

ARRs Training Summary

We have been asked to provide a summary of the training requirements for ARRs roles. Please note that this guidance is correct to the best of our knowledge as at December 2022 (update June 2024). Further information on ARRs roles can be found at: [ARR Repository Archive - Gloucestershire Primary Care Workforce Centre \(glosprimarycare.co.uk\)](https://glosprimarycare.co.uk) (including information about job descriptions, induction packs, further resources and details of peer support groups where applicable). Training requirements below are those that are mandated or strongly recommended. Of course there may be further training or educational needs based on individual needs.

Role	Pre-requisites	Training requirements (either mandated or strongly recommended)
Social Prescriber Link Worker	For the personalised care roles there are no particular qualifications required prior to employment, often this will come down to experience and enthusiasm.	<p>Workforce development framework for SPLWs as referenced by the PCN DES: NHS England » Workforce development framework: social prescribing link workers.</p> <ul style="list-style-type: none"> - Mandatory e-learning: Social Prescribing - elearning for healthcare (e-lfh.org.uk) - Appropriate training as defined by the Personalised Care Institute (PCI): Arrs roles training requirements (personalisedcareinstitute.org.uk) <p>Reflective supervision is currently available via a funded offer through the training hub. Contact PCWC inbox for more details.</p>
Care co-ordinator	For the personalised care roles there are no particular qualifications required prior to employment, often this will come down to experience and enthusiasm.	<p>Workforce development framework for CCs as referenced by the PCN DES: NHS England » Workforce development framework for care co-ordinators.</p> <p>Training requirements prior to taking referrals:</p> <ul style="list-style-type: none"> - 2-day accredited care coordinator training, more details at: Arrs roles training requirements (personalisedcareinstitute.org.uk) - Accredited personalised care and support plan e-learning (see link above)

		<ul style="list-style-type: none"> - Accredited shared decision-making e-learning (see link above)
Health and Wellbeing Coaches	For the personalised care roles there are no particular qualifications required prior to employment, often this will come down to experience and enthusiasm.	<p>Workforce development framework for HWBCs as referenced by the PCN DES: NHS England » Workforce development framework for health and wellbeing coaches.</p> <p>Training requirements prior to taking referrals:</p> <ul style="list-style-type: none"> - 4-day PCI accredited health coaching training- Arns roles training requirements (personalisedcareinstitute.org.uk) - Induction and training specific to the setting <p>Health coaching supervision is currently available via a funded offer through the training hub. Contact PCWC inbox for more details.</p>
Student/Trainee nursing associate	See: Nursing Associates/Student Nursing Associates (SNA) (TNA - Student Nursing Associate (SNA) (TNA - Trainee Nursing Associate)) - Gloucestershire Primary Care Workforce Centre (glosprimarycare.co.uk)	Handbook: Nursing-Guide-HandbookFINAL 23 DIGITAL.pdf (glosprimarycare.co.uk)
Nursing Associate	Nursing Associate will be a qualified trainee nursing associate, gaining registration with the NMC.	No further training is required beyond usual CPD/individual needs. NAs may wish to progress to registered nurse via the registered nurse degree apprenticeship (RNDA) pathway. Our TNA Practice Education Facilitators can help. Contact via the PCWC inbox.
Clinical Pharmacist	Master of Pharmacy (MPharm) degree or equivalent and registered with the General Pharmaceutical Council (GPhC)	Training in primary care is through the Centre for Pharmacy Postgraduate Education (Primary care pharmacy education pathway : CPPE). Please see the following brochure for more information: pcpep-brochure.pdf (cppe.ac.uk) . This is an 18 month pathway. There is no cost to PCNs, the training is funded as part of the PCN ARRs scheme. Pharmacists will need to be released for study days, group tutorials and supervisor meetings. Under the PCN DES Clinical Pharmacists need to work a minimum of 0.5 WTE whilst completing the 18 month training.
Pharmacy Technician	Be registered with the GPhC as a Pharmacy Technician. BTEC/NVQ level 3 or equivalent in Pharmaceutical science.	Ongoing CPD needs.

First contact Practitioners (individual 5 roles below)	<p>Individuals coming into an FCP role will need a minimum of 5 years postgraduate experience.</p> <p>All FCP roles will need to hold registration with the Health and Care Processional Council (HCPC).</p>	<p>For FCPs stage 1 and 2 of the HEE roadmaps needs to be completed. A roadmap supervisor will be required. Please see the relevant sections of the ARR repository for further information: ARR Repository Archive - Gloucestershire Primary Care Workforce Centre (glosprimarycare.co.uk)</p> <p>Stage 1 includes e-learning modules, personal care modules and mandatory training. Stage 2 is either a university (taught) route or an unsupported portfolio route. It is expected most people starting the roadmap will go via the taught route now.</p>
FCP Occupational Therapists	<p>OTs will hold a BSc in Occupational Therapy.</p>	<p>Full details about the role including training: Occupational Therapists - Gloucestershire Primary Care Workforce Centre (glosprimarycare.co.uk)</p>
FCP Physiotherapists	<ul style="list-style-type: none"> - undergraduate degree in physiotherapy; - has a Masters Level qualification or the equivalent specialist knowledge, skills and experience; - can demonstrate working at Level 7 capability in MSK related areas of practice or equivalent (such as advanced assessment diagnosis and treatment); <p>Please note in relation to Chiropractors and Osteopaths NHSE have provided us with the following statement (related to ARRs and FCP roles): <i>Therefore, a Chiropractor/Osteopath would not be eligible for reimbursement under the Network Contract DES unless they meet the above conditions.</i></p>	<p>Full details about the role including training: Musculoskeletal (MSK) First Contact Practitioners (Physiotherapists) - Gloucestershire Primary Care Workforce Centre (glosprimarycare.co.uk)</p>
FCP Dieticians	<p>Dieticians will usually have a BSc in Dietetics, approved as a training programme by the British Dietetic Association (BDA).</p>	<p>Full details about the role including training: Dietitian - Gloucestershire Primary Care Workforce Centre (glosprimarycare.co.uk)</p>

FCP Paramedics	FCP paramedics will usually have a BSc in a training programme approved by the College of Paramedics. A masters level qualification is not essential, although may be desirable. See the ARRs repository for a job description.	Full details about the role including training: Paramedics - Gloucestershire Primary Care Workforce Centre (glosprimarycare.co.uk)
FCP Podiatrists	FCP podiatrists will usually have a BSc in podiatry under a training programme approved by the college of Podiatry.	Full details about the role including training: Podiatrists - Gloucestershire Primary Care Workforce Centre (glosprimarycare.co.uk)
Advanced Practitioners	Advanced practitioners (also referred to as Advanced Clinical Practitioners- ACP) can develop from the 5 FCP roles listed above. In addition nurses and clinical pharmacists can progress into advanced practitioner roles. Both these roles can also be claimed under ARRS, as long as they are in the AP role. Please note an AP must hold a 'digital badge' to be eligible for this role under ARRS.	For training details including available funding please visit: Advanced Practitioners - Gloucestershire Primary Care Workforce Centre (glosprimarycare.co.uk) or Advanced Practitioners - Gloucestershire Primary Care Workforce Centre (glosprimarycare.co.uk) . For individual queries please also contact the PCWC inbox.
Physician Associate	PAs undertake postgraduate generalist medical training in an intensive 2 year university course, usually having already completed an undergraduate biomedical or healthcare related degree.	Once qualified PAs must maintain 50hrs of CPD per year and sit a recertification examination every 6 years. CPD should be recorded in the Royal College of Physicians CPD diary. Some PAs may choose to utilise appraisal platforms to provide further reflection on learning, in addition to the RCP CPD diary. Further details at: Physician's Associates - Gloucestershire Primary Care Workforce Centre (glosprimarycare.co.uk) .
Mental Health Practitioners	This is a jointly employed role with GHC, therefore they will undertake the necessary checks. These roles will be a registered Mental Health Practitioner, which includes Mental Health Nurses (RMNs)	This is a jointly employed role with GHC, so they will support with training needs. GHC provides yearly mandatory training as per trust guidance as well ongoing CPD to support those that are nurse prescribers and to maintain professional portfolio.
GP Assistants	No particular pre-requisites. Commonly GPAs are existing members of staff, for example HCAs or receptionists (existing staff are allowed under ARRs for this role).	NHSE: 'Staff can be trained in-practice, with on-the-job training and development led by GPs, in line with the role outline. Trainee GPAs will also have the opportunity to complete HEE's structured, accredited training route, aligned to the competency framework, equipping them with formal certification of their learning'. HEE competency framework: GPA framework . For details of the accredited training please see: GP Assistant - Gloucestershire

		<p>Primary Care Workforce Centre (glosprimarycare.co.uk). If there are further training course we will announce this as they become available.</p>
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