

# Barnsley CCG Workforce Event

## Our Challenge

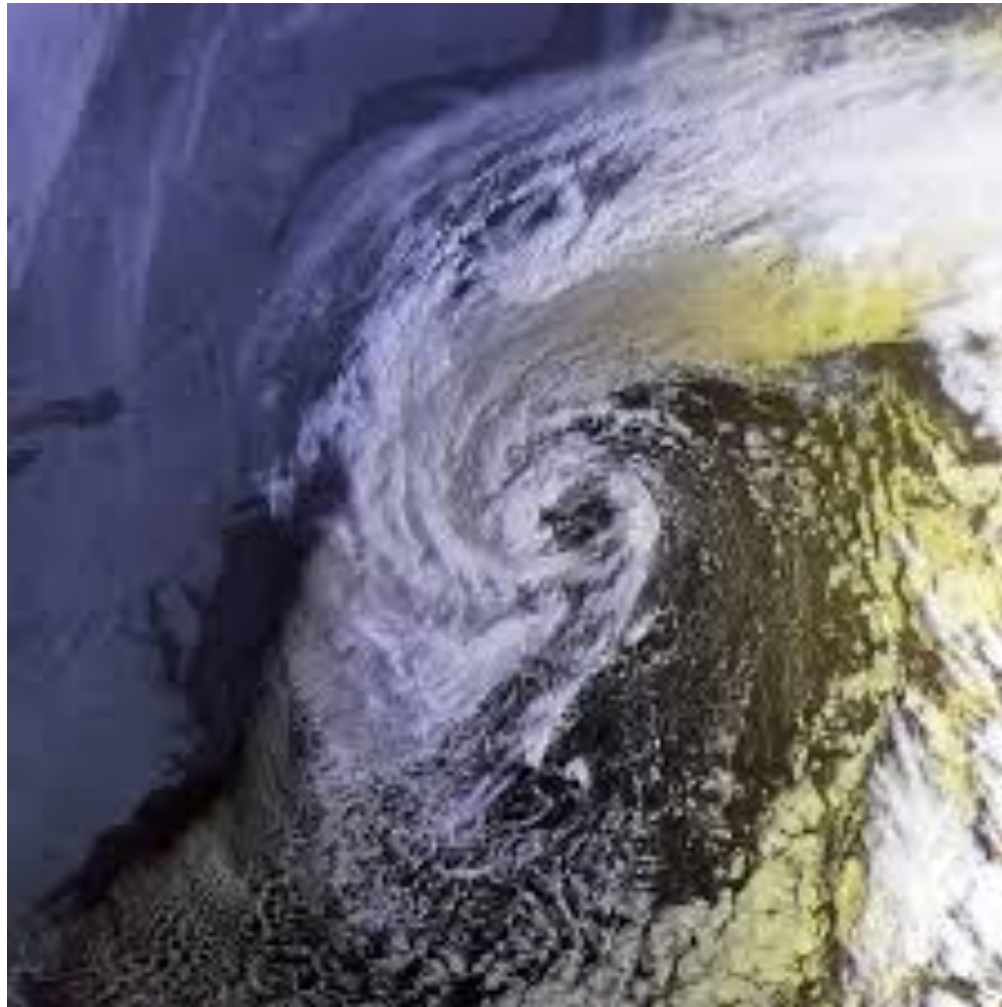
A large, stylized orange bracket that spans across the width of the slide, pointing downwards towards the name below.

**Mark Purvis @purmj**

Developing people

for health and

healthcare



4 NEWS

# 'Severe crisis' facing GPs as resources fail to meet demand

**INVESTIGATION**  
Ruth Kitcher

**IN NUMBERS**  
The state of the NHS today

- £2.8B: Funding gap facing NHS by 2021
- £1.8B: Yorkshire's funding gap for health and social care services
- 3: Number of constituencies that a GP will be able to do in time it takes for one treatment
- 6,000: Number of new GPs the Government wants to recruit by 2020
- 33 PER CENT: Number of GPs in Northhampton due to retire in next five years
- 14,000: Unfilled nursing vacancies across the country
- 25 PER CENT: Fall in the number of student nurses

Plans for the reorganisation of the NHS to help ease traffic nationally are putting a greater focus on general practices taking appointments - currently done in hospitals - while GPs will focus on patients with the most complex, long-term illnesses and are less likely to see others with more minor ailments. New technologies are being introduced and patients are to be encouraged to look after their own health more.

In North Yorkshire and West Yorkshire, even treatments like chemotherapy could be given outside hospital, while Yorkshire is to be a trial area for some GP assistants, who will handle administrative jobs and carry out basic clinical tasks.

The idea of using surgery receptionists as "care navigators" to provide initial assessments of people's medical needs rather than automatically looking people in for GP appointments is being explored in Wakefield.

There is also a drive to use technology to reduce pressure on surgeries, with virtual appointments "over phone and email."

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**WHAT DO YOU THINK?**  
Do you think more health services should be delivered in the community?  
YES  
NO

...vice (PDS) is the primary patient care and matching a trailer... NHS Number... Given name... Date... Family...

**CONCERN:** The BMA's Dr Krishna Kasarwan

## Recruitment drive 'will not make up for loss of senior GPs'

THE GOVERNMENT'S target of recruiting 5,000 more doctors to the profession by 2020 will not make up for the expected loss of many senior GPs going into retirement in the next five years, it is feared.

Dr Krishna Kasarwan, GP workforce lead for the British Medical Association, said those plans go "some way to dealing with the reality" of falling numbers of GPs. He said: "We are facing the cliff edge of a significant proportion of GPs retiring in the next five to ten years."

"The reality is the amount of work in General Practice has increased significantly in the last few years. The workload is going up and you need a workforce to deliver it. But there are certain aspects that only a GP can do. You can't replace a GP with two nurses and a pharmacist."

It comes as the Royal College of Nursing warns Yorkshire's NHS must not be forced to rely on training on the cheap as vacancies of qualified staff mount.

NHS organisations in the county are trialling the use of nursing associates being brought into the NHS in support roles for fully-qualified nurses.

The Department of Health has introduced 1,000 trainee nursing associates this year at 11 test sites, with a further 1,000 to follow later this year.

Some of the new trainees are being used in Leeds, Bradford and Airedale.

But the RCN has warned the new staff must not be used as substitutes for registered nurses, with 24,000 unfilled nursing vacancies across the country.

"Nationally, the number of trainees applying to be nurses has fallen by 63 per cent since the Government used a bursary scheme, while there has been a 90 per cent reduction in the number of 181 nationalities applying to work as nurses following the Brexit vote."

**HAVE YOUR SAY:** Email us your views at [epd@gps.co.uk](mailto:epd@gps.co.uk)

## WORKFORCE

 Creating an extra **5,000** doctors working in general practice

 Extra **£6 million** in practice manager development

 **3,000** new fully funded practice-based mental health therapists

 **1,000** new physician associates

 Extra **1,500** co-funded practice clinical pharmacists

 Extra minimum **£15 million** investment as part of general practice nurse development strategy

## Bottom Line

- **Nationally substantive GP FTEs have fallen three and a half thousand since 2009.....**
- **.....whilst numbers of registered patients has increased three and a half million and this caseload is more morbid, consulting more frequently, for longer, with greater complexity**
- **Decision density of the GP day is unsustainable**

# Already variation in

- **Capacity**
- **Capability**
- **Organisation Resilience**

**This impacts on our most needy communities, contagion is a problem**

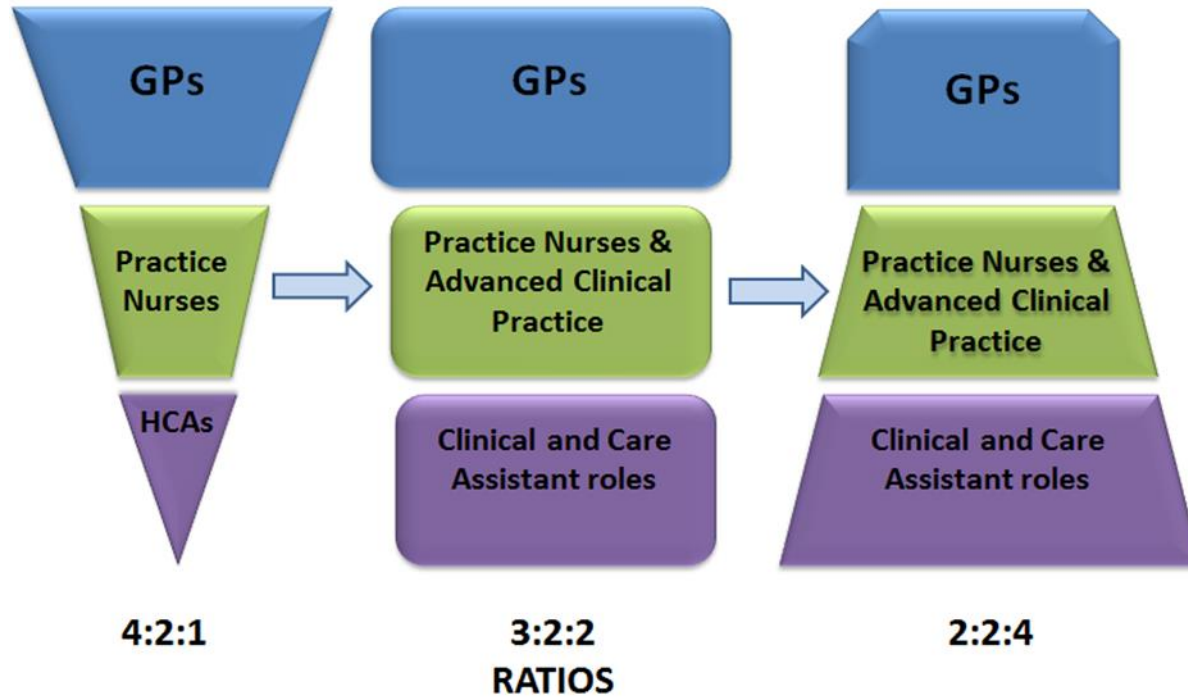


# What practices tell us Risks

- **Recruitment/retention**
- **Affordability**
- **Workload**
- **Sickness/ill health & Statutory Leave**

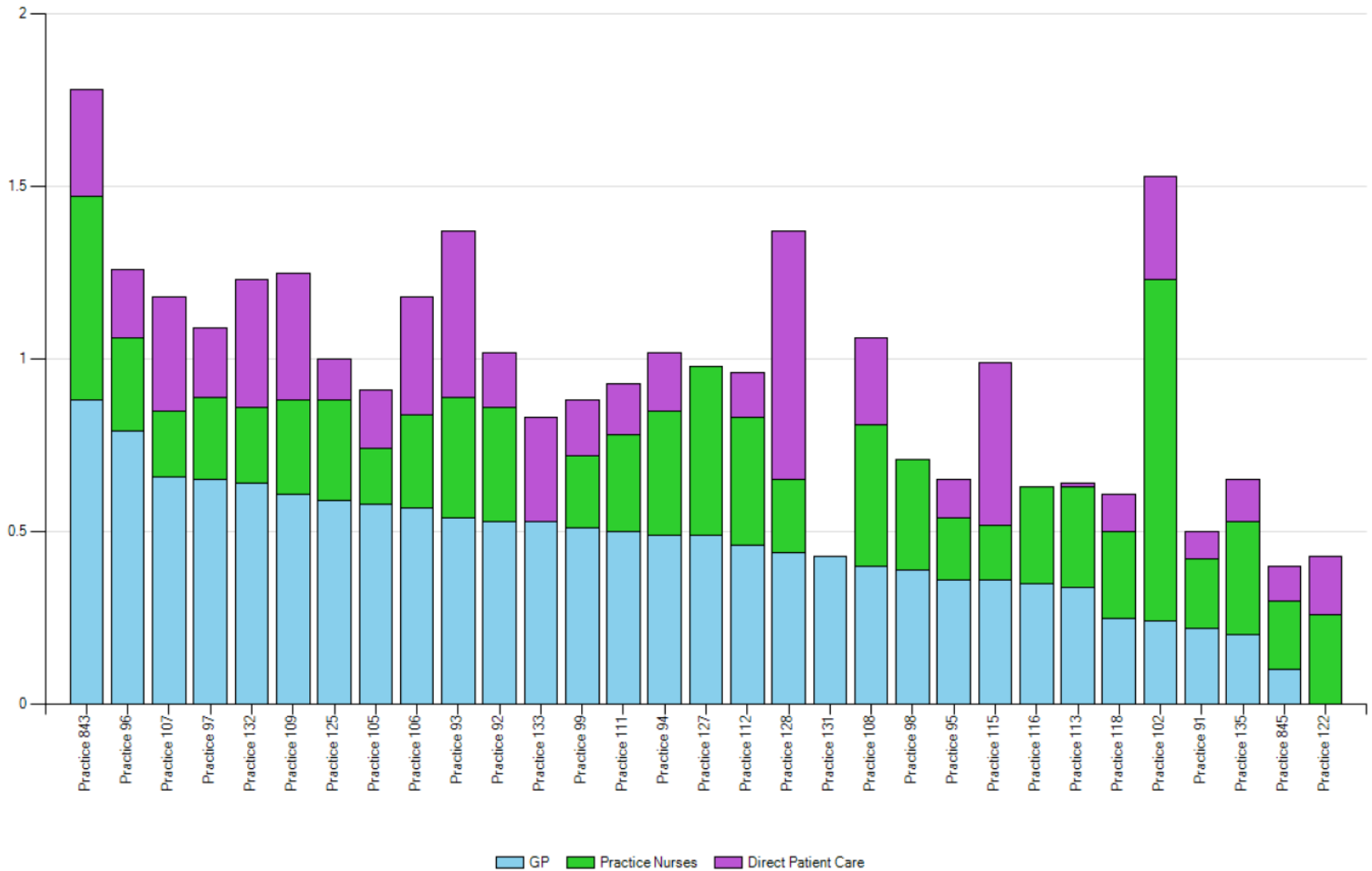
## Strategies

- **Education & Training**
- **Skill Mix**
- **Merger/federation/integration**
- **Vacation/outourcing**



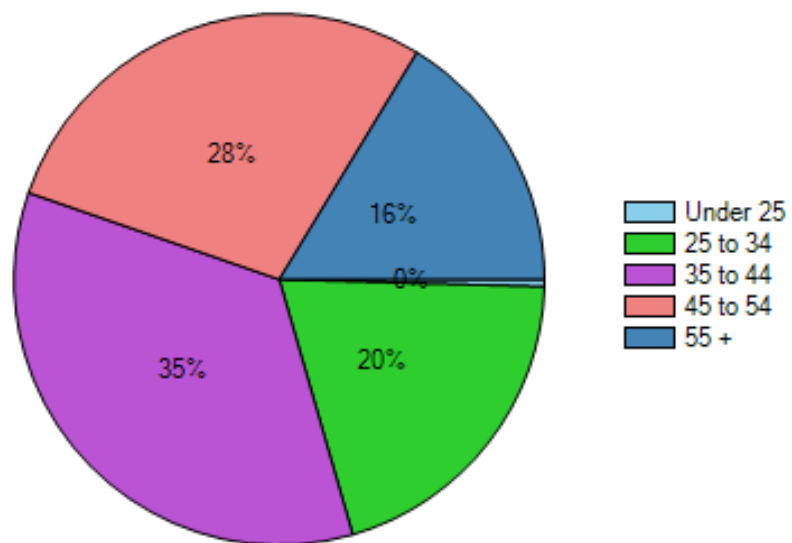


### FTE per 1000 patients (Clinical)



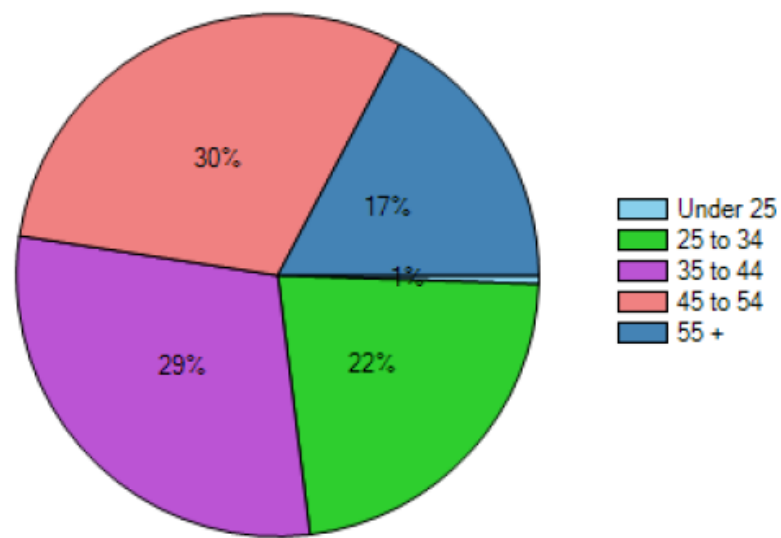
### Y&H

GP



### Barnsley

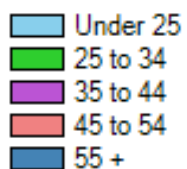
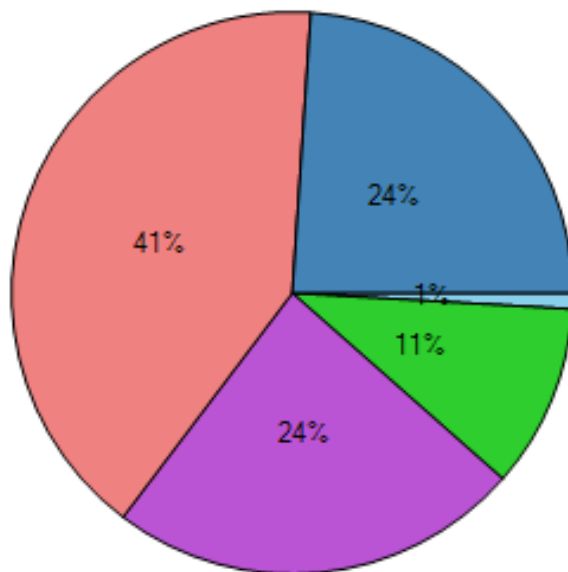
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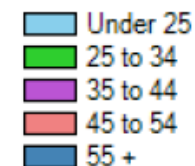
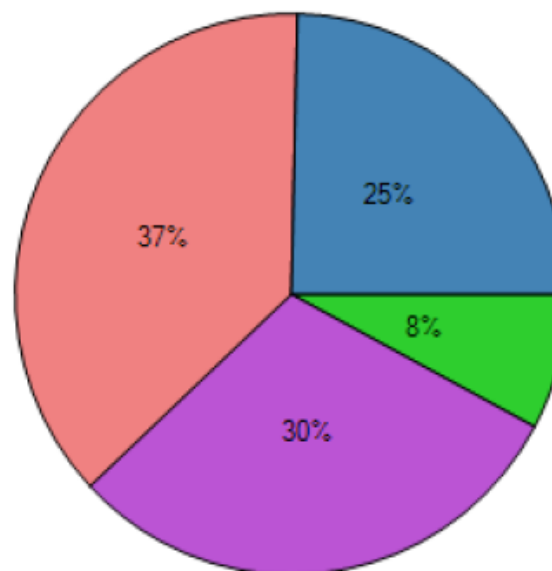
### Y&H

### Barnsley

Practice Nurses

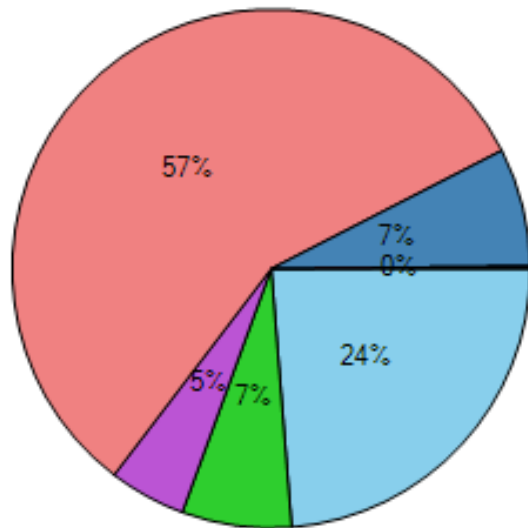


Practice Nurses



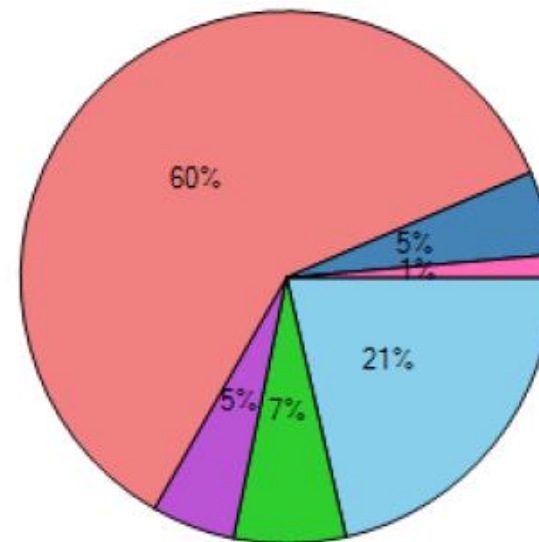
Y&H

Practice Nurses



- Advanced Nurse Practitioners...
- Extended Role Pract...
- Nurse Specialist
- Practice Nurses (Le...)
- New Practice Nurse
- Nurse Dispenser
- District Nurse
- Nursing Partner

Barnsley



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**Maximising supply of GPs and  
Practice Nurses**

**Giving New Skills to  
Existing Staff**

**Bringing NHS Healthcare  
Roles into General Practice**

**Developing new roles**

**Making it happen – the three enabling works**  
Intelligent Decisions, Leadership Space, Training Infrastructure

# Mark's Top Tips

- **Information – “knowledge is power”**
- **Optimism of the Spirit / Pessimism of the Intellect**
- **Sentinel marker – the Nurse Educator**
- **Thinking Spaces – like today!**





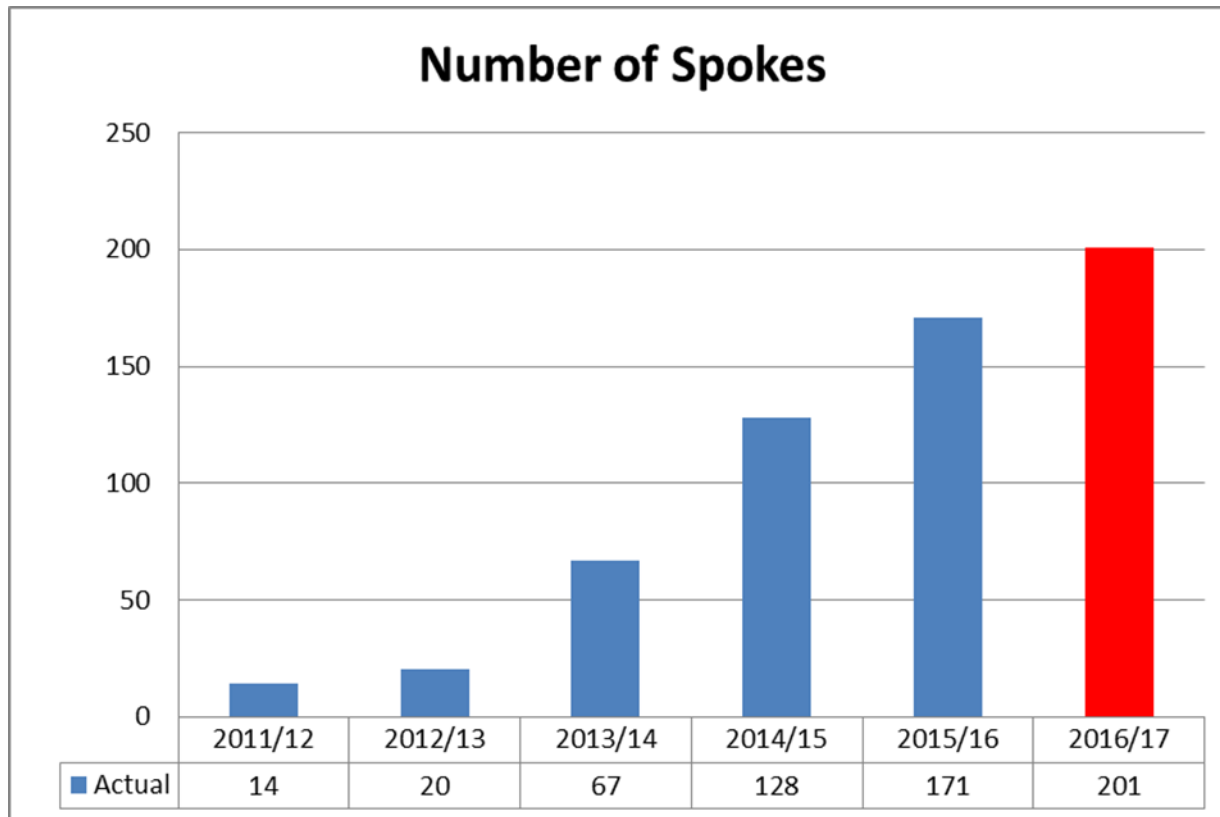
*Health Education England*



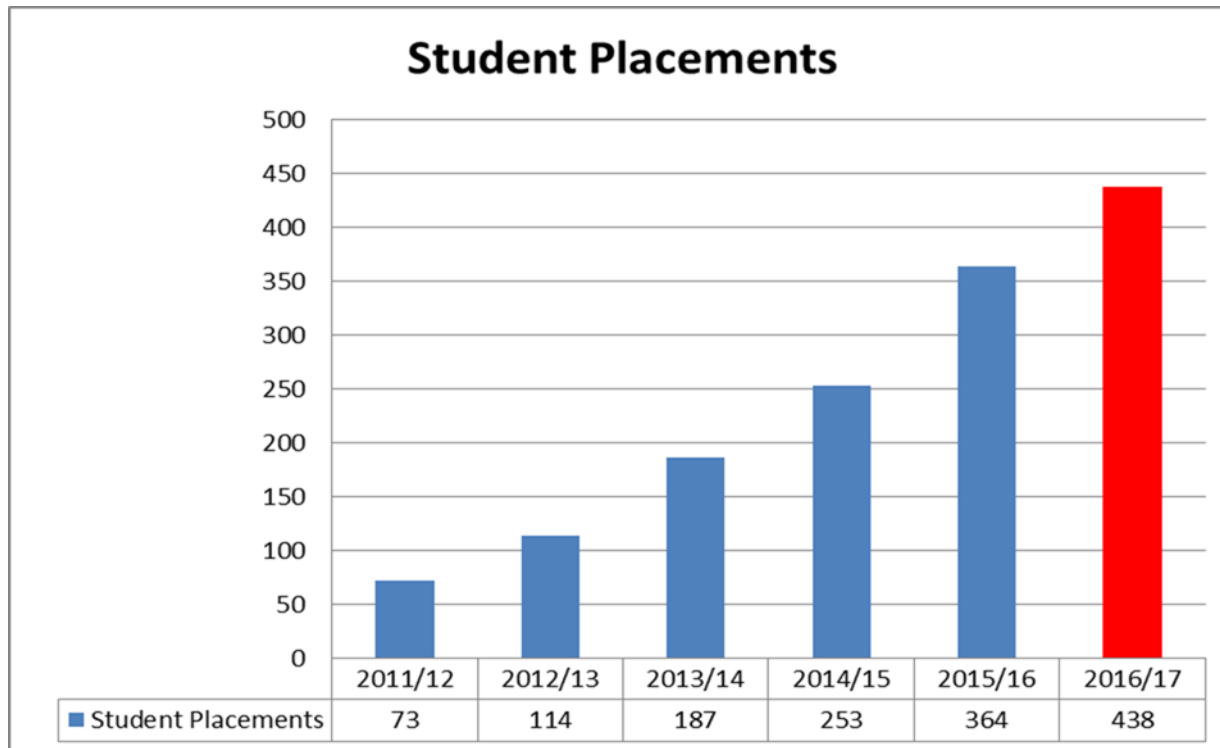
# Enabling Work

- **GP Data Tool** as a way of identifying workforce gaps/risks, measuring change/improvement and engaging stakeholders
- Primary Care engagement – workforce groups mapped to STPs
- Training infrastructure/capacity: training practices, **ATP networks**, placement capacity for a broader workforce: **nurse educator (sign off mentor)** as the sentinel marker, multi-professional school [@DeepEndGP\\_YH](#)

# ATP spoke development



# ATP undergraduate nurse placements in GP

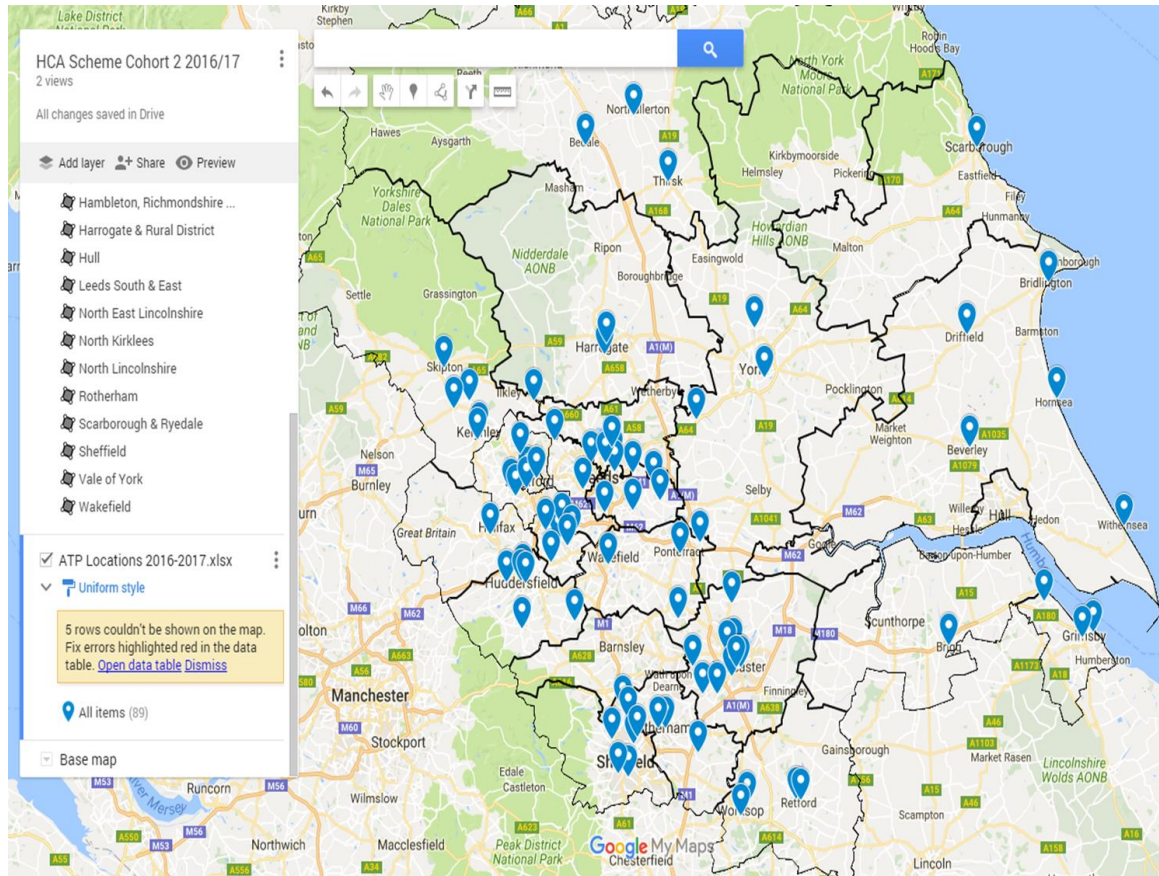


# Broadening the workforce

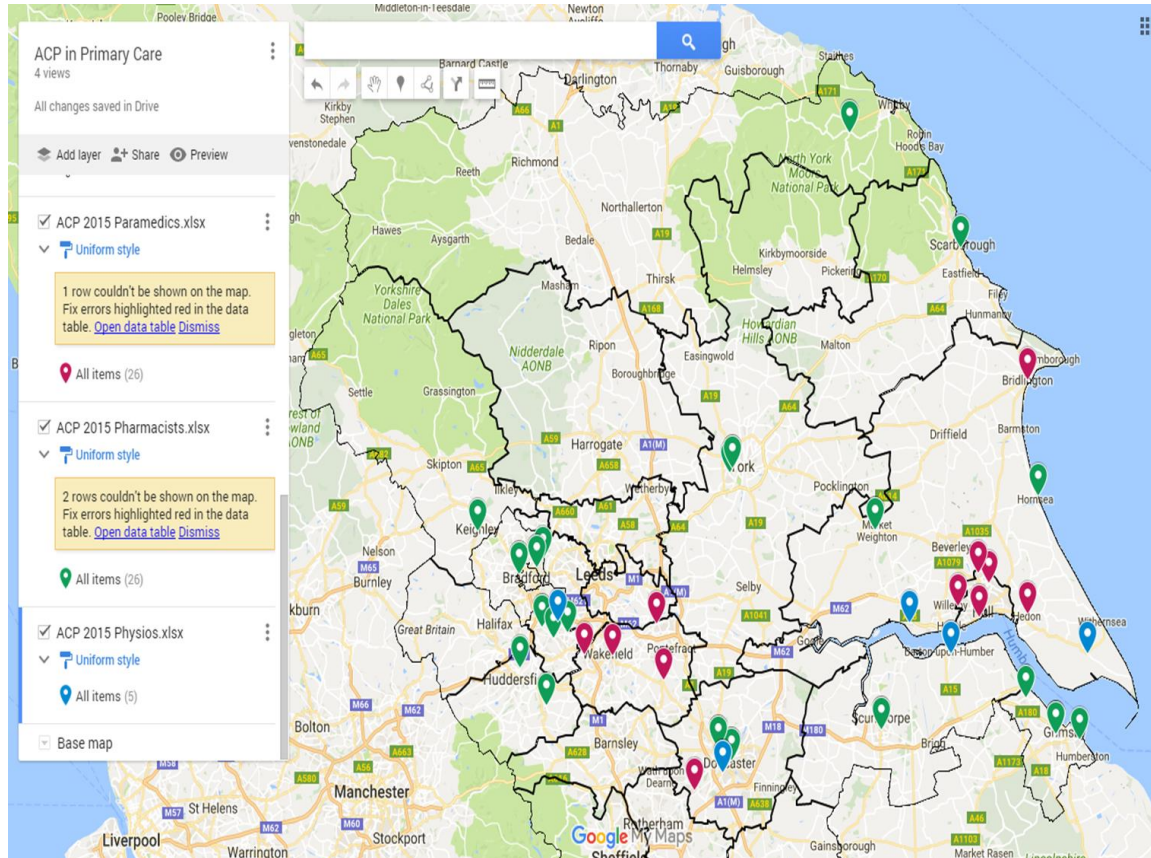
## Skill mix, new ways of working

- **GPN Ready scheme**
- **Year two HCA apprenticeship scheme**
- PAs in 1ry care
- ACP including physiotherapy
- Support for New Care Models

# Distribution of HCA Apprenticeships



# Distribution of Advanced Clinical Practitioners



# Early Career Stage Work

## Promoting GP/Primary Care Careers

- Widening participation
- GP conference for undergraduates
- Foundation tasters
- Use of social media [#WhyGP](#) [#GPTrainYH](#)

# Later Career Stage Work

## Promoting GP/Primary Care Careers

- Promoting GP leadership, academic, teaching and special interest roles, learning beyond registration, nurse/AHP educator roles
- Action Learning Set for Practice Manager Change Agents: activation of community assets and partnership with patients



