

MEETING THE GROWING NEED FOR MENTORING

Professor Mike Pringle

Mentoring in Medicine Conference
EMCC, 18th May 2005

www.chec.org.uk



Content

- The delivery of care context
- The demonstration of care context
- The educational context
- The political Context
- The educational challenges
- The role of mentoring
- The future – one way forward

The Delivery of Care Context

- Greater range of services in primary care
 - GPwSIs etc
- Higher quality expected of those services (including new GMS)
- Changing roles and skill mix; team care
- NSFs, Guidelines and minimum standards

The Demonstration of Care Context

- **Greater accountability**
 - **Complaints and litigation**
 - **Clinical audit including SEA**
 - **Clinical governance**
 - **New GMS; prescribing etc**
- **Peer Annual Appraisal**
- **Revalidation**

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The Educational Context

- The loss of “PGEA”; education is own responsibility
- Team development – knowledge and skills
- Recognition that education provision must reflect clinical and personal needs of individuals and teams

The Political Context

- We need to attract, retain and develop all types of primary care staff
- We need to enhance quality of care and the healthcare experience for patients

The Educational Challenges

For Individuals:

- Demonstrating care: clinical governance, appraisals, revalidation, knowledge and skills framework
- Reflecting on care: PDPs and learning plans, audits, significant events
- Developing care: formal and informal education, mentoring
- Accreditation: NVQs, skills achievement, CAT points, formal qualifications, career progression

The Educational Challenges

For Teams:

- Team based learning: interdisciplinary
- Developing pathways of care: NSFs, guidelines, protocols, consistency
- Specialisation and accountability
- Only as good as the weakest team member

The role of Mentoring

- To help to identify learning needs
- To offer personal guidance in meeting those needs and making career choices
- Mentoring agreement
- Regular review
- Finite length of agreement

The Future – One way forward

- Education based in primary care
- For primary care
- To meet the educational and mentoring needs of all in primary care
- Accountable to primary care



COLLINGHAM
HEALTHCARE EDUCATION CENTRE



Workforce Development Confederation



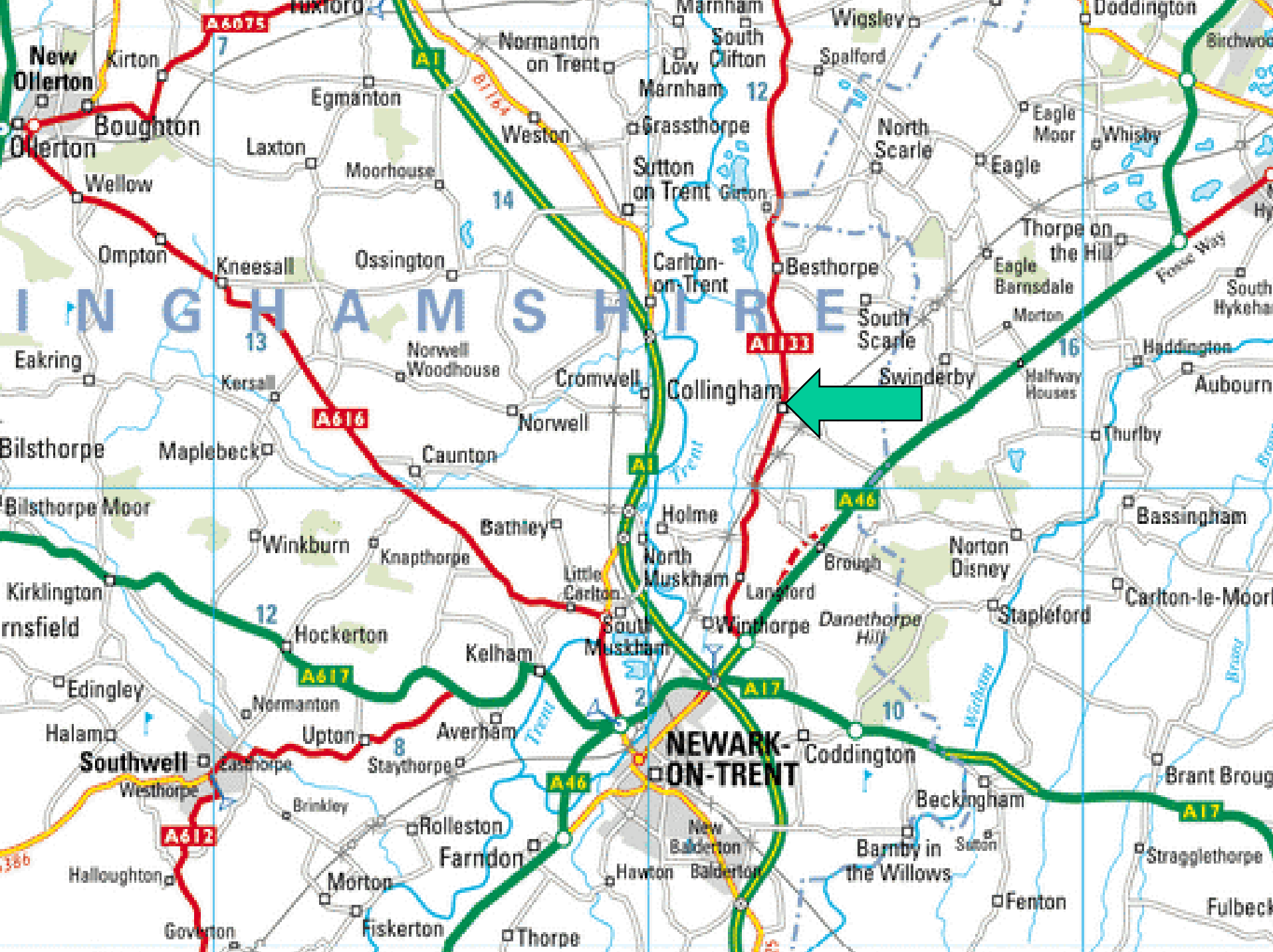
The University of
Nottingham

Trent Postgraduate Deanery

The Collingham Healthcare Education Centre Team

- Professor Mike Pringle (Learning Champion)
- Julie Reid (Management)
- Dr Lisa Terrill (GP Adviser)
- Shirley Wilkins (Educator)
- Diana Moss (WDC)
- Professor Nicky James (Adviser on nurse return to work programme)





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Ollerton
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Wellow
Ompton

NOTTINGHAMSHIRE

NEWARK-
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A133

A616

A1

A46

A617

A17

A46

A17

A612

Southwell

Farndon

Barnby in
the Willows

Stragglethorpe

Thorpe

Fulbeck

Collingham Healthcare Education Centre is....

- A two year pilot project to develop a continuing and transferable model
- A non-profit making company limited by guarantee
- A partnership between the Collingham Practice and NHS organisations – but a separate entity from the practice
- Accountable to a Steering Group (Chair is Jas Bilkhu)



Collingham Healthcare Education Centre....

- Works with existing education providers and primary care locally
- Delivers high quality education to limited numbers in targeted groups
- Bases its education on individual or group educational needs, including mentoring
- Seeks accreditation as appropriate



CHEC Education to date 1

- CD-ROM for GCSE on careers in primary care
- “Introduction to Primary Care”
- Wound Care Management
- Domestic Violence
- Witnessing skills
- Anti-coagulation management

CHEC Education to date 2

- Practice manager master classes
- Audiology for practice nurses
- Newark and Sherwood PCT non-clinical protected time events
- Conferences

CHEC Education to date 3

- **Mentoring of individuals**
 - **Nurses**
 - **General practitioners**
 - **Practice managers**
- **Practice consultancy service**



- Home
- Upcoming events
- What can CHEC offer you?
- Contact CHEC
- Feedback
- Information
- Education delivered and its rating
- About the Centre
- Organisation
- Links to other sites
- CD-ROM for GCSE

Contact CHEC

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[Click here](#) for a map of how to find the Centre

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