

## **Primary Care Training Hub Roadmap Supervision Fellowship**

### **End of Fellowship report**

**Dr Anthony Chalmers**

Prior to being accepted for this fellowship I was working 7 clinical sessions a week, juggling family life and the pressures of being a GP in the current challenging climate. It is fair to say, I was reaching burnout. I needed something to reinvigorate my career and energise me. Fortunately the opportunities that have arisen from the fellowship have far exceeded any expectations I had going into the programme.

I applied for the supervision fellowship as I had gained some experience of the complex world of allied health professional training and supervision as a paramedic supervisor in my salaried GP role. I felt that the training and integration of this group of AHP's into primary care was complicated, opaque, and somewhat chaotic with limited support for supervisors and the paramedics themselves.

The primary care workforce is changing and moving from a traditional GP led service to a multidisciplinary team effort to improve access and patient care. However, many of the changes that have come into effect have been poorly considered and the support required to integrate these roles has been limited with challenges from Covid, high workloads, and limited time for planning, service development and personal development of both AHP's and their supervisors. Additionally the merger of HEE and NHSE presented an enormous challenge and disruption, which happened at the same time as a major shake up transitioning from local CCG's to regional ICB's. I felt that I wanted to play a role in improving the situation in our locality, and was fortunate that the team at the primary care training hub shared this vision.

Luckily at the outset of the fellowship I was able to become involved in the early stages of setting up a teaching programme for paramedics, (the Paramedic Education & Supervision Programme Pilot - PESPP). This coincided with work I was undertaking interfacing with South Central Ambulance Service (SCAS) and the ICB to secure funding for supervision/education for paramedics subcontracted from their service to Hampshire PCN's. This in turn had arisen due to a significant concern about inadequate supervision and education provision for paramedics moving into primary care, and a quality investigation which was undertaken by the HEE quality team. In addition I spent time working with the FCP course lead from the university of central Lancashire (UCLAN) to update and improve their clinical assessment documentation. I was able to negotiate funding for the paramedics, which helped to significantly improve their day to day supervision and support, the outcome of which was published as part of the quality review.

The PESPP course has gone from strength to strength, and at time of writing has 74 paramedics signed up across Hampshire, IOW and Thames Valley. We run monthly education sessions with an element of peer support and supervision in small group work covering variable topics from risk management to ENT to dermatology. There have been challenges and we have learned over time, using feedback from our learners and their supervisors, specifically with respect to structure and content of the sessions. As the 12 month pilot is about to come to an end, I have been involved in writing an evaluation and options paper to apply for funding to continue the programme, which was completely new to me. Additionally, due to the success of the programme I was able to present it to the Academy of Medical Educators (AoME) annual conference in Cardiff in poster format.

Furthermore I am due to present a poster at the RCGP conference in Glasgow following evaluation of an additional 5 months of sessions.

Within the sphere of workplace supervision and a recognised lack of peer support/professional networks for FCP's (first contact practitioners) in Hampshire/Isle of Wight, alongside one of the other fellows, I set up a community of practice for both FCP's and their supervisors. This was in the form of a monthly meeting which aims to allow dissemination of useful information, discussion of challenges and sharing of success. It was challenging to set up as there is no centralised list of primary care employed FCP's. However, we now have an email list of over 50 FCP's and meetings are attended by up to 20 people. The supervisor meetings have been less successful, with only a small number of attendees, and we have taken the decision to stop these meetings as they were not proving a valuable use of time. I am hopeful now that the fellowship is coming to an end that the FCP's will take ownership of this group moving forwards.

In addition to the PESPP course and community of practice, I have benefitted enormously from the peer support and networking opportunities through this fellowship. The CPD sessions were valuable and an opportunity to explore facilitation, leadership and to hear from other fellows. I was fortunate enough to be able to lead a session myself and discuss my passion for woodland and its health benefits.

About half way through the year I took advantage of the opportunity to access professional funded coaching. This has really cemented my vision for my future career and helped me to overcome some aspects of my imposter syndrome. I feel that my confidence has grown, I have better career direction, job satisfaction and despite it being a busy year I have really benefitted from having time to reflect and take stock.

Moving forwards, I have been fortunate to secure a role in my PCN working as the lead for education, supervision and ARRS integration, which is a newly created role and is again a steep learning curve. This is a role I could not have undertaken without the experience I have gained in this fellowship.

In terms of next steps, I am hopeful that we can secure funding for the PESPP programme to continue. I am also starting to look at leadership courses, to develop the next steps of my career.

I am enormously grateful to all of the team who have put time and effort into running this fellowship programme, especially my mentor Lisa Sheppherd, whose direction and advice have been invaluable.

