

PCN EDUCATOR END OF YEAR REPORT



Cobham & Oxshott PCN Education Statement

Well trained, motivated staff are at the core of successful service delivery and patient satisfaction. By supporting our multi-disciplinary team with the right training by the right people within a supportive, inclusive learning environment, we hope to safeguard a workforce not only for now but the future.

Learning from Completed CLE Approval Process

- CLE process was successfully completed in September 2024 and presented to the Associate Dean for the Training Hub — a valuable reflective exercise on the educational landscape across both practices.
- Key learning highlighted that our supervision provision is robust and appropriately structured.
- Developed greater insight into supervision requirements for ARRS roles, particularly around the FCP pathway — resulting in our Paramedic being enrolled on the FCP course.
- Strengthened understanding of CPPE and Independent Prescribing (IP) training pathways for Clinical Pharmacists, in line with HEE guidance.



Increase in Supervisor & Placement Numbers

- Actively promoted the value of becoming a supervisor — not just for individual development, but for the sustainability and growth of the primary care workforce.
- Secured expressions of interest from two GPs in the patch keen to undertake Clinical and Educational Supervisor training.
- Expanded placement capacity by accommodating GP Returners and GP Registrars transferring from other Deaneries.

Other Key Achievements

- Identified supervisor development needs through 1:1 engagement and facilitated timely access to appropriate training.
- Implemented actions from the Workforce Planning Workshop, including mapping supervision requirements across ARRS roles and aligning placements with service delivery needs. (To do)
- Actively engaged in professional development through participation in educator forums, peer-to-peer learning, and reflective practice.
- Contributed to the development of learner induction and support processes, improving the on boarding experience across practices.
- Excellent cross section of courses successfully bid for from the PCN CPD fund allowing access to courses for the majority of non-clinical and clinical staff

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Plans & Aspirations for the Year Ahead

- Support the two GP supervisor candidates through their training and ongoing mentoring.
- Strengthen the PCN's identity as a centre for educational excellence with high-quality, multidisciplinary placements.
- Collaborate with PCN leadership to establish a formal supervision strategy that aligns with workforce retention and development priorities.
- Explore hosting undergraduate placements across pharmacy, nursing, and paramedic disciplines.
- Enhance access to CPD for both clinical and non-clinical staff through a mix of online and in-person training sessions.
- Personally as PCN educator lead to coordinate supervision and training delivery by harnessing the wider educator team across the PCN.
- Reflection on the power on embracing learners to support their learning, delivery of patient care and the long term sustainability of general practice.

PCN Board Reflections

- Education is now formally recognised by the PCN Board as essential to both current operations and future planning.
- Education is a standing item on monthly Board agendas, fostering ongoing engagement and strategic alignment.
- Acknowledgement that most ARRS staff are on structured training pathways, alongside a growing number of GP registrars on VTS, reinforces the importance of a well-supported learning environment.

