

NCL Training Hub Celebration Event

15 October 2024

CAMDEN INDUCTION PROGRAMME



AIM

Deliver a borough wide induction twice a year for all newly recruited staff members in primary care in Camden.

45 people attended the Camden Induction programme, which was delivered face to face over two days. It was rated **4.2 out of 5**:

"Well organised, lots of useful information."

"Very comprehensive and engaging speakers."

"Good for understanding systems and community network"



Camden Training Hub has been delivering a borough wide induction programme since 2020. As part of this, a number of sessions were delivered in February and August every year, covering information about Camden, services available in the borough, practical tools and skills for working in primary care, using EMIS, LTCs and pathways, information about community based services, and Public Health Information.



In August 2024, the sessions were delivered face to face, and we will continue delivering some of the induction sessions face to face going forward. All sessions are recorded and made available on the website.

The sessions have been attended by a wide range of roles, including GPs, Nurses, Physician Associates and Clinical Pharmacists.

Camden August 2024 Induction Programme			
20 August, 10h-12h & 14h-16h August 2024			
The Camden August Induction Programme is for colleagues, including those doctors, nurses, and other roles who are new to the borough, and those who are new to the primary care sector. The programme includes training on the wider system and service needs for the borough. Additionally, some sessions have recording facilities available.			
A range of sessions will be offered which are designed to help you understand the wider system, and how it affects your practice.			
If you plan to attend the sessions, please book in to register. This is essential for our planning purposes. Seats will be available on the day for those who do not book.			
A August 2024 Induction Programme			
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EDI

(Equality, Diversity and Inclusion)

WRES (Workforce Race Equality Standard) – Diversity Matters

Programme Highlights:

The Diversity Matters in NHS Primary Care Campaign Pledge is aimed at individuals and organisations who want to demonstrate a commitment to their employees, colleagues and patients with protected characteristics; and support the creation of an inclusive environment that is free from racist and discriminatory behaviours.

Diversity celebration events

Promoting Speaking Up in NCL Primary Care - Awareness and introduction session on Freedom to Speak Up Guardians to cover topics such as: who should represent staff when they feel unable to do so themselves. Ensure that Freedom To Speak Up (FTSU) guardians support staff to feel represented and advocated for.

Newsletter

The Diversity Matters in NHS Primary Care newsletter is distributed quarterly. This newsletter aims to be a tool to inform our colleagues about key WRES activities and updates, as well as to promote EDI activities within NCL, the first issue includes:

- WRES updates
- Doctors of the World
- Pride in Practice
- Upcoming Training Updates - FTSU - October month of Speaking up, introduction to the FTSU Guardian and the FTSU NCL Lead.

How does your programme support the wider system?

By introducing the WRES Framework within PCNs and healthcare environments, we aim to help address these wider discriminatory issues by providing a toolkit that employers may use to begin implementing anti-racist initiatives to ensure all staff work in an environment that is safe, welcoming, and free from discrimination.



Pride in Practice:

Programme Highlights:

- In NCL, we had 9 practices that received PIP awards – 6 gold, 2 silver, and 1 bronze.
- Held an NCL wide online event, with the LGBT Foundation regarding LGBTQ+ Health Needs and Pride in Practice, which focused on discussions regarding the importance of pronouns, determinants of health and issues affecting young people within the LGBTQIA+ community.

How does your programme support the wider system?

The Pride in Practice training works to develop and strengthen the Primary Care Services' relationships with their LGBTQIA+ patients. Throughout the programme, we partner with community leader volunteers, who provide meaningful insight and utilise their own lived experience to ensure patient voice, influence and greater public involvement. This has worked to positively improve healthcare staff's access to the needs of the LGBTQIA+ community.

Overall, the programme works to deliver effective active signposting and social prescribing for LGBT communities, linking services with a range of LGBT-affirmative local community assets to facilitate holistic approaches to care.



Community of Practice – Health Equity:

Programme Highlights:

- Enfield Training Hub has led the recruitment of a Health Equity Community of Practice Lead who will co-chair the Community of Practice, with a focus on understanding and reducing health inequalities and promoting awareness of initiatives to reduce health inequalities.
- Various meetings were held covering:
 - Alcohol use in marginalised groups and how we can support harm reduction in our patients – February 2024
 - Does QOF help or hinder us in supporting marginalised groups and underserved populations – April 2024
 - Refugee and Asylum Seeker Health – June 2024

How does your programme support the wider system?

The Health Equity COP meetings are open to all primary care professionals who work with deprived or underserved communities in the NCL. These meetings work to provide safe spaces to develop an understanding of the common barriers and challenges in delivering care to deprived communities.

These virtual monthly sessions also work to share approaches and tools to support primary care clinicians and colleagues who are working and providing care to patients in this environment.

Barnet Inclusion and Networking

Aim: To connect teams and share expertise across the borough, enhancing knowledge, providing networking opportunities and ensuring inclusivity with a focus on wellbeing, learning and development.



Pan Barnet Learning Events

Well established face to face and online learning events providing multiprofessional updates on local services including ICB, Federation and Training Hub alongside a specialist learning opportunity focusing on new policy/pathway/clinical updates.

These events consistently attract over 100 attendees from across the borough, enabling a regular and trusted forum for the Barnet workforce.

Practice Manager Learning Groups (PMLGs)

Regular events addressing current topics in primary care. The learning sessions are designed and facilitated by a small group of Barnet practice managers. There is also an opportunity to share best practice.

The sessions are highly interactive, starting with attendees sharing how they are feeling and giving an opportunity to raise any challenges they are facing. This creates a confidential space for practice managers and supports collaboration, connections and building supportive networks across Barnet.

Feedback quotes:

"Very informative and great team of practice managers very supportive and helpful"

"Really good team effort, feel really supported in Barnet"

"All brilliant. Seems were all having the same problems with the NHS so we're all in it together"

Care Coordinators

Induction and learning sessions to embed and support the new to practice role in Barnet.

- Facilitated and designed by local Barnet GPs
- Focus on patient safety and practice safe protocols
- Build an inclusive and collaborative network across Barnet

Personalised Care Roles Quarterly Forum

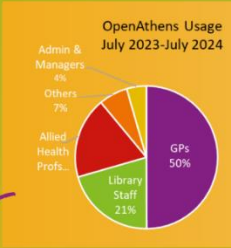
Led by the personalised care leads in Barnet to update, connect and embed the personalised care roles.

Interactive online sessions, starting with a check in of the teams, an opportunity to share best practice, current challenges and successes; plus, learning events focussed on any updates to protocols, patient and practice safety and new services available.

NCL TRAINING HUB LIBRARY AND KNOWLEDGE SERVICES

We are NHS librarians dedicated to supporting the primary care workforce, ensuring you have the right knowledge and evidence when and where you need it, saving you valuable time.

“ NHS LIBRARY AND KNOWLEDGE SPECIALISTS GIVE HEALTH PROFESSIONALS THE GIFT OF TIME.”
-NHS ENGLAND



OUR SERVICES

Welcome to the Primary Care Library Service, your go-to resource for comprehensive support. From literature searches, article and loan requests, to managing OpenAthens accounts and providing tailored training on search skills and health literacy—we've got you covered. Stay up to date with our current awareness bulletin and make the most of e-resources with our expert guidance. We're dedicated to providing you with the knowledge you need to succeed.

BEGIN BY SELECTING SOME TRAINING SESSIONS

- AN INTRO TO LIBRARY SERVICES
- HEALTH LITERACY
- FINDING JOURNAL ARTICLES
- AND MORE.....



SUPPORT FROM WHITTINGTON HEALTH LIBRARY

Whittington Health Library provides extra support tailored for primary care staff at no charge. You can access a wide range of additional resources, services, and personalised assistance. Feel free to pop in and explore the support available for you!



Visit the The Mike Clift Wellbeing Room at Whittington Health Library, Highgate Wing - Level 1, Dartmouth Park Hill

CASE STUDY

We assisted a pharmacist in conducting a literature search to help update a competency framework for pharmacy technicians. The search yielded 26 results from over 10 different sources and was delivered much faster than expected. She utilized 60% of these results to support the framework's development. The search results were referenced to support various aspects of the framework, leading to changes based on the evidence, making it more comprehensive and evidence-based. The framework was then used to standardize and evaluate best practices. The pharmacist believes that without our assistance, she would have spent additional time recreating the framework and might not have been able to support the content with strong evidence.



CONTACT
ncl.lib@nhs.net
NCL Website



NCL TRAINING HUB: HARINGEY CLINICAL ARRS & LTC LCS

2 COHORTS OF PTPT
Supporting progression of the Pharmacy workforce development through PTPT (Pre-registration Trainee Pharmacy Technician), with two cohorts already underway. Engaging 8 PTPTs in cohort 1 in 2023 and 3 in cohort 2 2024 working collaboratively cross sector.

PHARMACY FIRST
Training and education of Pharmacy First to Primary Care to enable consist understanding of the benefits of this new ways of working. Providing webinar and Q+A to empower and promote the Pharmacy First service.

ADVANCE PRACTICE
Crucial role in supporting Advanced Clinical Practice (ACP) across NCL assisting multidisciplinary professionals working in primary care. To ensure that healthcare professionals, can develop advanced skills, enabling them to take on complex roles in clinical settings. With 15 active AP Trainees across NCL. In addition we offered a short 6 month training to support integration in to primary care to increase our APs confidence.

ENFIELD AND HARINGEY AGE WELL
"Friends" and "Champions" programs to support healthy aging in Haringey and Enfield Launched in September. Phase 3 "Age Well Experts" to launch November 2024!



PRIDE IN PRACTICE AWARDS
Enfield and Haringey has supported 8 Practices to achieve bronze, silver or gold Level, showcasing our commitment to inclusivity and LGBTQ+ education.

SUPPORTING RECRUITMENT & RETENTION:
Successfully strengthening our workforce through ARRS (Additional Roles Reimbursement Scheme), providing essential support to clinical staff across NCL. Securing various bids to sustain our developing workforce.

PHARMACY TRANSFORMATION
IPWFT: The transformation project from 2023/24 extension plan is underway with two face to face training days on offer in November. These are being held on a Sunday to accommodate community pharmacy openings. The training offer is for newly qualified prescribers and those currently undertaking their IP training

NCL Technician Educator Pathway:
The pathway aims to provide a revised and comprehensive technician framework for primary care technicians. This is complemented with a series of learning sessions to improve capabilities within the technician workforce. We had our first virtual training session led by two senior pharmacists in NCL; feedback for this was largely positive.

LEADERSHIP & MENTORSHIP
Creating clinical leadership and mentorship across NCL by delivering high-quality training and development programmes.

NEW WAYS OF WORKING
Asthma Support: Innovative group consultations for parents of children under 17 across NCL, supported by Whittington Hospital Nurses. Providing tools to save lives through the use of correct techniques.
Menopause Support: A comprehensive program designed to assist the workforce, helping navigate menopause management in primary care.

SUPPORTING OLIVER MCGOWAN
Supporting the objections of the Oliver McGowan training to enhance the understanding of learning disability and autism across Primary Care.

CARDIAC REHAB
Cardiac Rehab is exercise and lifestyle support programme in the community. Working with BACPR qualified fitness instructors to co-design a needs-based offer covering all cardiac rehab and psychological services in NCL. Successfully engaging with project leads to scope out exercise trainers, psychology and validation.

PHARMACY F2F LEARNING



Haringey clinical pharmacists met in person to celebrate achievements and leadership presentations, team building and a CPD session supported by Haringey Training hub. The event was well attended and 100% of attendants found the day "good or excellent" during post session evaluation!

WORKFORCE DEVELOPMENT
Strengthen the recruitment, retention, and continuous education of the clinical ARRS workforce, ensuring that all boroughs are equipped with the right skills and leadership.

LTC LCS
Empowering Clinicians: Over 30% of NCL's clinical workforce has completed Coaching for Health Training, with the goal of 100% by 2025.
PCSP Training: Rolling out a "Train the Trainer" program to support personalised care and service planning, focusing on Long-Term Condition management.
New Projects & Leadership: Building clinical leadership across practices to champion Long-Term Condition management, with dedicated borough facilitators and educators.

COMMUNITY ENGAGEMENT
Engage local practices and boroughs to ensure widespread adoption of new training models, improving health outcomes for all communities across NCL.

PA PRECEPTORSHIP
The NCL Training Hub alongside the PA Ambassador have successfully trained 5 PA Mentors who are currently supporting 13 PA preceptees.
Over 100 Clinical ARRS staff have been trained in mental health, and more than 60 PAs are receiving ongoing monthly clinical CPD and peer support.

SUSTAINABILITY & GROWTH
Working with sustainability of training initiatives as a focus, with continues efforts to secure funding and expanding the reach of clinical training and workforce development.



Fellowships and Mentoring Programme

Aim: We offer primary care staff the opportunity to undertake portfolio roles that develop their confidence and leadership skills. We also offer a wraparound peer support programme which we hope will support the workforce and improve staff retention in NCL. The portfolio roles aim to link local service needs and leadership opportunities with the development needs of staff. We also offer a mentoring programme for GPs, where they can have 1 hour of free mentoring from an experienced GP per month.



“This gave me space to grow and develop as a leader and facilitator, whilst networking and building a local community of practice.”



Team highlights

- We have supported 69 GPs and 2 GPN's through the Fellowship programme. We currently have 72 active GP fellows and 42 active GPN fellows on the programme.
- Feedback on the scheme is widely positive, with fellows confirming the scheme supported their confidence, leadership and development.
- We hold an annual celebration event to showcase the work of our fellows.

How we support the wider system

- Improve uptake in salaried roles and retention for primary care staff in NCL.
- Support newly qualified staff in developing confidence and leadership skills.
- Build peer support networks for staff to stay connected and share learning.
- Fellows support projects that impact on the PCN and practice.

What do we offer?

- SPIN Fellowships
- Postgraduate Certificates in Healthcare Practice & Clinical Education
- Medical Education Fellowships

Who do we work with?

- Practices and primary care staff across NCL
- Portfolio providers e.g. Public Health



Digital Maturity Team

We are a small team working with adult social care providers across North Central London to improve their digital infrastructure through implementing digital tools in their settings.



Programme

We assist providers in the following areas:

- Completing the Data Security Protection Toolkit (DSPT), an annual assessment to demonstrate providers are keeping their data secure.
- Finding the right Digital Social Care Record (DSCR) system for providers and accessing funding to implement at their sites.
- Ongoing support in implementing and troubleshooting NHS Mail.



Wider System

We work collaboratively at both a local and national level to ensure providers have the best possible support:

- Within the NCL training Hub, we have worked closely with the Adult Social Care clinical team, who have provided training for the digital tools we help implement.
- We continue to North London Council Partnerships and NCL ICB on the rollout of DSCR to boost engagement and ensure funding reaches providers.
- Beyond NCL, we link in with the Better Security Better Care (BSBC) team on the DSPT project, as they facilitate several webinars and provide training material that we pass down to providers in NCL.

Highlights

- Over 90% of residential care homes in NCL have completed their DSPT toolkit to the appropriate standards, which not only provides data security for their staff and residents but also has a positive impact on their CQC rating.
- So far, 71 providers have successfully implemented digital social care records at their sites and we have received positive feedback of the time saving benefits.

Collaborative Working

- Organising a workshop for providers to meet DSCR suppliers in collaboration with North London Councils Programme Team
- Regular meetings with team leads in with regional London teams to share optimal ways of working to deliver DSPT programme.
- Away days with the BSBC team to discuss challenges and with providers and future planning of DSPT.

Workforce Transformation for Pharmacy

Aim: To develop a series of learning and training opportunities to support the Barnet pharmacy workforce focussing on inclusion, retention and development of the role in primary care.



Pharmacy Workforce Education Sessions

Over the last 4 years, there has been a lead for the pharmacy workforce responsible for coordinating education & training sessions for pharmacists, pharmacy technicians and pharmacy trainees.

Topics include both clinical areas as well as promoting the use of management & communication tools.

Mid-career GP and Pharmacy Fellows

A learning series focussing on improving general practice collaboration between GP and pharmacy colleagues, thereby enhancing patient safety.

Topics included communication skills, diagnosis support, managing workload, improving patient contact, as well as effective note taking.

Prescribing Clerk Training Programme for Admin and Reception teams

An NCL Value Award winning training programme, aimed at upskilling admin & reception teams to support practice & patients in their prescription journey.

Designed and facilitated by local Barnet GPs and pharmacists to enhance front of house staff in "all things" prescriptions. Content is updated each year to reflect current practice needs alongside networking opportunities with the local community pharmacists to build stronger links in the community.

Each cohort runs for 6 months. The programme moved from face to face to an online platform due to the Covid pandemic and now has a blended learning approach to address the variance in learning styles.

Participants also visit a local community pharmacy to build networks and improve understanding of the total prescription journey.

Pharmacy Technicians Apprenticeships

Development of the primary care & pharmacy workforce by embracing, supporting and embedding a pharmacy technician apprenticeship programme. This has now been scaled up across NCL.

Over the last few years, Barnet has been a key player in embedding PTPTs into primary care, developing partnerships to place learners within practices, community pharmacies & secondary care trusts. Barnet has established a strong training programme to support the PTPTs including an induction programme, prescribing clerk training, attendance at a learning series focussed on IT systems, NCL practices & PCN processes; with the aim of supporting and embedding the role into primary care.

Pharmacy Education Learning Series

Developed by pharmacists with subject expertise to refresh, support and enhance the Barnet pharmacy workforce knowledge, understanding of key topics, improve practice and patient care.

Topics have included diabetes and cholesterol.

NCL TH Delivery Model 2024/2025

Delivery methods and groups

Broadcast / At Scale

- Webinars
- Resource Libraries
- Online Learning

Combining training with peer support for Educators and Supervisors, Learners and Trainees and Qualified Teams

- Forums
- Workshops
- Communities of Practice

Expert Groups

- Subject / Topic Expertise
- System Expertise

Management

5 x Borough Training Hub Teams

Supporting place based delivery and stakeholder engagement

Programme Managers Meeting

NCL Clinical Roles Working Group

Our mission is to coordinate skills development, training & knowledge sharing among PC clinicians in NCL. Through collaboration, we aim to enhance system and subject expertise, with a strong emphasis on effective delivery of care and frontline impact aligned to population needs.

NCL Education Faculty Working Group

Our mission is to expand high quality educational capacity for all professions from a foundation of registered learning environments and educators with a consensus on effective supervision and time to both learn and search.

Management & Non-Clinical Working Group

Our mission is to support transformation and development programmes for primary care teams. The focus is on driving leadership, new ways of working, skills development, community building, and the delivery of PC services through coordinated implementation of training and peer support.

Leadership

Clinical Leads Meeting

Training Hub Leadership



- We continue to think about how we support each other and are in the process of setting up a drop in session to discuss new ways of working in a safe space.
- Working groups will be stood up from November as we start to stand down task and finish groups.
- We will continue to communicate to teams through our strategic board and joint operational group, newsletters, training hub meetings and borough meetings.



Voluntary Community Sector (VCS) Group Workforce Project

Aim: Support unemployed or underemployed NCL residents by widening access to pre-employment training and support individuals move closer to employment in the health and social care.

Programme Delivery:

- Partners across the system including: 7 VCS Groups, a local college and NCL H&SC Academy Programme.
- VCS groups promoted careers in sector to hard to reach communities and recruited candidates for project.
- 6 x cohorts of pre-employment course delivered in partnership with Barnet & Southgate College
- Successful learners referred into the NCL Health and Social Care Academy for further support, including links to entry-level roles into primary and adult social care roles.

Key achievements:

- Promoted careers in sector to 200+ residents and engaged over 100 participants in pre-employment programme.
- 70 NCL residents completed pre-employment training.
- Referred 55 residents into the NCL H&SC Academy for job brokerage support.
- Partnership with 7 VCS groups - small organisations with great understanding of their local communities.

Success story

I previously cleaned for a family in Enfield but struggled to cover my bills despite having tax credit and housing benefits. I discovered a health and social care training programme through a flyer at my GP and contacted Diversity Living Services, who assisted me with the application process during a workshop. After completing the course, they provided job leads, and I successfully interviewed at a care home in Enfield, earning significantly more than before. The training boosted my confidence and helped me with interview preparation. I now plan to pursue a diploma in health and social care at the College of Haringey, Enfield, and North East London

Jane, a NCL resident who took part in the PCAN VCS project

Apprenticeships

- Scoped apprenticeship infrastructure** required to support apprenticeship use by primary and adult social care employers in NCL - including functional skills, Digital Apprenticeship Service (DAS) accounts, levy processes, and training providers.
- Connected with apprenticeship providers** who can support and align apprenticeships delivery for primary and adult social care employers.
- Developed an apprenticeship toolkit** to promote apprenticeships to support employers in using apprenticeships as a tool to resolve skills gaps by upskilling existing workforce or recruiting new members of staff into the workforce.
- Engaging employers** around apprenticeships and promote how the NCL TH can support with levy transfer.
- Functional skills** - created a process to support colleagues within to access BSKB platform to establish existing level of functional skills and connected with local providers to support delivery.

Other highlights

Career Pathway Tool:

Developed a comprehensive tool that outlines career pathways within Health & Social Care, from entry to leadership roles and includes an overview of both clinical and non-clinical roles along with videos, and links to resources such as NHS Careers.

Sustainability Community of Practice:

Planning with the NCL TH Education Faculty to establish an NCL Sustainability Community of Practice to support share learning across borough and build connections between colleagues interested in sustainability and the green agenda.

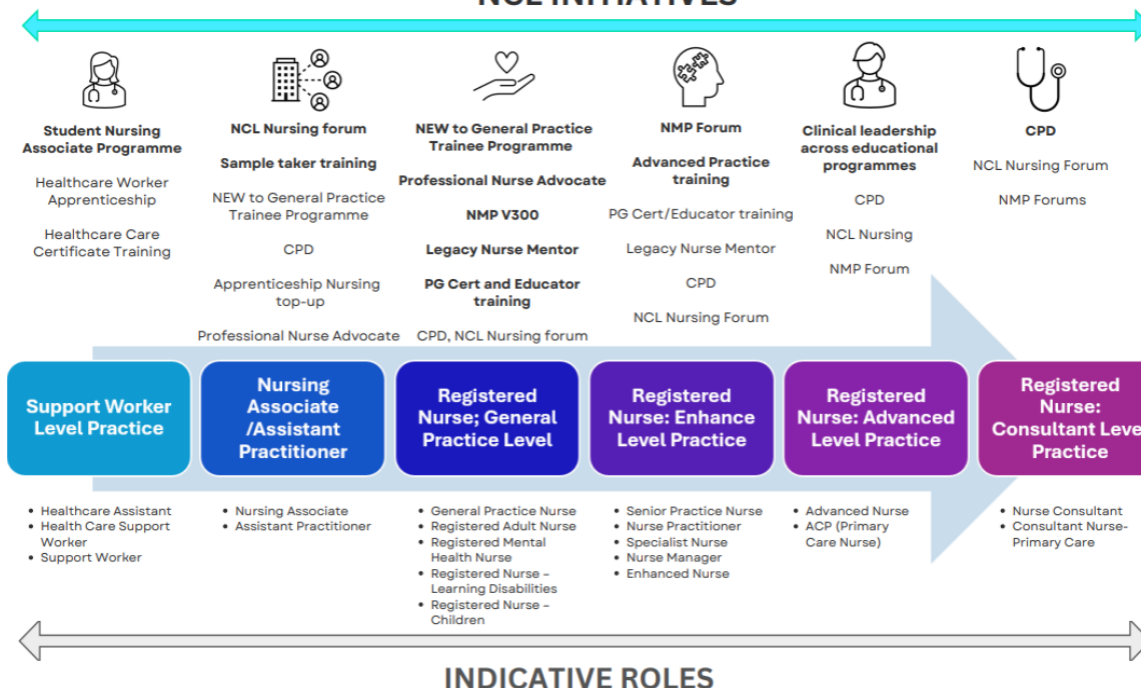


COMING SOON!

- Scoping of school work experience / engagement activity
- Increase awareness of clinical apprenticeships delivery in primary care
- Job Centre Plus Upskilling Project in partnership with NCL H&SC Academy programme

NURSING PROGRAMME - PRIMARY CARE

NCL INITIATIVES



INDICATIVE ROLES



NCL HEALTH & WELLBEING



SUMMARY

The NCL Health & Wellbeing Programme supports the primary and social care workforce through delivery of projects that enhance both individual wellbeing and organisational culture. Data-driven and sustainable projects are delivered with the aim to improve retention and attrition levels across the NCL workforce.

PCN ENGAGEMENT



Engaging with PCNs across NCL has been a focus of delivery in 2024. **Our aim is to spark more conversation and activity in relation to staff wellbeing at PCN level.** We have met with over a quarter of PCNs in NCL, and are collaborating on wellbeing action plans with each.

To support conversations, we have developed The **'Suggestions to Improve Staff Wellbeing' Toolkit**, as a way to share ideas and best practice!



Highlights

We launched the NCL Workforce Wellbeing Survey in response to new QOF targets, receiving **980** responses from primary care and providing **71** practices with reports for action plans.

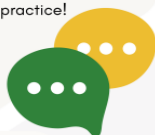
The **NCL Valued Awards** has embedded a culture of recognition and celebration for a third year, with the **2024** ceremony planned in November!

We have started delivering support around the **Menopause**, starting with manager training, attended by **28 leads**, aiming to help teams foster an inclusive and compassionate environment.

We have collaborated with the **North London Shared Services** team to connect primary and social care staff with a new **mental health** offer.

AWARENESS & COMMUNICATION

We have streamlined communication around wellbeing, through constant development of the **NCL Health & Wellbeing webpage**. In addition to this, we have a growing group of **Health & Wellbeing Champions** across each borough! We aim to make everyone aware of the support available to them in NCL.

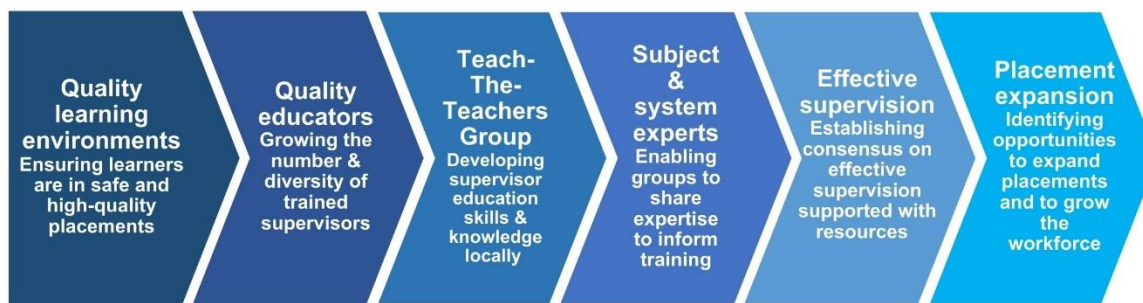


Education Faculty and Quality Working Group

Our mission is to expand high quality educational capacity for all professions from a foundation of registered learning environments & educators with a consensus on effective supervision and the time to both learn & teach.



109 approved practices out of 183 & 13 approved PCNs out of 32. NCL Quality team works closely with NHSE Workforce, Training & Education and GP School to guarantee learner safety and quality assurance.	Borough Multi-Professional Educator Groups (MPEGs) deliver education on topics such as roles in the MDT, inter-professional supervision, leadership, feedback, reflection, coaching, neurodiversity, learners that challenge us and EDI.	Faculty comprises Programme Director (PD) roles within each Borough and supported by teams that cover multi-professional roles.	Communities of Practice (COPs) and Subject Expert Groups connect clinicians and teams through shared experiences, and the exchange of ideas on clinical and universal topics to positively impact care delivery across NCL.	Providing opportunities for peer support and case-based learning to inform consensus on effective supervision in NCL.	NCL Quality team exploring approval of out-of-hours & community services to widen learners' exposure.
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NCL Quality team works closely with Primary Care team to support GPs & multi-professional roles in completing supervisor training.	350+ approved educators now supporting GP & ARRS learners on training pathways.	Education delivered online and 12f in borough MPEGs, on an NCL footprint and in collaboration with GP Trainer's Groups, VTS' & GP Appraisers' Groups.	System Expert Groups link education with the wider TH.	COPs support colleagues and clinicians who work and provide care in areas including spirometry, frailty and health equity. Subject Expert Groups raise awareness of developments in areas such as respiratory and cancer care to inform education/training offers.	Aligning MPEGs with ICB priorities including protected time.	Adapting university audits for nurse and AHP placements to align with the approval process.
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NCL Organisational Development Plan 2024/2025



Refreshed Mission Statement

We support staff training and development for the best care of North Central London's populations.

Refreshed Values



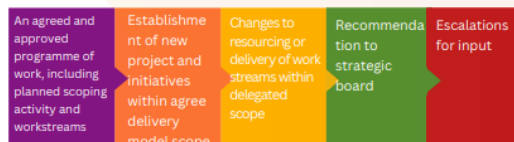
What we heard

- Input into decision making and leadership is important to you all and ensures all voices are represented.
- Joined up and standardised ways of working for new and business as usual programmes and workstreams, will support you in your new roles.
- How we collate data and feedback is important at organisational, local and system level, teams wanted standardised processes for both internal and external data.
- Communication is key when supporting individuals and teams.
- Organisational values: team culture, environmental and shared identity is important to all of us.
- Teams wanted feedback and updates regarding the Evidence Centre reviews.

What we did

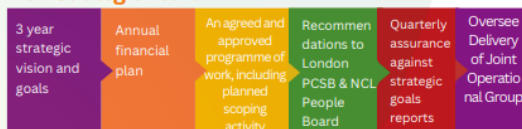
- Task and Finish Groups (T&FGs) were set up with good representation across NCL teams.
 - Strategic Vision and Goals
 - Delivery Model
 - Process Maps and New ways of working
 - Data and Evaluation
- **We have reviewed and actioned 24 of the 36 recommended actions** recommended by the Evidence Centre review with an aim to complete by March 2025.
- We have consulted with teams to review our Values and Mission statement.
- We have reviewed how decisions are made and as a result we have set up a Strategic Board and revised the membership of Joint Operational Group.

Evolved JOG




- Chair – NCL Programme Director
- Vice-Chair - TBC
- Borough Clinical Leads
- Deputy Clinical Director Primary Care (Nursing & AHP)
- Borough Programme Managers
- Professional Lead Ambassadors
- NCL TH Leads
- Comms & PMO Lead
- Other system partners on an ad-hoc basis

New Strategic Board



- NCL Clinical Lead
- Vice-Chair – Executive Lead
- Clinical Director Primary Care (Nursing & AHP)
- Programme Director
- Borough Representatives
- Primary Care Dean, WT&E London Primary Care
- Head of, NCL ICB Primary Care & Workforce
- Programme Director, North London Councils
- GPPA Managing Director
- LMC, LPC, LDC, LOC representatives





ISLINGTON TRAINING HUB

Our mission is to support staff training and workforce development to ensure the highest quality of care for Islington's population.

We work with:

- Health and care workforce in Islington** to deliver education, training, and development opportunities that address frontline needs
- The wider borough partnership** to promote best practices and encourage integrated working across sectors and organisations


This poster emphasises the leadership of Islington Training Hub in coordinating borough operational meetings aimed at addressing workforce development and fostering collaboration among neighbourhood teams. These meetings align with our partnership priorities, ensuring a coordinated approach to workforce development. Additionally, it highlights how ICS programmes, such as the educator faculty, support these initiatives through large-scale education and learning initiatives.

Here are our borough stakeholder and operational meetings

		
Islington Steering Group	Islington Borough Partnership	Islington Education Faculty
Brings together education and workforce leads who support borough, neighbourhood and locality teams.	A collaboration of health and care organisations working together as a Place-Based Partnership to improve health, wellbeing, and equity in Islington.	Coordinates and plans education and training initiatives based on programmes led by the NCL Training Hub's Education Faculty, as well as the workforce and development needs of local PCNs.

Examples of Islington Training Hub delivery

Islington Leadership Programme Fellowship



The Islington Leadership Programme is a two-year fellowship made up of workshops, project work, mentoring, and shadowing opportunities to help newly qualified clinicians gain a deeper understanding of the healthcare landscape in the borough. This programme has helped deliver borough priorities, retain staff, and develop local leaders with a strong understanding of borough and neighborhood collaboration.

<h3 style="margin: 0;">Get Ready for Work Programme</h3> <p>Employment programme to support with workforce needs and getting local residents into work.</p>	 <p style="margin: 0; font-size: small;">north central london TRAINING HUB islington</p>	<h3 style="margin: 0;">Islington Borough Inductions</h3> <p>Session to help new colleagues navigate local services and learn about the system and other health and care organisations.</p>
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www.islingtongpfederation.org/training-hub

