

# Implementing Workforce Change in Primary Care

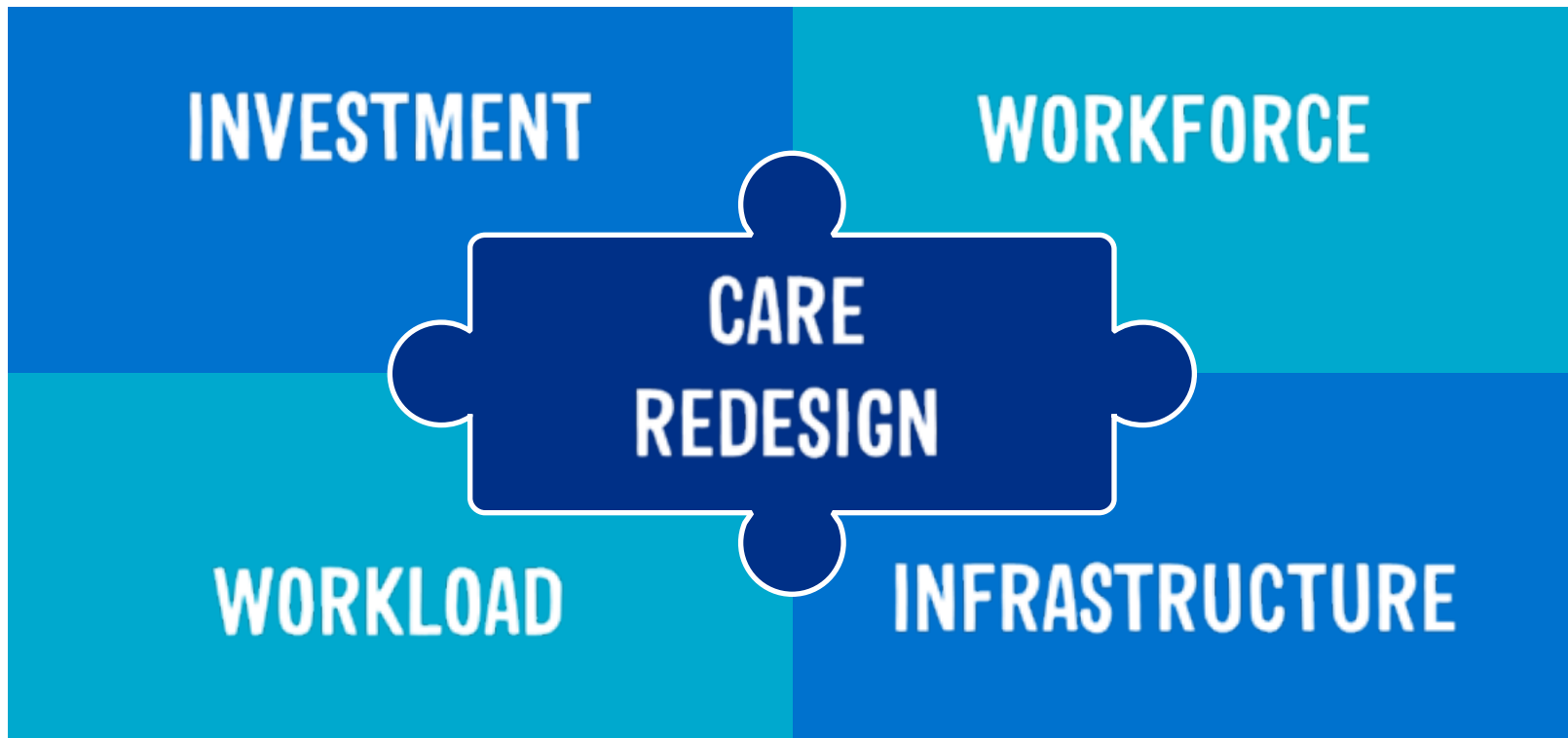
2 August 2017

Ian Biggs

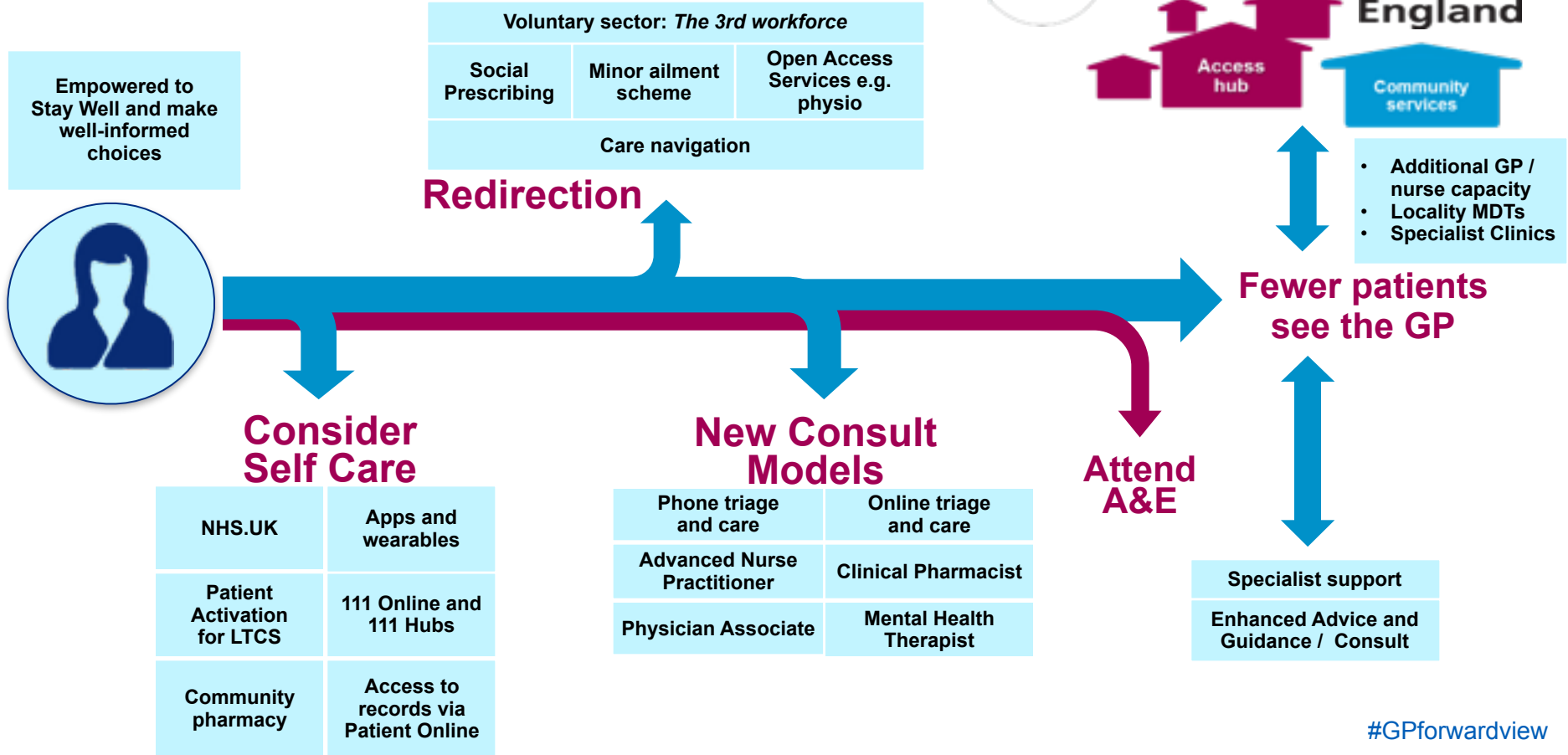
Director of Primary Care  
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[www.england.nhs.uk](http://www.england.nhs.uk)

# GENERAL PRACTICE FORWARD VIEW



# Where are we going?



# Increasing the Workforce in General Practice



## The Ask

By 2020

5,000 FTE additional doctors working in general practice

AND

5,000 FTE other staff in general practice

# Increasing the Workforce in General Practice



## Progress?

### NHS Digital publications

All general practitioners	BASE Sept 2015 (FINAL DATA)	Sept 2016 (FTE FINAL DATA)	March 2017 (FTE – PROVISIONAL)	Change from baseline
<i>Total Headcount</i>	41,877	41,865	42,250	+373
<i>Total FTE</i>	34,592	34,495	34,372	-220

All non-GP workforce	BASELINE Sept 2015 HEADCOUNT	BASELINE Sept 2015 FTE	September 2016 HEADCOUNT	September 2016 FTE	Change from baseline FTE
<i>Total, of which:</i>	130,836	88,275	132,762	91,270	+2,895
<i>Nurses</i>	23,066	15,398	23,141	15,827	+429
<i>Direct patient care staff</i>	14,469	9,149	15,326	10,009	+860
<i>Admin / non- clinical</i>	93,301	63,728	94,295	65,334	+1606

### Increase Recruitment

- Medical schools
- 3250 HEE training places
- 250 Post-CCT fellowships
- £20k salary supplement (144)
- Recruitment support
- International recruitment
- 1900 Clinical Pharmacists
- Nurse recruitment (first destination)
- Return to practice
- 3000 mental health therapists
- Physicians associates

### Make General Practice attractive again

- Reduce workload
  - Leadership training opportunities
  - Practice manager development
  - Developing admin staff
  - 130 Training Hubs (CEPNs)
- ✓ Clinical placements
  - ✓ Supervision/mentoring
  - ✓ System innovation

### Retention

- Career coaching for GPs
- GP Health Service
- GP Career Plus
- GP retention scheme
- Nurse retention programmes

# Emerging evidence from clinical pharmacists

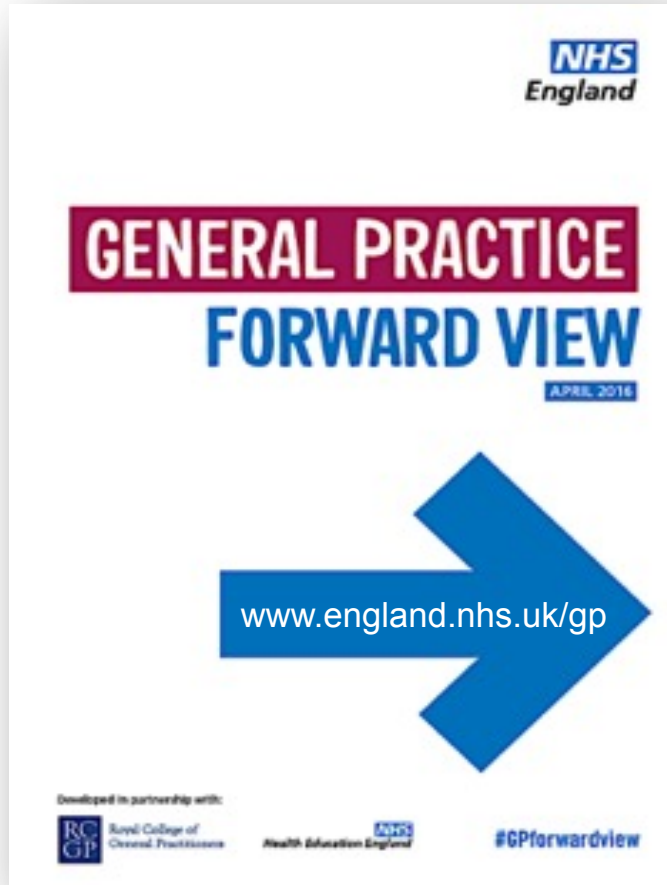
1. Ealing GP Federation
  - One practice saving of £28,000 a year
  - Release of GP time: One hour per GP per day, in a practice of 10 GPs.
2. South Worcestershire Pilot
  - Large pilot site – 32 GP Practices. Support people in general practice and care homes
  - Medicines optimisation key role
  - Half a million pounds saved in 2016/17
3. Greenwich CCG/GP practices
  - Employing practice based pharmacists is freeing up an average of up to 3.5 hours a day for their GPs

# What you should do

Commissioners have been asked to produce workforce plans

- Record staff on primary care web tool (or other system), including work commitments, locums, vacancies
- Work together to take advantage of national offers
- What can you do locally to attract new staff, develop new roles and retain those you have
- Make links with training hubs to increase support for all staff groups





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