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2. WHAT IS AN ATP?
Advanced Training Practices

What are they?

They are a practice or group of practices accredited to provide undergraduate and postgraduate multi-professional training placements.

They have an integrated learning ethos which:
- Sees education, training and development as a core part of everyday work
- Encourages integrated learning both inter-professionally and between learners at different stages of their learning journey
- Support the involvement of neighbouring practices and community services in being engaged in training and developing the future workforce.

What do they do?

- Provide practice training placements that offer opportunities for learners to develop the competencies needed to work effectively in primary and community care settings
- Develop internal placement timetables that enable integrated learning opportunities
- Contribute to the regional practice placement provision within primary and community settings.
- Engage with regional placement timetables to enable integrated learning opportunities
- Contract with Health Education Yorkshire and the Humber to provide practice placements (Learning and Development Agreement)
- Enable Patient and Public involvement in healthcare education
- Work in partnership with academic staff to monitor and ensure quality of placement
- A group of practices may develop as a local network, either as a consortium or in a hub-and-spoke model, for the provision of placements within primary and community settings
- A group of practices as a local network may support trainers through: mentorship; problem solving; CPD opportunities; administration of the placements

What are the benefits from this?

- More practices engaged in training the future primary and community care workforce
- A robust infrastructure for the provision and support of quality assured placements for medical and healthcare students
- Interprofessional learning and working becomes embedded in primary care
- More medical and non-medical accredited placements available
- A future workforce completing their training competent to work in primary and community care
- A future workforce with greater understanding of the roles of colleagues through inter-professional learning
• Greater opportunity to ensure an appropriately training workforce for the implementation of services to support national policy and demographic trends
• Robust partnerships between placement providers and educational institutions (HEI’s and Medical Schools)

What differences do Advanced Training Practices make?

• Increased capacity of practice placements within primary care
• Ability of ATP to influence the development of related curricula
• Involvement in forecasting future workforce needs within their own organisation and the wider health community
• There will be a greater range of high quality training placements for non-medical trainees
• Interdisciplinary working and training opportunities will be described in each placement
• Gaining an understanding of how primary care works – its ethos and culture will be a learning objective for all placements
• Quality Markers:
  o Each placement will have an identified practice based administrator who will be responsible for the learners timetable
  o Each learner will have an identified practice based educationalist who will offer regular teaching sessions and will be responsible for the learning programme.
3. ATP Strategy Document

1. Background

The ATP model was introduced by the Yorkshire and the Humber Strategic Health Authority to:

- increase the numbers of primary care training placements available in General Practice across professions (in contrast to traditional undergraduate nurse training placements in community settings primarily with midwives and health visitors)
- promote inter-professional learning that is fit for the future
- create a new model of training, where primary care providers have a critical mass of education and training expertise to support a number of placements for different practitioners and different stages of training at the same time.

The ATP model was established in 2009 based on the existing approved GP Training Practice model. There are currently six ATP hubs, who have recruited in total 29 other training practices in a Hub and Spoke model. At the moment, ATP Hubs are focused on providing placements for undergraduate nursing students. This provides the broader system experience that is advantageous to all nurses, but also helps to address the regional shortage of Practice Nurses, who have traditionally gained experience in secondary care only and may not have seen practice nursing as a viable and/or desirable option as a first post. However, the ATP model can be flexed for other staff groups, to address future regional priorities, as was intended in the original pilot aims.

HEYH has prioritised Primary and Community Care as one of its three priority themes for 2013/14:

- The vast majority of patients first encounter NHS services in primary care settings and most on-going care will be in the community rather than in acute settings
- There is a lack of sufficient numbers of GPs in some parts of the region
- Age profiles are high across primary and community care teams and so there is concern over the security of future supply
- The training route for practice nurses is unclear
- There is currently a lack of capacity to support training in primary and community care settings

The ATP model directly addresses these primary care themes.

In the last year, this model has produced in excess of 120 undergraduate nurse training placements. These were all placements with a Practice Nurse.

The quality of the placements is high and the placements have provided exposure to the general practice environment. The ATP practice learning experience is evaluated highly by both student nurses and nurse mentors.

Students report that they are well supported by the whole practice team, are able to meet their learning outcomes and have the opportunity to experience well facilitated, inter professional learning. Furthermore, the experience has a positive impact on future career intentions. 90% of students would consider a career in primary care as a result of the placement. Almost every student would recommend the placement to other students.
The nurse mentors report students have a positive effect on their own learning, their on-going professional development and are an asset to the future of primary care.

The ATP model has improved the employability of new nurse graduates in primary care, changing the attitudes of practices and undergraduates towards newly qualified nurses working in a primary care general practice setting. Eleven nursing graduates have already obtained their first employment in General Practice as a result of this initiative.

In order to maintain and increase the numbers of training placements and opportunities for students and trainees to learn in a General Practice or community based environment, the ATP model needs to be extended to all parts of Yorkshire and the Humber and become core mainstream activity. CCGs are key stakeholders and we would encourage CCG investment in the primary care education infrastructure.

Our vision is that each undergraduate nurse in Yorkshire and the Humber has at least one placement (of at least six weeks) in a primary care general practice setting during his/her training. We also envisage the need to address later stages of training.

2. Objectives for the region

Our target is of the order of 1700\(^1\) nursing placements per year to ensure that each student has an opportunity for one substantive placement in a Practice Nurse setting. Separate modelling to identify placement numbers needed for other staff groups, such as AHPs, is necessary. This modelling will also need to consider the impact of additional training placements on existing ATPs.

The ATP model requires a sustainable but affordable funding model that is reflective of Tariff. This model must continue to be attractive to, and offer benefits for, Health Education Yorkshire and the Humber (HEYH) as a whole and GP Practices specifically. Other stakeholder investment is being explored; this includes discussions with CCGs and Area Teams.

Because of the small number of placements in any one primary care provider, we may need to continue to pay a quality premium in addition to tariff. This premium is dependent on delivering additional placement quality and can be flexed over time to incentivise placements for particular groups of learners.

In order to achieve the target of 1700 placements for undergraduate nurses, the model will need to be expanded to cover the whole region.

The six Hub and Spoke models currently in place will need short term support and resources from HEYH, in order to embed the model infrastructure and arrangements that were introduced as part of the initial pilot phase. To do this, each Hub will have to demonstrate how it plans to achieve its individual target number of increased Spokes, delivering these arrangements within the financial framework and the timescales needed to achieve this. These transition plans will be scrutinised and approved by the HEYH ATP Steering Group with sign off by HEYH SMT and, ultimately, the Board.

\(^1\) Current annual nursing commissions reduced by first year attrition rate.
3. Quality (Monitoring and Approval Process)

In addition to existing QA processes, each ATP Hub undergoes an annual Quality Inspection, undertaken by the LETB. There is a structured approach to this which includes evidence collection, review of Spoke activity, etc. However, this inspection is undertaken separately from the General Practice Trainer and Training Practice Re-approvals, which is undertaken by the HEYH PGMDE School of Primary Care. Work is underway to review the QA processes in place, with an aim to streamline and standardise these where possible.

The ATP model offers a more standardised approach to funding placements in Primary Care as well as offering a very structured and high quality learning environment. There are differences in the organisational needs of primary care placements compared to those in acute hospital settings. Developing an understanding of the organisational and structural differences is key to ensuring that our Placement Quality Facilitator (PQF) team can support the expansion of placements through the ATP model.

Currently, each Hub and Spoke is a signatory to the full Learning and Development Agreement, which is the formal agreement detailing each party’s responsibilities in providing high quality work place learning.

4. Benefits

The expansion of ATP will enable nursing students (and other professions) to access a high quality experience of primary care.

Introducing a standardised funding and Practice infrastructure model will ensure appropriate levels of funding (for initial pump priming and sustainability) and commitment and partnership from all those organisations involved.

There is an opportunity to harness the expertise that has developed within the ATP project, to inform post-registration learning and on-going skills development of primary care staff groups.

As the number of ATPs expands they will provide a substantial expert reference group to inform further development and direction in primary care.

There is evidence of sustained workforce undersupply in primary care, with difficulty recruiting and retaining general practitioners and practice nurses against a background of escalating need and demand. Primary care providers have an opportunity to look at skill mix and new ways of working. Training placement capacity in a primary care context is a prerequisite to the development of capabilities across a range of primary care workers to better meet the needs of our patients.
5. **Principles**

HEYH has prioritised Primary and Community Care as one of its three priority themes for 2013/14. Mainstreaming ATP will provide a suitable strategy to address this priority area and allow the HEYH to build on the model for other staff groups and training infrastructure.

Our HEYH ATP Leads are involved in our networks, meetings and events, which demonstrates provider involvement in workforce education and training commissioning.

6. **Strategies for success**

It is important to maximise the opportunities that the reorganisation of the NHS has created, particularly in relation to focussing on Patients and quality standards. The reconfiguration of services to allow care to be delivered nearer to the patient’s home provides a unique opportunity to re-structure historic training and education programmes to include a greater exposure to general practice and delivery of care within a community setting.

We need to explore the opportunities for developing the ATP model jointly with CCGs and other stakeholders to focus on the high quality workforce for primary care.

7. **Responsibilities**

A more streamlined and standardised approach to Quality Inspections will provide multi-disciplinary evidence from a Practice based setting. Triangulation of this with patient, staff and student / trainee survey results can test the evidence of a successful ATP. Evidence collected since the introduction of the ATP model has demonstrated this.

8. **Key Deliverables**

1. **Formalise existing Hub and Spokes:**
   - Each existing Hub to produce a formal transition plan of how they intend to move from pilot to self sustaining ‘business as usual’. This plan will need to include financial resources and timescales.
   - Provide each ATP Hub with a target, to grow and to include at least 20 spoke practices, giving a total of between 190 and 210 practices that are formally signed up to the Hub and Spoke model.

2. **Sharing Best Practice (Dissemination)**
   - HEYH to formally launch ATP as a mainstream model for delivering quality assured undergraduate nurse training placements within a GP setting that are delivered within a Hub and Spoke model using the non-medical Tariff Framework.
   - Establish a HEYH ‘Think Tank’ which will encourage joint working, funding and collaboration from other organisations including CCGs, ATs, HEYH and GP Practices. This Think Tank will be responsible for considering the suitability of ATP to improve for other staff groups working within GP and Community settings.
• Establish formal links with other stakeholder networks to support the creation of training placements and opportunities for other staff groups to be introduced, using ATP, that can be flexed according to regional or local priorities (implementation from 1 April 2014)

3. **Expansion of ATPs (Spread)**
   • HEYH to publish the Plan of how it will create 1700 undergraduate nursing placements using ATP
   • Recruit three or four additional ATP Hubs that are geographically positioned. This would provide nine or ten hubs in total.

4. **Quality Assurance**
   • Review existing quality inspections undertaken in GP and develop a multi-professional framework for future Quality Inspections, which fits with the developing HEYH Quality Framework that is built around the Learning and Development Agreement.
   • Use the ATP network to promote better workforce data capture.
   • Develop the Practice Placement Quality Assurance (PPQA) process to widen the capture of data to illustrate return on training investment.

5. **Standardising Education and Training**
   • Use the ATP network to pilot a HEYH Education Framework for Practice based staff.
   • Build on the competencies mapping work undertaken in the former SHA to identify key, core competencies required in Practices for Health Care Assistant and Support Worker roles (predominantly bands 1-4) and develop a HEYH Core Competency Frameworks for other Practice based staff; taking into account the competencies published by the Nursing and Midwifery Council (NMC) and other key stakeholders/regulators.
4. Maps

- ATP HUB’s
- Training Practices within Yorkshire and the Humber

Training Practices within Yorkshire & Humber
1. Barnsley – Primary Care Works
2. Bradford – Primary Care Education
3. Caritas Group Practice
4. College Lane Surgery
5. Freshney Green
6. Haxby
7. Leeds Student Medical Practice
8. Whitehouse - Sheffield
5. ATP HUB’s

- Barnsley – Primary Care Works
- Bradford – Primary Care Education
- Caritas Group Practice
- College Lane Surgery – Wakefield Primary Care First
- Freshney Green
- Haxby
- Leeds Student Medical Practice
- Whitehouse - Sheffield
NAME OF HUB: Primary Care Works

Contact Details: Project Manager  Amy Wright
  Project Lead  Louise Berwick
  Nurse Lead:  Alison Jackson
  Dr Lead:  Dr Rob Farmer

Address: Walderslade Surgery
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  Hoyland
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Telephone Number: 07581242446

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Area we Cover: Barnsley, Rotherham, Doncaster and part of Wakefield.

Universities currently access Nurse Students:
  Sheffield Hallam University primarily but occasionally Huddersfield University.

Brief Description about your HUB: Primary Care Works is extremely proud of its success across 4 geographical areas with a total of 25 functioning practices and in various stages of recruitment with another 5 at present. Our hub success comes from the team who are dedicated to the ATP, one full time staff member and two part time who are able to drive the scheme forwards. We feel our admin hub, rather than being practice based is beneficial as practices are able to remain independent and not 'working for' another practice.
NAME OF HUB: Bradford (The Primary Care Education Group)

Contact Details: Admin Lead: Anne Lowe
Nurse Lead: Caroline Carter
Dr Lead:

Address: Parklands Medical Practice
30 Buttershaw Lane
Bradford
BD6 2DD

Telephone Number: 01274 425678 / 07729 633136

Email Address: info@pceg.co.uk / anne_lowe54@hotmail.com

Areas we Cover: Bradford, Airedale, Leeds

Universities currently access: Bradford

Nurse Students:

Brief Description about your HUB: The Bradford hub consists of 5 practices who have worked together since 2007 when we developed a Practice Nurse Vocational Training Scheme. We were later invited to join the ATP project in its pilot stage and have now established a robust core of practices in Bradford who take nurse undergraduates for placements. More Bradford practices are steadily coming on board, as are a number from the Airedale region.

Recently, the ATP scheme asked us if we would approach some Leeds practices as well; a few have taken students with us. Currently the Leeds CCGs are developing their own hub, so our involvement with placement practices in this area will reduce. We are, however, hoping to be able to work with the new hub as it gets established.

Our nurse mentors have a supportive network, with regular meetings. We have a close working relationship with our Practice Learning Facilitator, who, in turn, liaises closely with the University link lecturers. All our students have plenty of opportunity to engage in and benefit from inter-professional education, and we have developed a pragmatic approach to the delivery of this, given the increasing number of learners. Evaluations consistently indicate that the students have thoroughly enjoyed their placements; they are well supported throughout and have all stated that they are more likely to follow a career as a practice nurse, having had the opportunity to experience the role.
NAME OF HUB: Caritas Group Practice

Contact Details: Admin Lead: Julie Greenberry
Nurse Lead: Catherine Gill - Nurse Practitioner
Dr Lead: Dr Amir Khan

Address: Woodside Surgery
Woodside Road
Boothtown
Halifax
West Yorkshire   HX3 6EL

Telephone Number: 01422 438550

Email Address: Julie.Greenberry@GP-B84618.nhs.uk

Area we Cover: Calderdale, North Kirklees, Leeds, Bradford and Wakefield where overlap exists.

Universities currently access Nurse Students: Huddersfield, Leeds and Bradford

Brief Description about your HUB: Strong ethos on team working. Practical can do mentality. Very strong clinical and support teams at each location.

Geographical radius of 20 miles from post code HX3 6EL identified as key recruitment area for spokes

Opportunity to promote and recruit additional spokes at GP Training Practice Workshops and HEI Recruitment & Stakeholder Fairs.

Working with and building relationships further with HEIs and PLFs to sustain above target figures for student placement weeks targeting areas covered by Universities above as we expand our spoke recruitment activity

2 IPL and teaching sessions each week led by Dr Amir Khan. Students learn with and from other students at different stages of learning and from different professions
NAME OF HUB: Wakefield Primary Care First – “Learning In Practice, Delivering the Future”

Contact Details:
Admin Lead: Mrs Claire Broome
Nurse Lead: Mrs Marion Mitchell
Dr Lead: Dr Liz Moulton

Address: College Lane Surgery
Barnsley Road
Ackworth
Pontefract
WF7 7HZ

Telephone Number: 01977 611023

Email Address: claire.broome@wakefield.ccg.nhs.uk

Area we Cover: Wakefield

Universities currently access
Huddersfield
Leeds

Brief Description about your HUB
Wakefield ATP HUB was founded late in 2013 at College Lane Surgery. We are an enthusiastic and positive team with Education at the heart of our practice. Our Education profile includes GP Registrars: Foundation Doctors: Medical Students from Leeds: Nursing Students from Huddersfield and Leeds and more recently non-clinical Apprentice posts.

College Lane Surgery has 3 GP Trainers: 3 Nurse Mentors and associate educationalists.

We see the future of primary care as the focus for developing the right care by the right clinician’s and a supportive team being paramount.

We are delighted to be working with our colleagues in the Wakefield Area to provide support for Mentorship development and Updates in Primary Care. Since December 2014, two surgeries have employed new graduates from Huddersfield University working in Wakefield GP Surgeries.

We believe students coming into Wakefield from Huddersfield and Leeds University will get a first class experience and hopefully will see Primary Care as their next step in developing a career with us.

We are supporting the development of more Nurse Mentors in Wakefield offering updates throughout the year. We have secured funding this year from Wakefield CCG to support training of new mentors in our practices.

We have 6 GP Practices in Wakefield working as Advanced training Spokes taking on Nursing Students throughout the year. We hope to recruit further practices with our colleagues throughout Wakefield.
NAME OF HUB: Freshney Green

Contact Details:
Admin Lead: Mandy Rimmer – Educational Placement Coordinator
Nurse Lead: Carol Harrison – Nurse Practitioner/Prescriber
Dr Lead: Dr Helen Buckley – GP Partner

Address: Freshney Green Primary Care Centre
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North East Lincolnshire
DN34 4GB

Telephone Number: 01472 372137

Email Address: Mandy.rimmer@nhs.net

Area we Cover: Lincolnshire
North East Lincolnshire
North Lincolnshire

Universities currently access: University of Hull

Nurse Students:

Brief Description about your HUB: Freshney Green Primary Care Centre is a new purpose built centre, housing Littlefield, Woodford and Field House Medical Practices, the Yarborough Clee Care District Nursing Team, Focus Social Care Team, Health Visiting Team, CAMHS, NSPCC, Physiotherapy, Podiatry, Dentist and Pharmacy. The Practices are passionate about education and facilitate a variety of placements for School Work Experience Students, Health & Social Care Students, Counselling Students, Foundation Degree Nursing Students, Undergraduate Nursing Students, Emergency Care Workers, Paramedics, HYMS Y3/Y4/Y5 Medical Students, FY2 Junior Doctors, GP Registrars. The facilities available to both staff and students are first class and include a GP Library and education is cascaded down through work placements, via IPE Workshops. To date, Freshney Green have recruited 8 of our Student Nurses within the Community upon completion of their Degree, so the scheme does appear to be successful as far as we are concerned and now rolling out the programme to our 10 Spokes.
NAME OF HUB: Haxby Group

Contact Details: Admin Lead: Lisa Billingham
                  GP Lead: Dr Kevin Anderson
                  Nurse Leads: Deb Smith (Lead Nurse Mentor (Hull))
                                Jo Smith (Head of Nursing)
                                Becky Rhodes (Nurse Mentor (York))

Address: Hull
          Kingswood Health Centre, 10 School Lane, Hull, HU7 3JQ
          York
          The Village, Wigginton, York, YO32 2LL

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rebecca.rhodes1@nhs.net

Area we Cover: York, Hull and the East Riding

Universities currently access
University of York
University of Hull
Open University

Nurse Students: We joined the ATP project in Nov 2009 and have found it an excellent way of developing the training ethos and infrastructure at our practice. We take regular student nurses on placement as well as medical students and GP registrars. We have also hosted new placements for students from allied professions including psychology, occupational therapy and emergency care practitioners. The whole practice has benefitted from the enthusiasm that the students bring and our ATP involvement fits well with the increasingly multi-professional nature of general practice. It has also proved to be an excellent recruitment tool and we now have three of our previous student nurses working with us as full time practice nurses!

We have also enjoyed developing our training links with like-minded practices in the area through the ATP hub and spoke model. This widens access to the project and ultimately will ensure the necessary increase in capacity for nurse training in general practice that will be needed in the coming years.

We are proud to be part of the project and feel we are helping to make a difference in shaping the multi-professional workforce of the future.
NAME OF HUB: Leeds Student Medical Practice

Contact Details:  
Admin Lead: Laura Scott  
Nurse Lead: Alison Dunkerley  
Dr Lead: Dr David Murray  
Practice Manager: Vanessa Hampshire

Address:  
4 Blenheim Court  
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Leeds  
LS2 9AE

Telephone Number: 0113 295 4488

Email Address: Laura.scott15@nhs.net

Area we Cover: Leeds

Universities currently access  
University of Leeds  
Leeds Metropolitan University

Brief Description about your HUB  
The practice delivers healthcare for 35,000 patients, predominantly students and their families. Approximately 1/3 of our patients are international students.

We are specialists in student health, contraception and sexual health, travel and mental health.

We recognise the value of participation in training. The practice has seen the benefits in quality improvement as a result of making training part of our core business.

The practice is committed to working with local universities and colleges, we work to maintain a strong relationship and promote the service we provide.

Leeds Student Medical Practice has been running a General Training Programme for the Faculty of Sexual and Reproductive Healthcare since 2009. We train doctors and nurses towards their Diploma of the Faculty of Sexual and Reproductive Healthcare - which includes Course of 5 training and Clinical Assessment and Experience Sessions. We were one of the first training practices to guarantee Clinical Sessions following Course of 5 training.

The practice offers training in fitting and removing intrauterine devices (IUDs) and subdermal implants (SDIs) for both doctors and nurses, which is accredited by the Faculty of Sexual and Reproductive Healthcare.

We are a GP training practice and have two trainers.

We are enthusiastic and committed to ATP and welcome the opportunities this can bring.
NAME OF HUB: The White House Surgery

Contact Details:
Admin Lead: Mark Dunker
Nurse Lead: Sally Smith
Dr Lead: Dr Richard Watton

Address: 1 Fairfax Rise
Sheffield
S2 1SL

Telephone Number: 0114 224 5878
Email Address: Mark.Dunker@nhs.net

Area we Cover: Sheffield

Universities currently access Nurse Students:
Sheffield Hallam University

Brief Description about your HUB
The White House Surgery is part of a scheme running throughout Yorkshire and the Humber engaged in finding ways to increase the exposure of undergraduate nurses to primary care. Our practice has had student nurses with us for several years and we’ve learnt much in the process.

We act as a Hub to ‘spoke’ sites also participating in the scheme, supporting them into the scheme and ensuring any ongoing needs are met.

We organise Reflection Sessions to support Inter-Professional Learning, at which different professions come together to discuss their work and support each other.