

A scenic view of a river flowing through a park-like area with trees and buildings in the background.

**Would you like to**

A street scene in a town with colorful buildings, including one with a sign that says 'ESTATE AGENTS' and another with 'Alexander & Co'.

**live, work, learn**

A large, multi-story brick building with many windows, situated near a river.

**in BLMK?**

**We are looking for talented professionals  
to join our Primary Care Workforce in  
Bedfordshire, Luton & Milton Keynes**

# Your Guide to Bedfordshire, Luton & Milton Keynes

## BEDFORDSHIRE

Bedfordshire is in one of England's smallest counties, flanked east and west by tourist hotspots like Oxford and Cambridge and just a 35 minute train journey from London. Bedford Borough is a vibrant area to live in with an abundance of leisure opportunities for residents and prides itself on offering a fantastic programme of cultural events throughout the year. A wide range of affordable health opportunities are on offer, through quality parks, award winning leisure centres and sports development work. It is predominantly a rural county, with gently rolling countryside; Dunstable Downs, Chiltern Hills, Greensand Ridge and the Forest of Marston Vale. It has delightful country towns and villages (the villages of Woburn & Harroldere both named in the Sunday Times 120 best villages to live in Britain). It encompasses a range of places to eat, drink (look out for Old Warden Vineyard) and shop; beautiful cottages and impressive stately homes; Wrest Park, Woburn Abbey, Luton Hoo Mansion House, plus plenty of attractions such as ZSL Whipsnade Zoo, Mead Open Farm and Woburn Safari Park to keep the kids occupied:

[www.experiencebedfordshire.co.uk](http://www.experiencebedfordshire.co.uk)  
[www.bcentralbedfordshire.co.uk](http://www.bcentralbedfordshire.co.uk)



## LUTON

Luton and its near neighbours, Dunstable and Houghton Regis, form the Luton/Dunstable Urban Area with a population of about 258,000. It is located just 30 miles northwest of London and 22 miles South East of Milton Keynes. Luton was for many years famous for hat-making.

Now one of England's major airports London Luton opened in 1938. During the Second World War it doubled as an RAF base. The University of Bedfordshire is based in the town. There is an abundance of parks and open spaces in and around Luton. Stockwood Park is a large urban park in Luton with period formal gardens, leading crafts museums, Stockwood Discover Centre and extensive golfing facilities, it is about 100 hectares in area. The town is home to Luton Sixth Form College and Barnfield College. Both have been awarded Learning & Skills Beacon Status by the Department for Children, Schools and Families. There are 98 educational institutes in Luton including The University of Bedfordshire. Luton Sixth Form College and Barnfield College. Both have been awarded Learning & Skills Beacon Status by the Department for Children, Schools and Families..



## MILTON KEYNES

Milton Keynes is a town in Buckinghamshire in South East England which is equally distant from London, Birmingham, Oxford Cambridge and Leicester (50 miles).

The town was founded only on 23 January 1967 with an aim to relieve the housing pressure in London. The new town absorbed the existing towns of Bletchley, Wolverton and Stony Stratford. The population is currently 249,000. Milton Keynes is one of the most successful economies in the UK, ranked third (by gross value added per worker) for its contribution to the national economy. Attractions include Bletchley Park the place where the British broke the famous Enigma code, Centre:MK, the main shopping centre in the town with more than 230 stores, Milton Keynes Theatre and The Stables a live music venue offering genres such as jazz, blues, folk and rock.

The beautiful gardens of National Trust Stowe are just outside Milton Keynes.

[www.destinationmiltonkeynes.co.uk](http://www.destinationmiltonkeynes.co.uk)



**Bedfordshire, Luton  
and Milton Keynes**  
Commissioning Collaborative



# What does living in BLMK have to offer?

## LEISURE

Whether it's summer food and music festivals, a floating market or a 16 screen cinema, the area has something for everyone. Adrenaline junkies can find indoor ski diving in both Milton Keynes and Bedford. The area boasts an indoor ski centre as well as indoor surfing and other aqua sports. For lovers of the outdoors there is also plenty of countryside, with walks through the forest of Marston Vale, hiking the Greensands Ridge, or getting lost in the Dunstable Downs.

## SPORT

BLMK is a great place for sport with successful football, rugby, cricket and hockey teams either located within the area or close by. Milton Keynes has Stadium MK the home of Dons football club. There are multiple leisure centres throughout BLMK that offer swimming, martial arts, cricket and even skiing throughout the year on the slopes of Xscape. Of course the beautiful countryside and woodland areas are ideal for walking and cycling.

## HOUSING

Property prices in BLMK are quite varied depending upon proximity to London and the major transport routes. Average prices for a three bedroom semi detached house start at approximately £310,000

## EDUCATION

Across BLMK there is a good choice of primary and nursery schools, along with secondary school provision (for age 11 upwards), most of which are state funded, with some independent ones. Most secondary schools provide education all the way through to age 18; however, there is also a good range of colleges of further education that provide courses specifically for the 16-18 age group, either through A levels or vocational training. Bedford is home to the University Bedfordshire while there are a range of other Universities nearby including Cambridge, Anglia Ruskin and a wide range of London based universities.

## SHOPPING

Most of the larger towns have extensive shopping centres with many offering restaurants, cafes and cinemas in addition to the major high street shops. Milton Keynes has a large shopping centre with over 200 shops. The M25 Motorway and local rail services also provide easy access to shopping in London.

## FOOD & DRINK

There are over 30 independent breweries in Bedfordshire, Luton and Milton Keynes and outside of the major towns, there are numerous country pubs and restaurants providing a wide range of food and drinks from staples such as fish and chips to fine dining. For something fancier, try Marco Pierre White Steakhouse at MK Stadium.

## TRANSPORT

**TRAIN:** The three major railway lines to the northeast, northwest and East Anglia all run through the area with journey times into London taking 30-60 minutes.

**CAR:** BLMK is well served by motorways with the M25 London Orbital Motorways, the M1 providing access to Birmingham, Manchester and Leeds, the A1 linking to Newcastle and Scotland and the M11 which goes to Cambridge all passing through the area.

**AIR:** Luton Airport is the fifth busiest airport in the UK. The vast majority of the routes served are within Europe, although there are some charter and scheduled routes to destinations in Northern Africa and Asia.

## MORE INFO

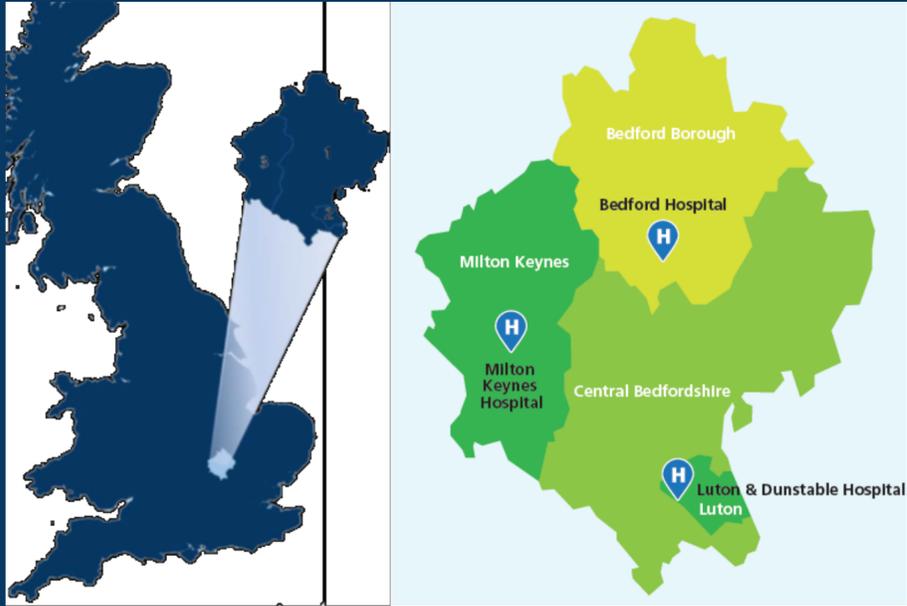
Live-Learn-Work Website:  
[www.work-learn-live-blmk.co.uk](http://www.work-learn-live-blmk.co.uk)



Bedfordshire, Luton  
and Milton Keynes  
Commissioning Collaborative



# Overview of Local Services in BLMK



Across Bedfordshire, Luton and Milton Keynes (BLMK) there are 98 GP practices grouped into three Clinical Commissioning Groups that commission health services on behalf of the local population. Our local councils provide social care services for our local people. We have three main acute providers; Bedford Hospital NHS Trust, Luton & Dunstable University Hospital NHS Foundation Trust and Milton Keynes University Hospital NHS Foundation Trust. We also work closely with our other Integrated Care System partners including four councils, two ambulance Trusts and four community mental health Trusts. Almost one million people live in BLMK, three very different places that are also diverse within themselves. These differences affect what local people need from their health and social care services. For example in Milton Keynes, services must meet the needs of one of the most rapidly growing populations in the country. In Bedfordshire, services must meet the needs of a population with a higher than average number of people aged over 75. And in Luton, services must meet the needs of one of the most vibrant and ethnically diverse populations outside of London

## Our Primary Care Networks (PCNs)

Primary care networks build on the core of current primary care services and enable greater provision of proactive, personalised, coordinated and more integrated health and social care. Whether you are employed directly by one of our 98 general practices or by the PCN to work across several practices, you will be part of a multi-disciplinary team of professionals all working together to target the specific population health needs of the patients in their area.

Primary care networks (PCN) are groups of GP practices working together to focus local patient care and are collectively responsible for a population between 30,000 - 50,000.

### Key Population Health Needs

- Frailty
- Mental Health
- Learning Disabilities
- Cancer
- Addressing Health Inequalities
- Self-management of Long-term health conditions

### Primary Care Roles

- GP
- Practice Nurse (GPN)
- Health Care Assistant
- Practice Manager
- Administrator
- Receptionist
- Clinical Pharmacist
- Physician Associate
- First Contact Physio
- Pharmacy Technician
- Community Paramedic
- Dietitian
- Podiatrist
- Chiropodist
- Occupational Therapist
- Social Prescribing Link Worker
- Health Coach
- Care Coordinator
- Mental Health Therapist

### BLMK PCNs by ICP

#### Bedford Borough

- Caritas Medical
- East Bedford
- North Bedford
- Unity

#### Central Bedfordshire

- Chiltern Hills
- Hillton
- H is for Health
- Ivel Valley North
- Ivel Valley South
- Leighton Buzzard
- Titan

#### Luton

- Eden
- Hatters Health Network
- Medics Network
- Oasis Network
- Phoenix Sunrisers Network

#### Milton Keynes

- Ascent
- Crown
- East MK
- Nexus
- South West Network
- The Bridge
- Watling Street Network

There are 23 Primary Care Networks (PCNs) in Bedfordshire, Luton & Milton Keynes. These are teams of health and care staff working together, led by GP Practices.



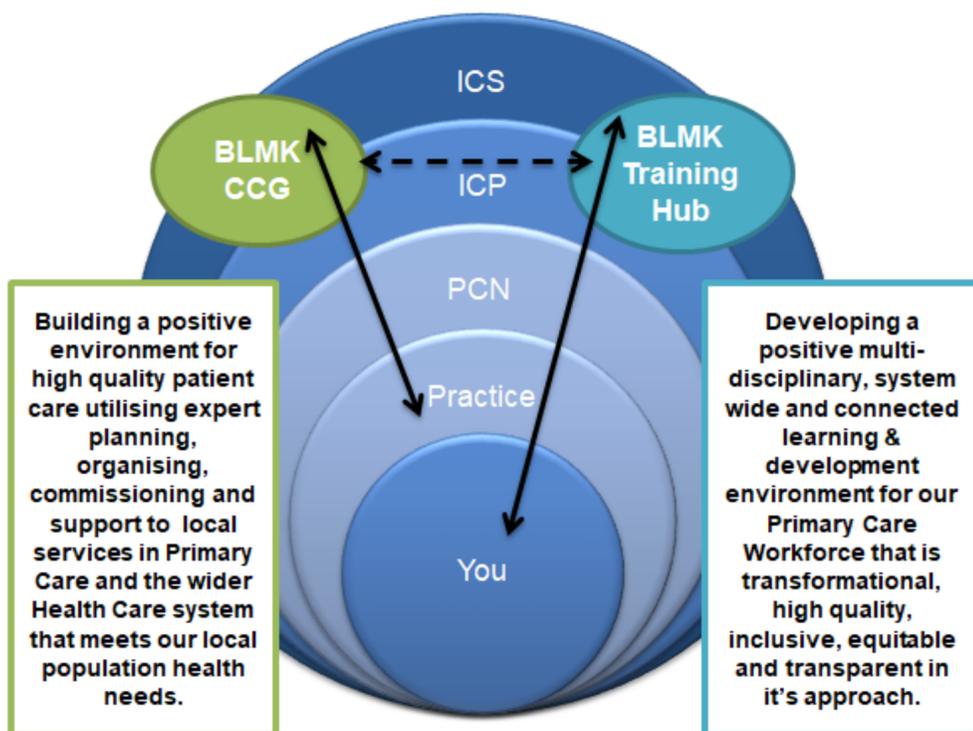
Bedfordshire, Luton and Milton Keynes  
Commissioning Collaborative



# Overview of BLMK ICS Partnership Approach

## Approach to Workforce Development

### BLMK System Partnership Approach



The BLMK ICS brings together 16 partners which include NHS Clinical Commissioning Groups, NHS Trusts and Hospitals, our four local councils and other organisations in the footprint with an invested interest in Health and Social Care. Together we take responsibility for managing resources, delivering high quality patient care and improving the health of the local population we serve. We were one of the first ten ICSs and we often act as a trail blazer for developing new collaborative and innovative ways of working.

Whilst the ICS takes a one team approach, there are teams within the system that specifically focus on Primary Care and support PCNs and Practices with their development. The PCN and Practice that you will join are supported by colleagues within the CCG to create a positive and progressive environment to enable you to deliver the highest possible quality care. Working alongside the CCG is the BLMK Primary Care Training Hub who are responsible for designing and delivering workforce development initiatives for individuals and supporting workforce planning, attraction, recruitment and developing a progressive culture at a PCN and Practice level to ensure that BLMK is the best place for you to work and learn

## Our Promise to our People

At BLMK, we recognise that our people are the most important assets that we have and shapes our approach ensuring that it is people-led, collaborative, integrated, inclusive and altruistic.

By joining BLMK, you can expect a warm welcome that includes:

- Socialization to the ICS so that you understand your working environment
- Access to training and development
- Growth from opportunities for experience

You can also expect from us:

- Strong and compassionate leadership
- A positive, supportive and empowering culture
- A focus on your health and wellbeing

## MAKING BLMK THE BEST PLACE TO WORK

### COMPASSIONATE LEADERSHIP

- Trust
- Respect
- Integrity
- Accountability
- Care & Compassion



### GROWING OUR WORKFORCE

- Attracting new roles to Primary Care
- Supporting all roles to make the transition and embed in Primary Care
- Increasing opportunities for early career professionals to gain practical experience and skills

### DEVELOPING OUR WORKFORCE

- Offering opportunities to experienced professionals to develop portfolio and specialist careers
- Creating CPD training opportunities to learn advanced skills and leadership
- Building self-awareness through coaching and mentoring



Bedfordshire, Luton  
and Milton Keynes  
Commissioning Collaborative

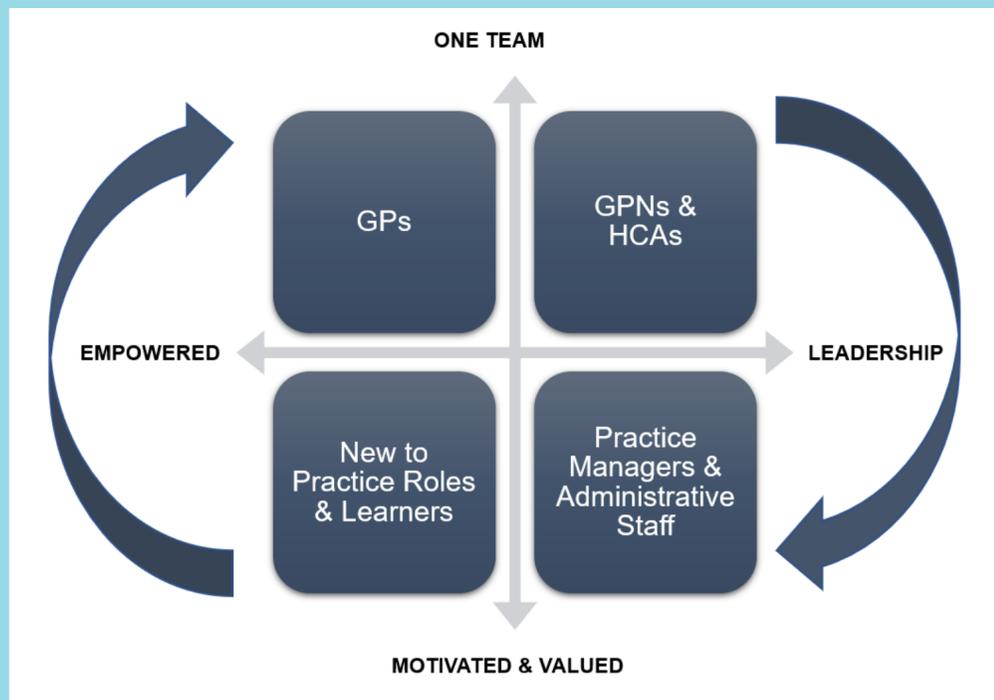


# What is the BLMK Primary Care Training Hub?

The BLMK Primary Care Training Hub exists to tailor and develop innovative education, training, leadership & workforce transformation initiatives for all our Primary Care Workforce across BLMK. We work with Practices and PCNs to identify and facilitate an enhanced offer of support, education and career development for all staff at any stage of their career. By joining BLMK you will have the opportunity to access this offer and join a social movement that recognises that our power comes from our people, and enables everyone to be thriving in their work, flourishing in their wellbeing and flying in their professional development. We tailor nationally funded initiatives from NHS England & Improvement and Health Education England to meet local needs. We are also part of the wider BLMK Workforce Development Academy which collaborates to create synergies in opportunity across the wider health and social care sector.



## Our Vision for BLMK Primary Care Workforce



### Our Values and Operating Principles:

**EQUITABLE**  
**CHAMPION**  
**MDT DATA**  
**TRAINING**  
**FEEDBACK**  
**INNOVATIVE**  
**TRANSPARENT**  
**TRANSFORMATIVE**  
**SUPPORTIVE**  
**COMPASSION**  
**COLLABORATIVE**  
**FAIR**  
**INCLUSIVE**

The BLMK Training Hub team includes an operational team and expert clinical leads who are here to offer you support and advice on making the most of your role and the opportunities available to you. Our team is always growing to represent new General Practice roles to reflect emerging developments.

### Our Expert Clinical Leads

### Our Operations Team

-  **Dr Nina Pearson, BLMK Training Hub Chair.** Nina is an experienced GP, is passionate about clinical leadership and transformation and oversees the work of the Training Hub.
-  **Susi Clarke, Primary Care Workforce Programme Lead.** Susi is the strategic lead and is pivotal in building the relationships and operational aspects of the Training Hub.
-  **Sam Stone, Workforce Transformation Project Manager.** Sam leads on the day to day design, delivery and evaluation of workforce development initiatives, working closely with the Clinical Leads.
-  **Nisha Patel, Workforce Project Assistant.** Nisha supports the operations team and the clinical leads with administration, project management of smaller projects and keeps us functioning well.

-  **Janet Thornley, GPN Strategic Lead.** Janet is an experienced GPN and leads on identifying & creating opportunities for GPN development
-  **Dr Sadaf Javed, GP Retention & Development Lead.** Sadaf is an experience GP Partner, Trainer and has an extended role in Dementia. She leads on the development of our experienced GPs
-  **Dr Shankari Maha, Clinical Lead for the GP First 5 Network.** Shankari is a newly qualified GP and supports any GPs in their first five years of their work experience to develop their careers

-  **Dr Rahhiel Riasat, Clinical Lead for New to GP Practice Fellowship Scheme.** Rahhiel is an experienced GP bringing expertise in education and training for the Fellows.
-  **Rajiv Nandha, Clinical Pharmacist Lead.** Rajiv is an experienced Practice Pharmacist bringing expertise on shaping General Practice career pathways for Pharmacists.
-  **Mehreen Shafiq, Physician Associate Ambassador.** Mehreen is an experienced PA and focuses on creating support networks and awareness of development opportunities.

**THRIVE  
 FLOURISH  
 & FLY**  
 with BLMK  
 TRAINING HUB

# How can the BLMK Primary Care Training Hub support your career development?



## Peer Support Networks

We have a range of established peer support networks in BLMK where you can find out the latest information on opportunities, connect with peers and get advice from our Clinical Workforce Leads. Our networks include: 1st 5 GPs, Experienced GPs, GPNs, Practice Managers, Clinical Pharmacists & Physician Associates. We are establishing other networks for new roles.

## Mentoring and Coaching

We offer mentoring and coaching programmes to support you with your career development. You can have 1:1 sessions with our Clinical Workforce Leads. There is also mentoring opportunities for GPs & GPNs taking up the New to Practice Programme with Herts and Beds LMC. Coaching can be accessed through our delivery partner Akeso (for GPs) and via NHS E/I and the Leadership Academy.

## CPD Programmes & Multi-disciplinary education

We have a funded programme of CPD for nurses and AHPs and a number of multi-disciplinary education sessions including: making the transition to Primary Care for new to practice professionals, business fundamentals to support experienced staff develop skills in management and leadership and Bring Baby to keep up to date with mandatory training during maternity leave.

## Career opportunities for experienced professionals

We have offered six months funding for PCN Portfolio Career Opportunities aimed at experienced professionals who want to develop a specialism, service innovation or leadership experience. We have also offered education bursaries to experienced professionals who want to do further qualifications in an area of local population health need. We are also supporting staff who are considering the New to Partnership Payment Scheme.

## Early careers & New to practice support

Our support to New to Practice professionals has included developing a tailored GP and GPN two year New to Practice Fellowship Programme which is a package of support, training and opportunities to support the transition, embedding and personal development plans for future careers. We have also created resources for supporting New to Primary Care Roles as part of the Additional Roles Reimbursement Scheme with making the transition and embedding in BLMK.

## Students & learners support

Developing our talent pipeline is crucial and students and apprentices play a huge role in preparing for the workforce of the future. We have a range of excellent placement opportunities within our training practices for those considering a career in Primary Care. We have PCN Leads who can support our student nurses and we have piloted a new placement programme for Student Pharmacists. We also support practices to identify how they can offer Apprenticeships.

## Wider system experience

If you are interested in finding out what other people do in their roles we have a programme 'Stepping into my Shoes' which could be for you. It involves shadowing staff within other organisations or sectors, such as health or social care, for a few hours/a day.

## Leadership Development

Creating strong future leaders is key and we have a number of programmes that help diversify the different roles that work in leadership roles. This includes a Practice Manager Development Programme and developing Leadership support and opportunities within the PCNS. A particular success has been our collaborative partnership with NAPC & Shiny mind to deliver the GPN Leadership development CARE Programme. This is enabling GPNs to drive and sustain local transformation and new ways of working

## Integrated Working and Learning

Working collaboratively across primary, acute and community care is essential in creating system change. We have developed portfolio opportunities that bring secondary and primary care working together to enable more patients to be cared at home. We also have run a number of webinars pan system to share learning from Covid 19 and identifying new ways of working. We also have webinars to share insights into how best PCNs can work with their community partners and share information.

## Positive, empowering & supportive culture

A core part of our work is to support Practice and PCNS to demonstrate positive, empowering and supportive cultures for their workforce. We have worked with PCNs and Practices to plan for new to practice or new to BLMK professionals and have good practice resources for inducting, embedding and growing their new and existing talent. We have delivered sessions on 'attracting and growing talent' and 'insights into additional roles'. We have also delivered a session on 'tips and tools for career self-management' for all staff to build self-awareness about what is important in their career.

## Visit our website and Twitter for more information

The information in this leaflet is just a snapshot of the support and opportunities available to our BLMK workforce. To find out more please visit our website:

<https://work-learn-live-blmk.co.uk/training-hub>

or follow us on Twitter to keep up to date: @HubBLMK

**THRIVE  
FLOURISH  
& FLY**

**with BLMK  
TRAINING HUB**



**Bedfordshire, Luton  
and Milton Keynes  
Commissioning Collaborative**

