

USING A GP IN A ROLE SPECIFICALLY DESIGNED TO DEVELOP CONFIDENCE AND INDEPENDENT PRACTICE IN GROUP OF ADVANCED PRACTITIONERS IN A TEACHING HUB

Dr Jessica Deacon 1 Nia Boughton 1 Robyn Watson 1

1 Betsi Cadwaladr University Health Board

INTRODUCTION

In a changing face of Primary Care, with ever increasing demand and challenge in recruitment of General Practitioners, we have to commit to the robust training, supervision and mentorship of our Advanced Practitioner Colleagues.

The Primary and Community Care Academy as part of Betsi Cadwaladr University Health Board in North Wales have invested in a General Practitioner (GP) to work as a Clinical Practice Development GP in a large Health Board managed practice of 22,000 patients, solely to provide education and supervision to Advanced Practitioners including, Nurses Paramedics, Physiotherapists and Pharmacists, as well as Medical Students and GP Trainees.

The Practice uses a Multidisciplinary, Team based approach to patient care; dividing the patients into "Teams", each consisting of GPs, Advanced Nurse Practitioners, Nurse Practitioners, Occupational Therapists and Pharmacists as well as Key Team Coordinators to coordinated patient care.

The aim of the Clinical Practice Development GP role is to develop the confidence and facilitate the independent practice of Primary Care Clinical Practitioners in a Primary Care Training Hub.

TRAINING HUB APPROACH

The Health Board currently employs 6 Nurse Practitioners and 4 Advanced Nurse Practitioners at the practice and provides a placement for a Paramedic on the Advanced Practice Masters course.

The GP role is to provide direct and indirect clinical supervision for these practitioners in their day to day clinical work as well as providing focused supervision and training without the constraints and time restrictions of a GP carrying out their own duties. It is proposed that the practitioners develop confidence and independent high-quality clinical practice more rapidly than without this input.

The practice is being developed as a Training Hub to provide supervision to a large number of trainee practitioners at the same time.

RELEVANCE / IMPACT

By using a GP in this way, a model is developed which can be used to supervise a clinical practitioner from any discipline entering advanced practice in the future e.g. Pharmacists, Physiotherapists and Physicians Associates.

At the practice level, there is increased patient capacity and clinical expertise, by providing clinical hours from a variety of practitioners. GP working conditions are improved through appropriate patient selection, reduced workload and a reduction in responsibility for medical supervision of other practitioners.

OUTCOME / DISCUSSION

The outcomes of this GP post within a training hub model are to create a workforce that can meet the demands of primary care and develop a constant turnover of trained staff who can work within the wider Primary Care Community in the future.

Since March 2019, supervision of 5 Trainee Nurse Practitioners, 1 Paramedic and 1 Pharmacist has taken place, with focused training to complete a number of Modules on the Advanced Clinical Practice Masters Course including: History Taking, Clinical Examination and Non-Medical Prescribing. module, 3 x prescribing module. There are currently two Practice Nurses completing the Non-Medical Prescribing course and an Advanced Nurse Practitioner completing competencies in Child Health Surveillance.

Since October 2019 the post has included weekly teaching of Advanced Paramedic Practitioners (APP) in their second year of the APP Pacesetter project run by the Primary and Community Care Academy. The teaching has been primarily virtual, but some practical sessions have been possible. The aim of this teaching has been to develop the 4 pillars of Advanced Practice using an interactive case-based approach, flexible to the group's learning needs.



FUTURE DEVELOPMENTS

Recently there has been recruitment of a Paramedic and a Physiotherapist to a 2-year fixed term Extended scope practitioner role, and a Physicians Associate on a 12-month internship programme to Training Hub.

Supervision of Medical Students and GPST Trainees occurs alongside Advanced Clinical Practitioner Training in a Multidisciplinary Team approach to Primary Care.

The recruitment of a Physiotherapist to the Training Hub is an innovative role created in partnership with the local Physiotherapy department and integrates Advanced Practice development with First Contact Physiotherapy, developmental placements in Frailty, Pain, Respiratory and Neurology, and maintenance of an existing role in MSK.