

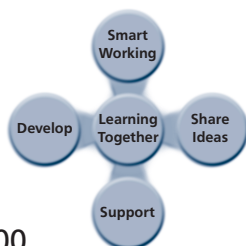
Cheshire and Merseyside Teaching Primary Care Trust (tPCT) Collaborative

This review creates the opportunity for PCTs to take stock of the tPCT activity over the previous 12 months.

- It provides a brief summary on nine key goals and describes a number of development outcomes.
- It demonstrates that collaborative working can be effective within a changing and uncertain environment.
- It provides information about current work streams and the supplementary work needed to develop or consolidate the activity.

Over the period 2003/04 the key activity themes have been:

- Working with PCTs to gather organisational intelligence. The work has included fact-finding and opinion-gathering exercises about PCTs education and learning infrastructure to inform primary care development.
- Developing primary care learning and sharing networks across Cheshire and Merseyside.
- Supporting PCTs to develop a clearer understanding of the relationship between education and the modernisation of primary care.
- Making connections with other NHS organisations to influence a better whole system approach to education and learning.
- Taking forward a number of key developments at the request of PCTs and other NHS organisations.



Finance

As well as the original DOH£250,000 the tPCT also attracted additional funding during the period 2003/04 to support primary care.

CPD	£100,000
Infrastructure Development	£150,000
GP Tutor	£ 26,000
Conference Support	£ 750
Salaried GPs	£500,000

(Direct funding to 4 PCTs)

NW Library Service, Partnership Bid £200,000

For the period 2004/05 the the tPCT budget is estimated at £450,000

Greater Focus

The role and function of the tPCT Collaborative has matured over the 12 month period. There is now a clearer direction proposed by the PCTs in relation to their needs. With the integration of the SHA and WDC there is a stronger relationship between education, modernisation and partnership working. The tPCT Collaborative provides one of the ingredients that will enhanced education capacity and capability in primary

Development Goals 2003/04 – Summarised

1. To actively work to promote and disseminate the tPCT's vision of education and training for all
2. To provide support for the recruitment and retention of all groups of staff within PCTs
3. To proactively promote and disseminate education, learning and training opportunities and developments
4. To establish a robust communication framework
5. Work with partner agencies to improve capability and capacity of staff to deliver services
6. To manage the resources of the tPCT, taking every opportunity to seek out additional funding
7. To promote a culture of evaluation in order to stimulate educational development and expand the evidence base
8. To support the improvement of capability and capacity for research and development in Cheshire and Merseyside
9. To provide a co-ordinated approach to PCT educational development through an experienced and skilled core support team (infrastructure)

Vision and Strategy

Communication

Partnership Development

Finance

Infrastructure

Smart
Working

Develop

Learning
Together

Share
Ideas

Outcomes against the agreed performance plan

- Collaborative Board and Education Learning Steering Group (ELSG) actively involved with workforce development issues and improving education in Primary Care
- Maturing education/learning communication network in place. PCTs access this through a number of different ways including meetings, website, information leaflets, presentations to PECs, PCT education groups and management forums
- ELSG members actively share PCT best practice and development activity. tPCT web site has a page dedicated to sharing best practice
- Contributed to national, northern and north west discussion about tPCT development
- Partnership meetings with other NHS organisations and education development forums
- Worked within DOH funding and generated additional funding to support development work

Consolidation and Additional Development Work

- ELSG members organised into a number of sub groups (report on web site). The changing workforce group has met to discuss student placements. Manchester SHA to share information with ELSG on MPETpilot
- ELSG members requested help to develop framework to support whole system education within local health communities
- Work with JMU to circulate learning and educational programmes, course materials and training events from all HEIs within the SHA
- Development work with commercial organisations to access expert knowledge
- Development of an education capital strategy to assist with undergraduate medical student placements

Headline joint development work

- North West Health Care Library Unit (NWHCLU) resulted in additional funding for primary care £200,000 rising to £300,000 over three years
- Shaping the Future of Primary Care Education and Training. The Education Lead is a member of the steering group. Knowsley PCT has agreed to pilot the assessment tool
- Joint agreement with SHA and NHSU to work in partnership with the development of the education communities
- Organised and chaired the Northern Network tPCT meeting for all tPCTs, Leeds
- Education paper published by Dr Jean Quinn in partnership with Dr John Howard, Post Graduate Deanery (papers on tPCT web site)

The Vision

To promote and drive forward a vision of education at the heart of delivering high quality, appropriate health care for the local population; underpinned by a comprehensive assessment of learning and education needs for staff and local people alike; working in partnership with key stakeholders to develop, deliver and evaluate programmes and policies.

Recruitment and Retention Research Evaluation Education, Learning and Training

Develop

Learning
Together

Support

Outcomes against the agreed performance plan

- Developed and implemented an innovative Salaried GP employment model to improve recruitment in difficult to recruit to areas
- Appointed GP tutor to support GPs working within new model
- Seconded nurse and allied health professional into core tPCT team to support development activity
- Part year funding from the Postgraduate GP Deanery of Honorary Lecturer to provide academic support to the tPCT
- Three key education development areas identified; Single Assessment Process, Diabetes and CHD, within Chronic Disease Management modernisation framework. Development of core facilitation team agreed to support PCTs
- Active involvement with IM&T educational strategy, including promoting e-learning developments at ELSG meetings
- Support given to St Helens PCT to examine the potential of improving education through electronic links
- tPCT working jointly with North West Health Care Libraries Unit to evaluate the impact of additional resources in primary care and library services
- Work has commenced to evaluate the new model of Salaried GP.

Consolidation and Additional Development Work

- Collaborative Board requested joint working group with PCT HR leads to create a Salaried GP salary scale that takes into account qualification, experience and function of role
- Increase PCT understanding of GPwSI. Conference Event organised
- Modernisation development work with middle and senior managers in partnership with key NHS organisations
- Align education and training developments to modernisation agenda
- Continue to provide support to e-learning strategy for primary care
- Implementation of core facilitation team to support key development needs
- Additional development work: GP Appraisal

Headline recruitment work

- Recruitment of 10 salaried GPs with a joint educational role into 4 PCTs
 - 52 GP expressions of interest in posts
 - 24 return CVs
 - 14 Short listed
 - 10 Appointed
- Evaluation of development
 - Quality of applications high calibre
 - Joint working with education partners effective
 - Opportunities to use similar model to recruit and retain GPs and other professional groups
 - Additional development work needed to establish better understanding of changing workforce roles and functions
- Lack of salary structure for Salaried GP

Full report on web site: www.cmtpct.nhs.uk

The tPCT Core team would like to thank Alan Hodgkinson, Sally Campbell, Kathy Doran for their individual guidance and support and South Liverpool PCT for their help and advice

The Story So Far

The Future

How the tPCT works with PCTs

Cheshire and Merseyside tPCT Collaborative is a group of 15 PCTs working together to collectively build and maintain skills of all people who work in primary and community care. Support is offered to nurses, doctors, allied health professionals, reception staff, managers, dentists, pharmacists, contracted professional groups and others.

The core support team works with and on behalf of the 15 PCTs to improve their educational capacity and competencies by providing a number of services.

- Helping PCTs make connections with partner PCTs or other organisations
- Sharing organisational intelligence to promote smarter working
- Pulling together like minded groups of people who are addressing an educational development issue
- Working directly with PCTs to manage an educational development

The value of this approach is that there is a clear focus on primary care education. Ranging from practical support in the delivery of training, supporting PCTs to secure additional funding, to organisational development work to support capability and capacity building.

The model below describes the tPCT Collaborative organisational relationships and connections with the wider care environment.

Moving into the second year of the tPCT Collaborative the fundamental concept of education lying at the heart of development of both organisations and individuals – be they staff or patients remains the same. Through tackling issues of education and personal development, the Collaborative will act collectively as a driving force for supporting change and improving the quality of services (including appropriateness and relevance to local needs) as well as recruitment and retention.

Adding Value

- The Collaborative is the only educational forum that has a specific focus on primary care
- Sharing and learning experiences are integrated into all Collaborative activity
- There is a strong academic basis in which to question and create an evidence based culture
- Innovative work has been supported because traditional organisational boundaries don't exist

Collaborative Working

The development of Cheshire & Merseyside tPCT Collaborative has involved working within an ever changing and uncertain environment.

Most tPCTs are single PCT focused which makes comparisons difficult. The 15 PCT structure in C&M potentially makes for complex relationships and communications; but has the additional benefit of sharing good practice and facilitating primary care learning and development across a much broader canvas.

Mindful of this the core team have placed a major emphasis on spending time with individual PCTs and other organisations to discuss how collaborative working can obtain the best effect. The key principles of education lying at the heart of development through to service delivery has been the underpinning message.

The benefits of having these discussions have and will continue to inform future collaborative work plans.