coyne (Chair)	East Lancashire
Clare Allen	NHS Institute
Leo Atkins	Haringey
Linda Grimstead	South Essex
Sue Hepworth (upto 31 st March 2007)	Nottinghamshire County
Mary McClarey (upto 31 st March 2007)	Plymouth
Emma Shipton (from 1 st April 2007)	Bournemouth
Stan Thompson (from 1 st April 2007)	East Berkshire
Ros Wells (from 1 st April 2007)	Northampton

Appendix Two

Regional Network Leads As at 1st April 2007

Northern Network – Ann-Marie Coyne
London Network – Leo Atkins
Midlands – Ros Wells
South Eastern – Stan Thompson
South Western – Emma Shipton
Eastern Network – Linda Grimstead

Appendix Three TPCT Projects – Progress to Date Recruitment and Retention

TPCT	Project	Project Outcomes	Summary of Progress and outcomes	Timescales
Berkshire East TPCT	Support and maintain existing workforce during CPLNHS reconfiguration	Newly established Berkshire East PCT – changing workforce and learning development programmes. Main focus of development – GP Practice, Practice Nurse, Health Care Assistant (HCA), Generic Support Worker (GSW), Community Pharmacy Prescribing	Funding used to support a range of needs assessment and learning development projects	Kept to original timescale and targets –GSW and HCA particularly successful
Bournemouth and Poole TPCT	Community nursing workforce modernisation	Enhanced roles, wider range of skills and increased cover for staff absence facilitate retention of this staff group and realised the benefits of Agenda for Change Supporting the development of specialist nurse practitioners Embedded the role of community matron within the workforce	Substantial changes in skill mix, giving a wider range of opportunity for career development. District Nurses now lead large locality teams across several practices. Support for these clinical leaders included a modernisation programme – HR, Budgeting, management, public health and clinical skills	Met target
	Organisational and Human Resources infrastructure development	Comprehensive support for at-risk staff during CPLNHS changes	This included road shows, CV workshops, and information portfolios. Competency frameworks were adopted across several services to support induction, Preceptorship Appraisal and CPD	Met target
Bradford and Airedale TPCT	Community Matron Development Programme	Rolling programme of protected learning time to support recruitment to and retention of community matrons	Educational programme commenced Jan 2007. Initial evaluation March 2007 Further evaluation Oct 2007 to inform business planning and potentially mainstream programme in 2008/09	On target
Brent TPCT	Assistant Practitioners	36 refugee and migrant doctors recruited and trained Oct 2006 - March 2008	7 refugee doctors recruited and placed in 6 GP practices. New roles tested and evaluated.	On target. Next recruitment April – June 2007
	Teaching Fellows	4 GP Fellows recruited and significant savings on locum expenditure 1 Paediatric Teaching Fellow	4 GP Fellows, 1 Paediatric Teaching Fellow recruited. Significant improvements to patient care. 90% savings on locum expenditure	Pilot ends Sept 2007. Adhering to timescales

TPCT	Project	Project Outcomes	Summary of Progress and outcomes	Timescales
Brent (cont)	Gateway to employment	28 entry level posts recruited from local community	12 entry level posts recruited from local community. Further 30 posts in health and social care to be filled in 2007-8 in a joint health and social care project	On target
Bristol PCT	Equalities and Diversity Programme	Attract and retain staff. Programme matched against KSF Core Dimension	Integrating the values of two PCTs into one merged organisational culture	Ongoing
	Clinical Leadership Programme	Leadership for All programme	Empowering staff at all levels. Engaging staff in the broader values and strategic aims of new PCT	Ongoing
Cheshire and Merseyside TPCT Collaborative	Training needs analysis of external courses for Allied Health Professionals(AHPs)	To support capability building and retention in highly skilled sector of the workforce. Coordinated CPD attracts AHPS to area	4 areas of AHP training may be suitable for local delivery thereby increasing access and reducing costs. Network considering using 'motivational interviewing' training for all AHP staff	Some slippage
	Workplace coaching course	To support and increase coaching capability within the organisation. Licensed by Leeds University	8 places funded	Met target
Greenwich TPCT	National Management Development Initiative	Senior and middle manager intensive development programme. Coaches and mentors provided for participants.	74 managers trained in total Significant number of new mentors recruited and trained across the sectors. Plans in progress to extend the mentoring network. Three additional learning about leadership events took place	Initially delayed due to illness, now back on track. Looking to develop initiative across all London TPCT networks in 2007/8
	NHS Health Trainer	Early adopter as one of four spearhead PCTs	Tested models of NHS trainers and shared best practice among local implementation teams Different models of recruitment and engagement of NHS Trainers tested Over 50 NHS Trainers recruited /trained	On target. Now being mainstreamed in Southwark, Lambeth and Lewisham
Haringey TPCT	Employment Pathways to Health	Basic skills training, NHS induction, work experience placements, support job search and application and interview (if appropriate)	First cohort completed. 4 now working in local NHS, 14 trained in basic skills and IT to entry level. 2 nd completed , 28 now trained to entry level basic skills and IT	Ongoing to March 2008
	Working for Health	Developing condition management programme in collaboration with third sector, local authority, mental health services and physiotherapy services	Ongoing	Ongoing

TPCT	Project	Project Outcomes	Summary of Progress and outcomes	Timescales
Haringey TPCT (cont.)	Pre-registration nurse training/clinical learning and placements		All functions now mainstreamed	
Heart of Birmingham TPCT	Teaching Academy	Development of Teaching Academy Scoping interest of local stakeholder	Delay to ongoing negotiation around site for academy. Virtual Academy continues to develop	Ongoing
Hull TPCT	Pathway to employment	Work experience scheme for admin and clerical to recruit local employed people into employment within NHS	38 trainees have been recruited to the programme	Ongoing
	Learn2Care	Support unemployed beneficiaries to access career information, advice, guidance and work experience.	105 unemployed beneficiaries will undertake some work placement activity in the sector. It also addresses skills gaps in existing employees. 300 existing employees will have a learning needs assessment and funded training is available to allow them to gain level two qualifications	Ongoing to Dec 2007
	Health and Well being course Local year 10 health and social care class	Accredited by Open College Network To raise awareness of NHS as potential employer and to learn about health and social care career opportunities	9 pupils have achieved level one and a second cohort of 29 pupils will gain accreditation in summer 2007	Ongoing
Lincolnshire TPCT	Teaching Practices	Placement opportunities for all learners within General Practice. To increase the number of trainers available in general practice, by offering teaching, networking, qualifications and programmes	Successful project and increased demand.	Extended to September 2007
Medway and Eastern & Coastal Kent TPCTs	Business case to develop recruitment and retention of local workforce post reconfiguration of PCTs	Identify priority areas for Business case	Priority areas agreed as Practice Based Commissioning and Health and Social Care integration. Consultation with new PCT Directors underway	Ongoing
Northamptonshire TPCT	Post Grad Cert in Practice Based Commissioning – Health Enterprise	Support staff to develop into new roles and responsibilities related to practice base commissioning. Effective recruitment into new roles identified by commissioning process	16 participants on programme. Funding towards programme development, materials, lecturer time and evaluation at programme completion	Commenced Sept 2006. continuing as per timetable

TPCT	Project	Project Outcomes	Summary of Progress and outcomes	Timescales
Nottinghamshire County TPCT	GP recruitment resources	Helping to address under doctored areas. To increase the number of GPs recruited by developing a recruitment resource and a Nottingham Partnership model	The model will be piloted on one rural and one urban area. Deanery are linking in with and supporting the project.	On hold due to reconfiguration of PCT
Peterborough TPCT	Implementation of Patient – led NHS	Implementation of appraisal system and evaluation of Personal Development Plan (PDP) outcomes to ensure that PCT is meeting the learning needs of staff under the knowledge and skills framework (KSF)	New structures agreed and development programme proposals went to the board early 2007.	On target for implementation end June 2007
Plymouth TPCT	Mentoring and coaching programme for people on long term invalidity benefit	Programme to support people on long-term invalidity benefit access an opportunity to join the NHS workforce. Also to identify service users (mental health) preparing to return to work and currently undertaking voluntary work	Bringing individuals off long term incapacity benefit, improving their health and contributing to the PCT workforce. Pilot complete. into second phase. New recruitment process later in year	Ongoing
	Clinical/Academic registrar scheme	Portfolio career opportunities for clinical staff (Upto 0.2 wte per week protected time)	5 health professional benefited from scheme. Papers published, research grants awarded and PhD sponsorship secured for one person. 1 further post to be appointed in 2007/8. all clinicians remained in post	Ongoing
South Essex PCT Confederation	Work placements	Increased awareness of NHS as an employer. Support for schools and pupils wishing to pursue a career in NHS	Further engagement with local schools and TPCT acts as contact point for work placements. Funding used to provide handbooks and information	Continuing to develop and provide more varied placements - ongoing
	Talent Bank	Identifies GPs, nurses, Health Care Assistants, and Practice staff with spare capacity that can be used by the PCT/other practices	Funding used to update website and database. Numbers remain constant. Aiming for all locums to register on the talent bank	Ongoing
	Apprenticeship Scheme	'Grow your own' staff training by ITEC	Pilot ongoing and in 8 th month, placement currently at 6 months and training being supported	Ongoing
Stoke on Trent PCT	Organisational Development: Managing through change	Retention of staff through organisational change	Meeting convened between OD lead and external consultants to discuss programme content for managers and programme for staff. Conference for admin and clerical staff re organisational change	conference later in 2007

TPCT	Project	Project Outcomes	Summary of Progress and outcomes	Timescales
Sunderland TPCT	CPLNHS transition support	Provide support to staff affected by CPLNHS	Developed project plan Training for in house facilitators to deliver sessions – workbooks/materials included Trained 3 cohorts of coaches and evaluators	Funding used to run 3 training programmes and development of job skills pack.
TPCT for County Durham & Tees Valley	Managing Change and Transition/Personal Transition	Enhance managers' understanding of the potential impact of change on themselves and their teams, services, organisations and service users. – CPLNHS Funding toolkit, materials and venues	First wave of programme evaluated well. Second series started August 2006. programme now also includes coaching, mentoring and facilitation skills in response to demand	Roll out to March 2007 completed.
	Learning Teams for the Future	Build capacity for work-based learning in primary care. Develop leadership for learning. Funding for printing the workbook and checklist	Workbook and checklist developed. Distributed to PCTs and practices Oct 2006	PCTs to pick up with practices- main stream
TPCT for East Lancashire	Institute of Health and Social Care	'Grow your own Staff' increasing and co-ordinating training and education opportunities across health and social care.	Possible locations linked with regeneration objectives being explored for hub and spoke model. Further discussions re capital/revenue costs Clarification of training needs with stakeholders	Reconfiguration of TPCT impacting on timescales which are being reviewed with key stakeholders in line with new corporate strategy
	Modernising Medical Careers	Increasing primary care education and training capacity – undergraduate and specialist training to recruit and retain medical staff.	F2 programme currently has 17 tracks and 51 GP placements for doctors (ie 100%). Potential placements with local hospice for F2 doctors Piloting multi-disciplinary learning Pilot of management training for junior doctors, managers etc Expanded to include neighbouring PCTs struggling to find GP placements	High number of applications to latest programme and advertised across the whole health economy. Ongoing
	Health Care Support Worker Programme	New job opportunities for existing staff and additional staff from non-traditional labour market	Facilitator developing impact assessment framework. Current cohort started Jan 2007 Training needs analysis for unregistered staff – Chronic Disease Management topics included Pilot project extended to offer training and	Ongoing – programme now includes acute sector and dental colleagues as well as primary/community

TPCT	Project	Project Outcomes	Summary of Progress and outcomes	Timescales
			work placements. Developing further training portfolio for primary care. Presenting at national conference, with accompanying video for marketing and evaluation purposes.	services. Being accredited with NFCE and e-learning packages being developed.
Walsall TPCT	Health and Social Careership Co-ordinator	Increase in people recruited locally into NHS and social care Decrease in attrition rate amongst young people entering into NHS career Supporting the educational attainment of local young people by enabling a vocational route into Further and Higher Education.	Broad partnership Steering Group overseeing and enabling project implementation.	Co-ordinator to be in post Spring 2007

Research and Development

TPCT	Project	Project Outcomes	Summary of Progress and outcomes	Timescales
Berkshire East TPCT	Needs assessment eg Health Care Assistants, Community Pharmacists	Clinical skills of Generic Support workers, Extending and enhancing the role of Health Care Assistants in Primary Care- assessing the impact of roles on new competencies. Joint needs assessment on 'single assessment' system for Children	Funding used to support the needs assessment	Kept to original plan and timescales
Bournemouth and Poole TPCT	Development of a research awareness programme	Programme based on TPCT/ national priority areas and via quarterly Research Club (multidisciplinary)	Research results and evidence of effective practice disseminated via the library information services and local projects	Ongoing programme
Bradford and Airedale TPCT	GPs with Special Interest (GPSI) service evaluation	Gather and assess information on current national models used in GPSI heart failure services.	Backfill admin support identified to free up time for evaluation. Phase 1 interview GPSIs on Post Graduate Diploma for Special Interest re service pathways	On hold – work to ensure that clinical curriculum includes mandatory baseline skills
	South Asian GPs	To produce an oral history relating to the experiences of overseas-qualified South Asian doctors and see how they responded to the needs of an ethnically diverse population	Identified GPs who are near to retirement and how they responded to needs of an ethnically diverse population. To be disseminated and may be developed into educational resource material	Met target
	Barriers for Simulated Patients	To identify the barriers to recruitment and retention of simulated patients from ethnic minority backgrounds – focus on communication and training issues	Initial scoping exercise underway	Delayed and rescheduled for April 2007
	Dissemination of research through events	To share the learning through research	Learning sessions held on inclusion and diversity, obesity and healthy eating, Children and Young Peoples' participation	2007 programme underway and receiving good feedback
Bristol PCT	Evaluation of Equality and Leadership Programmes	Evaluation of both programmes described under Recruitment and retention section	Ongoing	Ongoing
	3 month pilot programme – provision of practice team development	Led by GP Education lead, non clinical educational lead and representatives from the Deanery	Ongoing	Ongoing
City and Hackney TPCT	Pan London seminars	Dissemination of research	Q2 information available	Q2 information available
Coventry TPCT	Children and Young	Junior staff are trained and they will deliver the	Significant progress made in enhancement	Ongoing

TPCT	Project	Project Outcomes	Summary of Progress and outcomes	Timescales
	Peoples' Teaching and Assessing System	teaching packages to children/young people. The packs are evidence based and will be peer reviewed and evaluated	of training packs including video clips and stills. Focus group for carers to evaluate and feedback on the materials has been established.	
Haringey TPCT	Second stage evaluation of Health Care assistant programme	To demonstrate the impact of programme on overall practice capacity	20 Practice nurses have been interviewed across 4 PCTs and case studies undertaken	Report to be available Spring 2007
Heart of Birmingham TPCT	Attending and contributing to conferences; AMEE and ASME	Dissemination of project work	Submitting papers to AMEE, AAPA and ASME conferences	Ongoing
Lincolnshire TPCT	SHOUT – Stroke Service Users views	Development of a questionnaire to interview Stroke patients and find out their views of the service	Provided backfill and travel costs associated with developing the protocol and questionnaire. Facilitation taken place with users.	Ongoing
Medway Primary Care Research Group	Together with Higher Education support offered to GPs with research interests	First project to look at use of technology in diabetes care. Aim : that research will influence models of care in practice based commissioning	Peer reviewed and awaiting ethics committee approval. Once approved will recruit further practices and begin to collect data	Ongoing
Northamptonshire TPCT	Post Grad Cert in Practice Based Commissioning – Health Enterprise	Full evaluation of project to support further development of programme	16 participants on programme. Funding towards programme development, materials, lecturer time and evaluation at programme completion	Commenced Sept 2006. Interim evaluation Feb 2007
Nottinghamshire County TPCT	HR research and Development	Encourage HR staff to participate in research. Some interested HR staff involved in research project	Research Fellow appointed 0.2 wte to work with HR Agenda for Change team. Research project identified – primary care staffs' experience of agenda for change process and their perceptions of the outcome	To seek ethics committee approval as next step. Completed report planned July 2007
Plymouth TPCT	Small grants research Scheme	Dissemination of learning	Small grants scheme recommenced. Bringing national speakers to Plymouth. Disseminating research findings locally – eg length of stay after a fall in Parkinson patients, medicine compliance with COPD, results of schools' healthy weight	Completed – scheme now ceased
Portsmouth TPCT	Bursary Fund	To support continuing professional development	Three Masters Programmes and one	All projects

TPCT	Project	Project Outcomes	Summary of Progress and outcomes	Timescales
		(CPD), retain highly skilled staff and build on research within programmes	Doctorate programme – rehabilitation/looked after children/geronterological science/aging	completed by 31 st March 2007
South Essex PCT Confederation	Essex Public Health Resource Unit	TPCT working closely with Public Health Unit regarding training on 1:1 or group basis	Funding withdrawn	Looking to provide support in other ways
Stoke on Trent PCT	Clinical Effectiveness	Literature review on information requirements of decision-makers, barriers to changing practice, information requirements of clinicians Local research groups to disseminate findings	Literature review completed on information requirements of decision makers, barriers to changing practice, information requirements of clinicians. Meetings held with local R&D groups. Presented information to clinical effectiveness group Discussed with GPs interested in R&D	Likely completion date Dec 2007
Sunderland TPCT	Evaluation of Time In/Time Out protected learning time for Practices	Evaluation of protected learning time events for Practices	Evaluation completed	
TPCT for County Durham and Tees Valley	Scoping Disease Specific Training Programmes	Scope range, extent and content of primary care based programmes to support patients with specific diseases. Funding scoping activity by Teesside University	Scoping completed. Opportunities for PCTs to share developments and good practice have been identified.	Completed-mainstreamed to PCTs
TPCT for East Lancashire	Institute of Health and Social Care	Piloting and supporting evidence based practice.	Possible locations linked with regeneration objectives being explored for hub and spoke model. Further discussions re capital/revenue costs Clarification of training needs with stakeholders	Reconfiguration of TPCT impacting on timescales which are being reviewed with key stakeholders in line with new corporate strategy
	Modernising Medical Careers	Increased R&D opportunities in primary care for doctors in training	F2 programme currently has 17 tracks and 51 placements for doctors (ie 100%). Potential placements in community and local hospice offer wider R&D opportunities. Pilot and evaluation of multi-disciplinary learning	High number of applications to latest programme and advertised across the whole health economy. Ongoing
	Health Care Support Worker Programme	Impact assessment of new roles, providing evidence of 'added value' of new roles	Facilitator developing impact assessment framework.	Ongoing – programme now

TPCT	Project	Project Outcomes	Summary of Progress and outcomes	Timescales
			Current cohort started Jan 2007 Training needs analysis for unregistered staff – Chronic Disease Management topics included Pilot project extended to offer training and work placements. Developing further training portfolio for primary care	includes acute sector and dental colleagues as well as primary/community services. Being accredited with NFCE and e-learning packages being developed
Walsall TPCT	Health and Social Careership Co-ordinator	Regular review of skills gap highlighted by employers	Steering Group overseeing and enabling project implementation	Co-ordinator to be in post Spring 2007
Wandsworth TPCT	Evaluating People Development	Proposal for sector wide evaluation around mandatory training- defining mandatory training, impact and most effective learning methodologies	Majority of S West London PCTs supportive of project. Literature Review, Risk assessment, criteria for prioritising training needs, legal requirements, evidence of effectiveness of training, impact of managers on training, focus on moving and handling training	Slow start due to other priorities within area. Now making good progress and continuing into 2007-8

Workforce Development

TPCT	Project	Project Outcomes	Summary of Progress and outcomes	Timescales
Berkshire East TPCT	Key Programmes- GP practice development Nurse Development Health Care Assistant Development Generic Support Worker, Community Pharmacy prescribing	Development of the new programmes. Supporting the establishment of a learning network for Community Pharmacists. Specific GP programmes on CHD, Diabetes and substance misuse to reflect the public health indicators	Funding used to resource a range of formal learning events and structured learning programmes for vocational/professional workforce	Kept to original plan and timescale
Bournemouth and Poole TPCT	Competency development in Long Term Conditions	Audit of skills in primary and community care Skills development training programmes Implementation of competency based frameworks adapted from Skills for Health	Completed a baseline of current skills in COPD, heart failure and diabetes and training needs identified. Diabetes programme for all HCAs	Ongoing
	Promoting Optimal Self Care	Programme for clinicians to support patients to self manage long term conditions	Won national recognition and award. A handbook has been produced promoting the benefits of self care to clinicians	Handbook for patients being considered as next stage
	Developing the role of Health Care Assistants	Supporting the non-registered clinical workforce to expand their roles	HCAs have now been comprehensively trained and assessed as competent to perform tasks such as blood glucose, health promotion, blood pressure, ECG	Ongoing
	Developing learning in primary care	Supporting primary care teams to learn together from an accessible network of expertise and resources	Multi-professional 'Learning Leaders' network established. Implementation of protected learning time in all practices Development of web based educational resources Support to practices to improve the training infrastructure	Ongoing
Bournemouth and Poole TPCT (cont.)	Promoting public health	Working in partnership with patients, community and associated organisations to enable better access and support to lifestyle changes which improve health	Won local award and recognition. Bournemouth PCT, Borough Council and University all partners in the project supporting local public health initiatives such as Smokestop, healthy schools etc	Ongoing

TPCT	Project	Project Outcomes	Summary of Progress and outcomes	Timescales
Bradford and Airedale TPCT	Interprofessional Learning	To disseminate the findings from a West Yorkshire Interprofessional Learning Project seeking to break down the barriers to this learning approach	Data collected and in process of being analysed.	Report available April 2007
	Practice Management	Yorkshire-wide conference on Practice Management	Took place November 2006. Programme developed and circulated to practices	Met target
Brent TPCT	Diabetes skills profile	Over 200 registrations on-line system, launch of local projects to develop diabetes skills- measurable reduction in follow up appointments in GP practices. To reduce the number of inappropriate referrals to secondary care	Discussions ongoing with Brent, Hounslow and Ealing PCTs on implementation of project	Launch of practice based phase delayed by financial constraints.
Bristol TPCT	New models of care and roles to support community service developments	South Bristol Community Hospital due to open in 2008. Undertaking full costing of implementing the training needs and supported workshops	Urgent care workshop sessions, programmes to develop health care assistants	Ongoing
Cheshire and Merseyside Collaborative TPCT	Accreditation of in house programmes across the PCTs	Allows staff to APL their learning and gain academic credits- skills escalator approach	To standardise core-learning outcomes in key topic areas, giving PCTs' confidence in level of previous training. Project expanded and likely to be continued into 2007/8 'Passport' approach agreed.	Ongoing
	Health and Social Care links	Building capacity in non-registered workforce across primary and social care	Capture best practice and share developments	Ongoing
	Knowledge Skills Framework(KSF)	Enabling managers to develop the skills and experience to successfully implement KSF	Planned event. Funding used for marketing materials	Met target
City and Hackney TPCT	Action Learning set for strategic commissioners and education commissioners	Delivery of an action learning set attended by strategic and education commissioners. Self assessment in relation to their perception of learning	Q2 information available	Q2 information available
	Practice Based Commissioning	Delivery of 8 workshops	Q2 information available	Q2 information available
	Case management	Alternative proposals for use of specialist practice teachers. Improved pool of clinical assessors for advanced practice	Q2 information available	Q2 information available
	Urgent Care	Models of skill mix and translation to education commissions	Q2 information available	Q2 information available
Coventry TPCT	Weight Management	Training and development for Primary Care Staff to	Expert trainers commissioned and	first training taken

TPCT	Project	Project Outcomes	Summary of Progress and outcomes	Timescales
	Groups	deliver weight management groups in their community. Participation and progress of participants will be monitored	materials purchased to support groups.	place and evaluated well
	Haematology/Oncology Community liaison nurse	To provide community nurses with ongoing training and development in oncology and haematology client groups' care	Recruitment to post in 2007. Service changes within community services have delayed appointment	Ongoing
	NICE Guidance – Delivery of Depression treatment in Young People	Training and development for primary care staff so that they recognise depression in children and young people and intervene appropriately to identify risk and referral. Using a train the trainers approach.	Protected learning time for CAMHS practitioners to develop modules and training plan to support Tier 1 staff. Module to be piloted in 2007	Ongoing
Greenwich TPCT	Learning Culture within TPCT	Empowering staff using a range of previously developed tools Encouraging and supporting all staff to register with NHS Networks as a base for best practice across all six PCTs	Event for 120 administrative and clerical staff held in May 2006 Workshops in clinical governance planned Feb 2007 – Long term Conditions and End of Life Care Tools and workshop methodology adopted by Allied Health Professionals (AHPs)	Ongoing
Haringey TPCT	First Contact Care Practitioner Programme	First Contact Service aims to improve patient experience and free up health care professional time.	Ongoing	Programme ends Sept 2007
	Community Nutrition Assistants Development Programme	Level 2 Open College Network (OCN) work placement modules now being extended to run across North Central London.	14 students now completed the programme	Ongoing
	Graduate Mental Health Workers	Providing clinical services to 5 GP practices working in the wider community.	Ongoing	To timetable
Heart of Birmingham TPCT	Facilitator for Long Term Conditions	To provide an educational programme to foundation degree level	Lack of future funding	Cancelled
	E-learning resources for mandatory training	To develop a variety of e-learning resources for mandatory training	Modules developed for fire safety, lifting and handling, safe guardian children awareness, infection control and health and safety audit.	Ongoing- share with other PCTs
	Public Health and Mosaic data	To determine local need and develop more effective methods of reaching that population group	To be used as part of workforce plan. Diabetes Type II – aiming to reach 45% currently undiagnosed in one locality	Ongoing

TPCT	Project	Project Outcomes	Summary of Progress and outcomes	Timescales
Hull TPCT	CHD ISIP key pathways	Integrated care pathway for suspected/diagnosed Ischaemic heart disease – development of workforce plans to support model	Workforce sub group from acute and primary care being formed. Project selected as one of the national ISIP sites	Completion date Aug 2007
	Developing capacity in public health workforce	Competence- based skills audit and learning needs assessment of specialist and practitioner roles plus wider workforce	Also gained neighbourhood renewal funding to support initiative to support competency based skills audit and learning needs assessment for specialist and practitioner roles	Ongoing
	Mentoring pupils and students	Pupils and students in local schools and colleges linked to PCT mentors for those pupils interested in possible career in health and social care	26 PCT staff expressed interest in becoming mentors, & have been trained. Mentees at local schools also identified	Ongoing from April 2007
	Health trainers	Co-ordinating local trainer hub across Humber PCTs	Regular meetings held to share learning and good practice from the health trainer programme	Ongoing
Lincolnshire TPCT	Assistant Practitioner – supported by Foundation Degree	To meet the growing need to extend roles previously undertaken by qualified practitioners.	Course being run from January 2007 after successful validation. Service redesign ongoing with clinical teams. Envisaged that 2 cohorts will run per annum for Foundation degree	First cohort started Jan 2007 with 16 learners from primary care
Medway, Eastern and Coastal Kent TPCTs	Knowledge and Skills in Primary Care Pt 2	Training programme for health care assistants working within general practice. Developing second stage of programme following evaluation and training needs analysis	Next two units have been developed and undergoing peer review. First cohort in early 2007	Ongoing
Northamptonshire TPCT	Post Grad cert in Practice Based Commissioning(PBC) – Health Enterprise	To provide skills and knowledge for NHS employees involved in implementing Practice Based Commissioning. Enable knowledge transfer from participants to others involved in PBC	16 participants on programme. Funding towards programme development, materials, lecturer time and evaluation at programme completion	Commenced Sept 2006. continuing as per timetable
Nottinghamshire County	Long Term Conditions Education and Training	To support the Long Term Conditions (LTC) Workforce and Education Development delivery plan – ensuring workforce have the capability and capacity to improve the health outcomes for this client group	Development of a competency-based LTC education and training programme. Community Matron induction programme for 16 community matrons in May 2007	Three programmes delivered Ongoing and embedded in PCT

TPCT	Project	Project Outcomes	Summary of Progress and outcomes	Timescales
			plus LTC training programme for Advanced Nurse Practitioners Support post-project evaluation of the local Action Team - some difficulties in clinical data extraction.	Education and Training Prospectus Report planned Spring 2007
Peterborough TPCT	Skills Partnership Development	Project manager post to enable all local PCTs to increase their learning and development activities to deliver patient led NHS agenda. Development of further partnerships through the workforce development team engaging in new opportunities eg Care Ambassador scheme	Skills partnership project manager and admin appointed.	On target to end September 2007
Plymouth TPCT	Teaching Public Health Network	Leading a learning event – signposting public health related workforce towards educational opportunities in public health	Learning event held March 2007	Ongoing
	Education and Training Programme	Developing an education and training pathway for directly employed medical staff and primary care teams. In collaboration with Peninsula Medical School	Ongoing	Ongoing
	Partnership modules	Registered as academic partner with University of Plymouth. Clinicians developing optional learning modules on BSc Health Studies programme	Ongoing	Ongoing
Portsmouth TPCT	Work based programmes	Intensive training for specialist team working with borderline personality disorder and deliberate self-harm. Action learning set which developed falls prevention and management training programme	Falls prevention and management training have rolled out from Spring 2007	Ongoing
	Public health trainer	To develop and disseminate learning across identified communities and work in partnership with local organisations such as Sure Start, Healthy Living Centres and Probation service	Team recruited	Ongoing
	Development of community nurses and HCSWs	Use of staff and patient educators to provide bespoke programmes	To date includes: Tissue viability, continence care, bowel care, diabetic care, phlebotomy, bariatrics	Ongoing
Salford TPCT	Integrated Health and	Supporting the development of integrated health and	Production of project plan and Manchester	Lessons learned in

TPCT	Project	Project Outcomes	Summary of Progress and outcomes	Timescales
	Social Care Teams	social care teams in Salford Establish the lessons learned from local team such as: planning, barriers, success factors. Evaluate the needs of all stakeholders and organisational readiness to implement integrated care teams. Assist in the OD support to the whole city implementation	business School appointed to undertake evaluation	developing an integrate health and social care team Reminder of work to be completed by Sept 2007
	North West Teaching PCT Partnership	Development of new learning network across the North West	Ongoing	September 2007
South Essex TPCT Confederation	E-learning	Provision of e-learning platform	Learning Management System established.	Ongoing
	Non Clinical Training	Training provision for non-clinical staff	Customer care for receptionists, risk assessment, skills for secretaries – provision currently underwritten by TPCT	Ongoing
	Development of Training Practices	Supporting the development of training practices – GPs undertaking Masters in Clinical and Medical Education -> Trainers	Ongoing	Ongoing
	E-mentoring	E-mentoring Scheme involving schools and health care professionals	Further school engaged. Training provision for mentors and mentees and materials funded by TPCT	Ongoing and continuing to develop
Stoke on Trent PCT	Clinical Supervision Model	More structured system supporting staff to grow their professional expertise. Closer monitoring and evaluation of supervision and action on feedback Training for practitioners Involvement of Allied Health Professionals (AHPs) and health care support workers e-learning solution to increase training options	Design for clinical supervisory framework commissioned and costed. Focus groups have been convened e-learning solution identified	Postponed focus groups and training now being planned as PCT reconfiguration complete within TPCT
Sunderland TPCT	Skills passport	To support ongoing development of a skills passport – produce a common standard of statutory and mandatory training	Ongoing	Ongoing
	Project Planning Pack	Development of a project planning pack	Ongoing	Ongoing
	Innovations website		Ongoing	Ongoing
TPCT for County	Immunisation and	To sustain and further develop a training programme	Updated participant workbook and trainer's	E-learning version

TPCT	Project	Project Outcomes	Summary of Progress and outcomes	Timescales
Durham and Tees Valley	Vaccination Training Programme	for registered practitioners. To ensure consistency of approach across local PCTs. To provide a competency based programme in line with KSF, Skills for Health and Health Protection Agency guidance. Funding supported updated materials and training costs for trainer programmes	manual. Over 1,000 people have now been trained since the programme began in January 2005	hoped to be developed in 2007 working with NHS Core Learning Unit
	Managing Health and Social Care	Funding used to secure places for primary care staff to attend MHSC programme	Students asked to present at national IHM/MHSC conference in May 2007	Ongoing
TPCT for East Lancashire	Institute of Health and Social Care	Developing new roles, supporting role redesign, skill mix and inter-disciplinary learning. Supporting competency and work-based learning	Possible locations linked with regeneration objectives being explored for hub and spoke model. Further discussions re capital/revenue costs Clarification of training needs with stakeholders	Reconfiguration of TPCT impacting on timescales which are being reviewed with key stakeholders in line with new corporate strategy
	Modernising Medical Careers	Expansion of multi-professional learning and education to populate practice-based learning environments	F2 programme currently has 17 tracks and will be expanding to 24, all with 100% GP placements (currently oversubscribed with FY2 training places). Potential placements with local hospice for F2 doctors Piloting multi-disciplinary learning Pilot of management training for junior doctors, managers etc	High number of applications to latest programme and advertised across the whole health economy. Ongoing
	Health Care Support Worker Programme	Mainstream development of unregistered health and social care workforce. Establishing skills escalator across health and social care economy.	Facilitator developing impact assessment framework. Current cohort started Jan 2007 Training needs analysis for unregistered staff – Chronic Disease Management topics included Pilot project extended to offer training and work placements. Developing further training portfolio for primary care	Ongoing – programme now includes acute sector and dental colleagues as well as primary/community services. Being accredited with NFCE and e-learning packages being developed

TPCT	Project	Project Outcomes	Summary of Progress and outcomes	Timescales
Walsall TPCT	Health and Social Careership Co-ordinator	Supporting the development of the future workforce	Steering Group overseeing and enabling project implementation	Co-ordinator to be in post Spring 2007
Wandsworth TPCT	'Team Task Tool' implementation	Tool to support teams work through Healthcare Commission's annual health check. Compliance against standards can be checked. Good practice shared and teams supported where necessary	System 'live' for three months on three core standards. 96% response rate – need to sustain this level of response. Electronic data collection system to replace manual system. System live on other standards from Feb 2007	Ongoing into 2007-8 to completion of project. In discussion with NHS Innovations to see if can market the application
	Implementing Community Matron Role across South West London	To facilitate a sector-wide approach to monitor and evaluate the outcomes of the Community Matron role	Identification and monitoring progress of community matron roles. Group beginning to work as a group. Workshop was held in early March 2007 at the request of the group – collaborative working approach	Project manager interviewing clients to evaluate their experience of revised services provided by community matrons. Project completion in 2007-8