

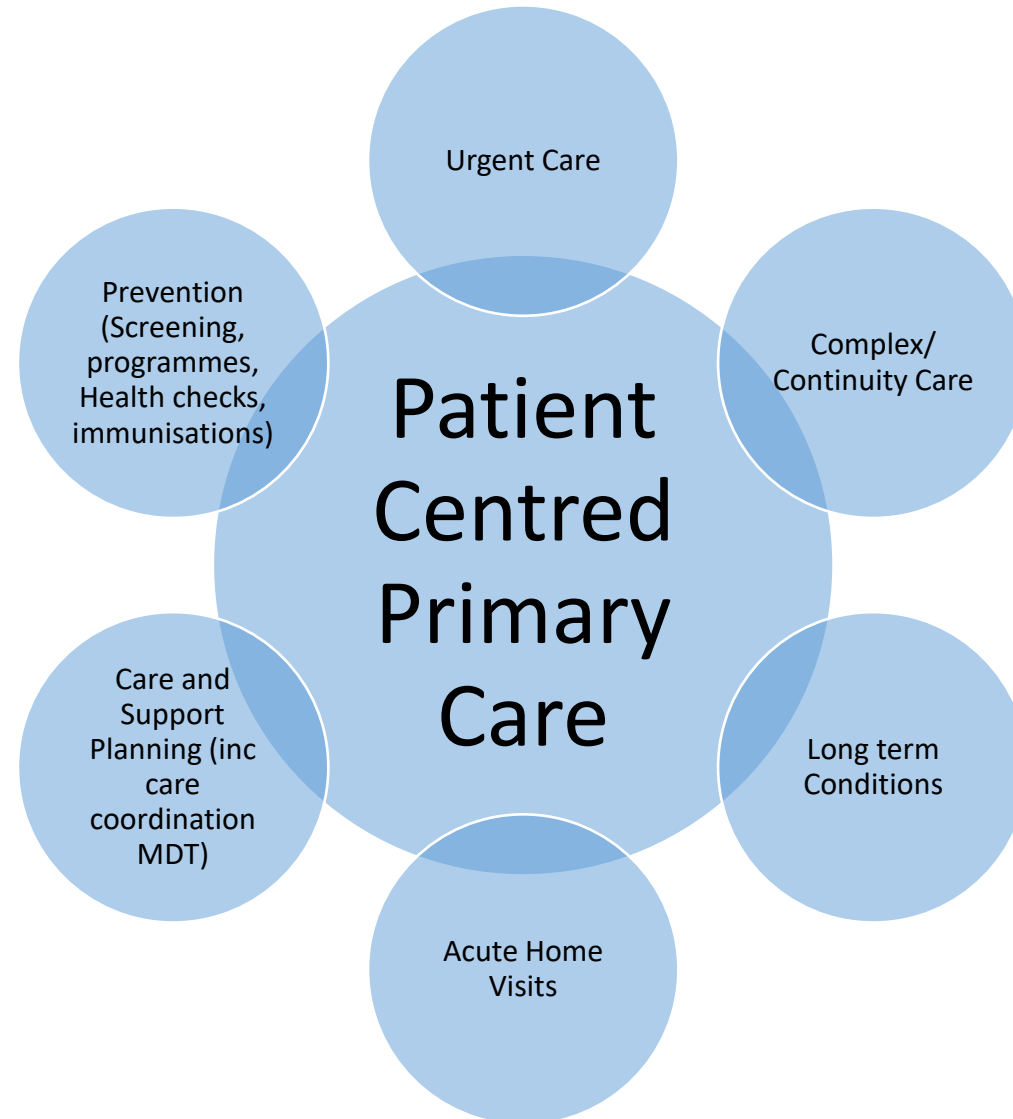
Primary Care Workforce

Opportunities and Challenges

November 2022

General Practice Activity Overview

Primary Care Deconstructed



Changing GP working patterns

- 1993:
 - average attendance to practice per patient: 2.4
 - List size per wte GP: 1,700
 - Number of appointments per wte GP: 4,249
 - Additional clinical staff per GP: 0.42
 -
- 2021:
 - average attendance to practice per patient: 6.5
 - List size per wte GP: 2811
 - Number of appointments per wte GP: 18,272
 - Additional clinical staff per GP: 3 (majority not Clinical Decision Makers)

Headlines

- Approx. 25% of GPs and 30% in North Cumbria are aged 55 years or over
- North Cumbria data follows the national trend
 - The decline has levelled off in the last 2 years
- GPs are changing their working patterns
 - More part time working and portfolio posts
 - More salaried and less partnership posts
 - More trainees are working in locum posts straight from qualifying

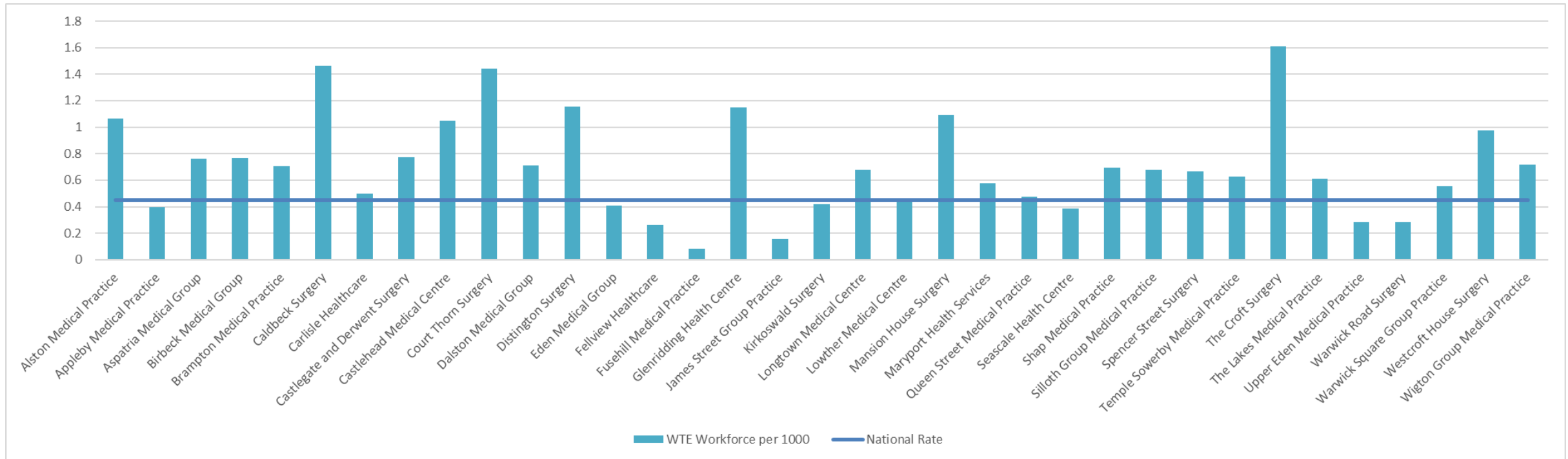
General Practice Workforce Data

GP Numbers in North Cumbria 2020-2022



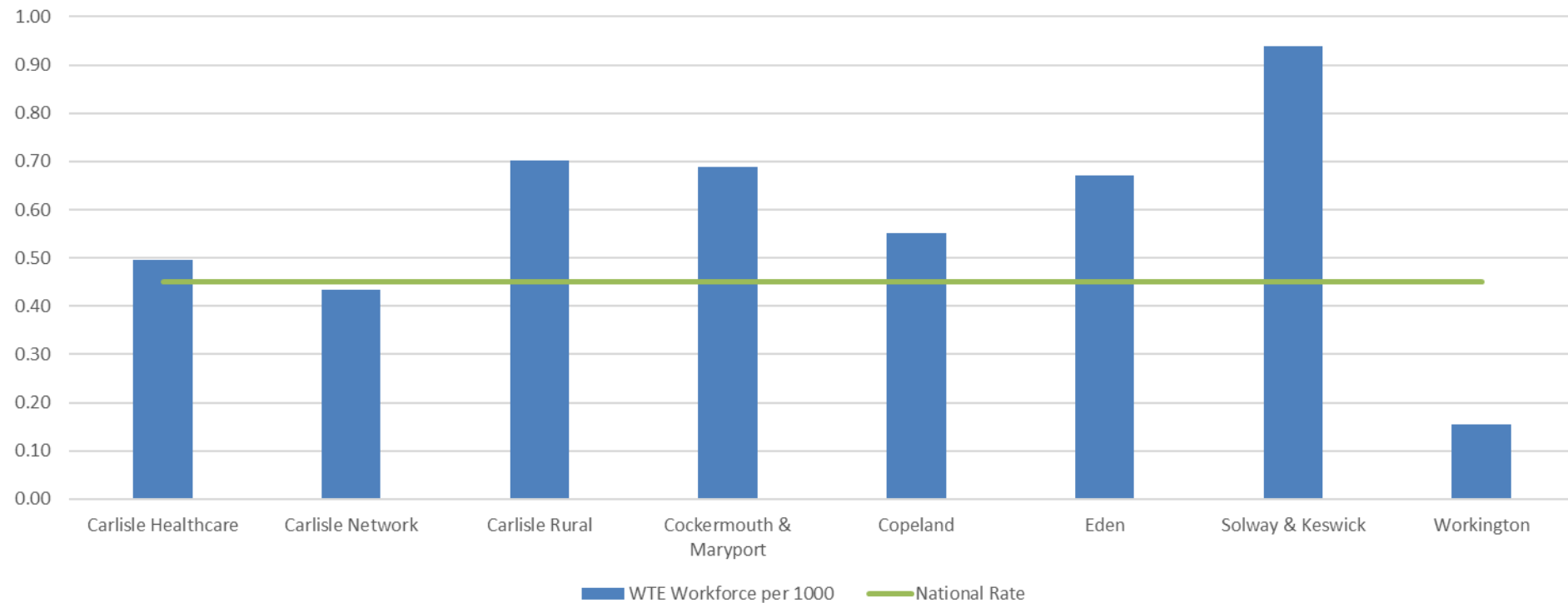
- Reduction of Senior Partners and Partners
- Increase in proportion of salaried GPs
- Continued reliance on retainer and locum GPs

WTE GPs per 1000 patients



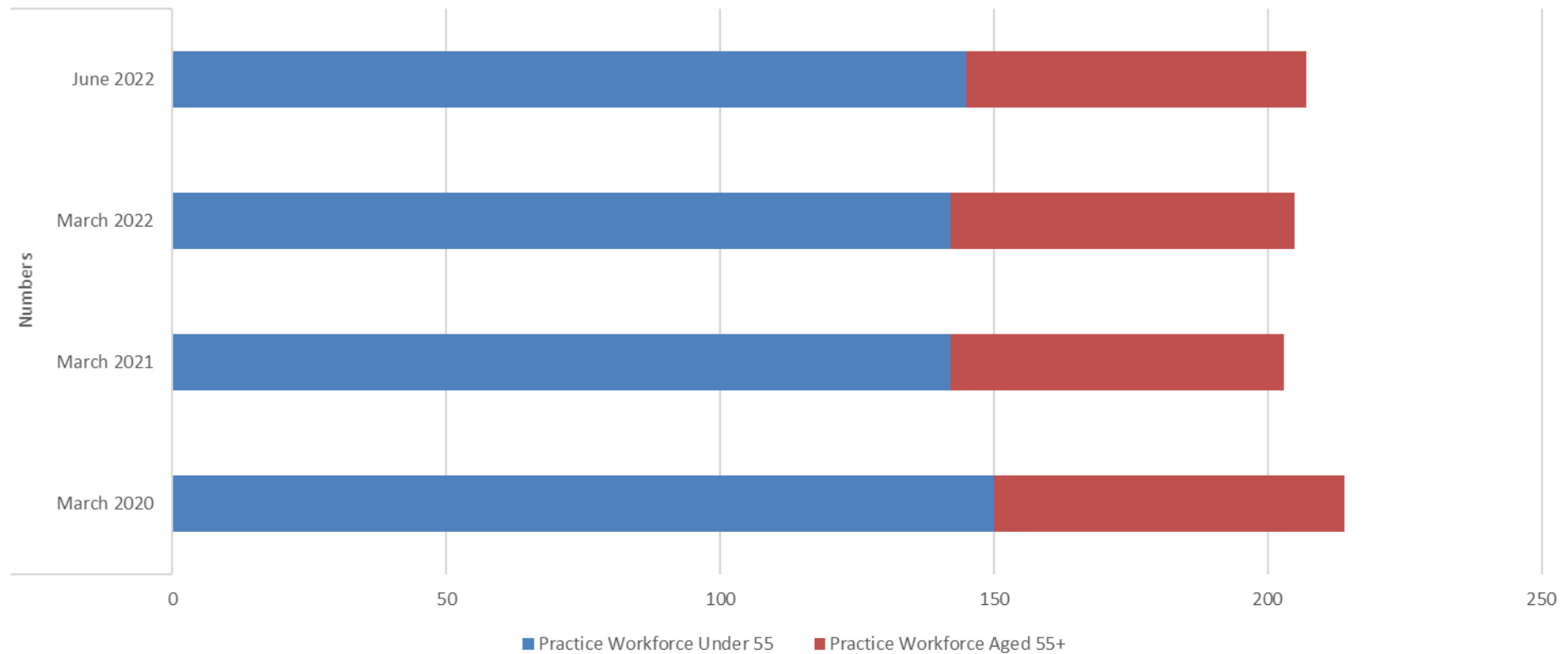
- Wide variation in numbers of GPs per 1000 patients
- Most deprived areas have vastly lower numbers of GPs

WTE GPs per 1000 per PCN – June 2022



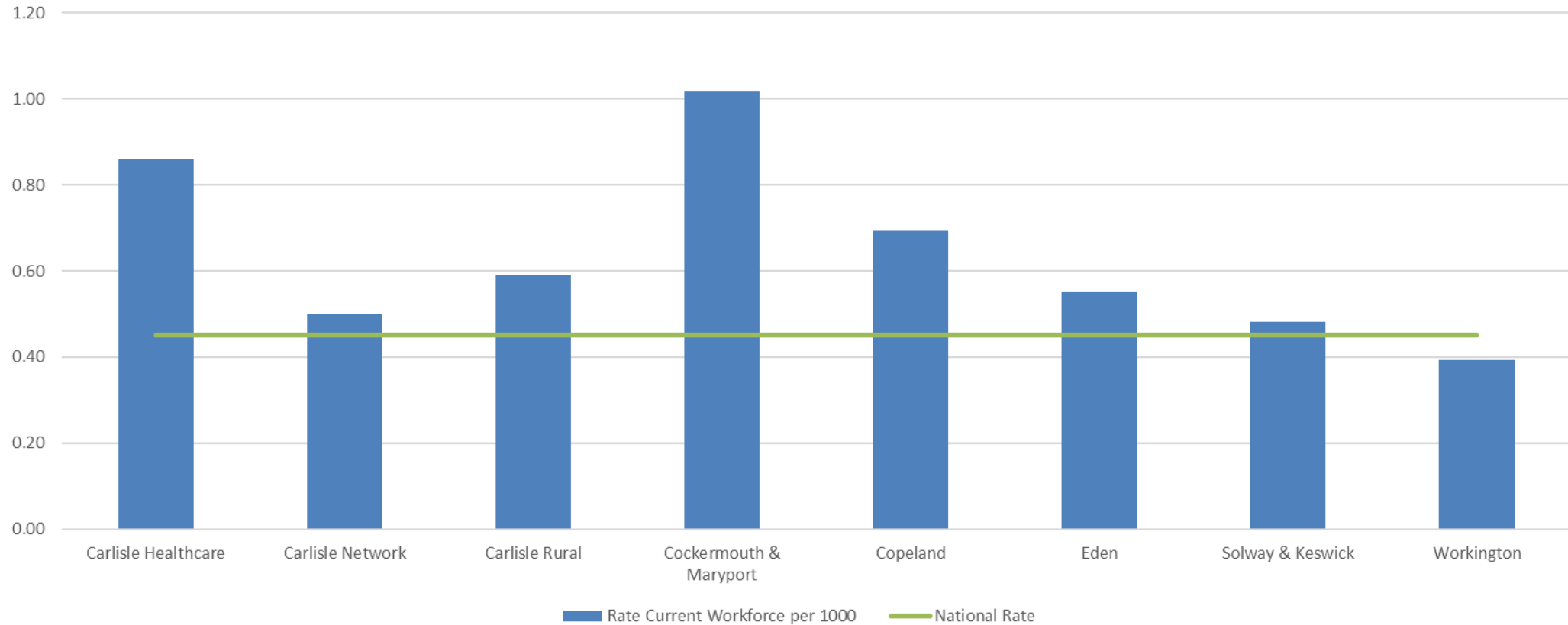
- Workington PCN vastly lower numbers of GPs per 1000 patients

Nurses in North Cumbria 2000-22 – Age Profile



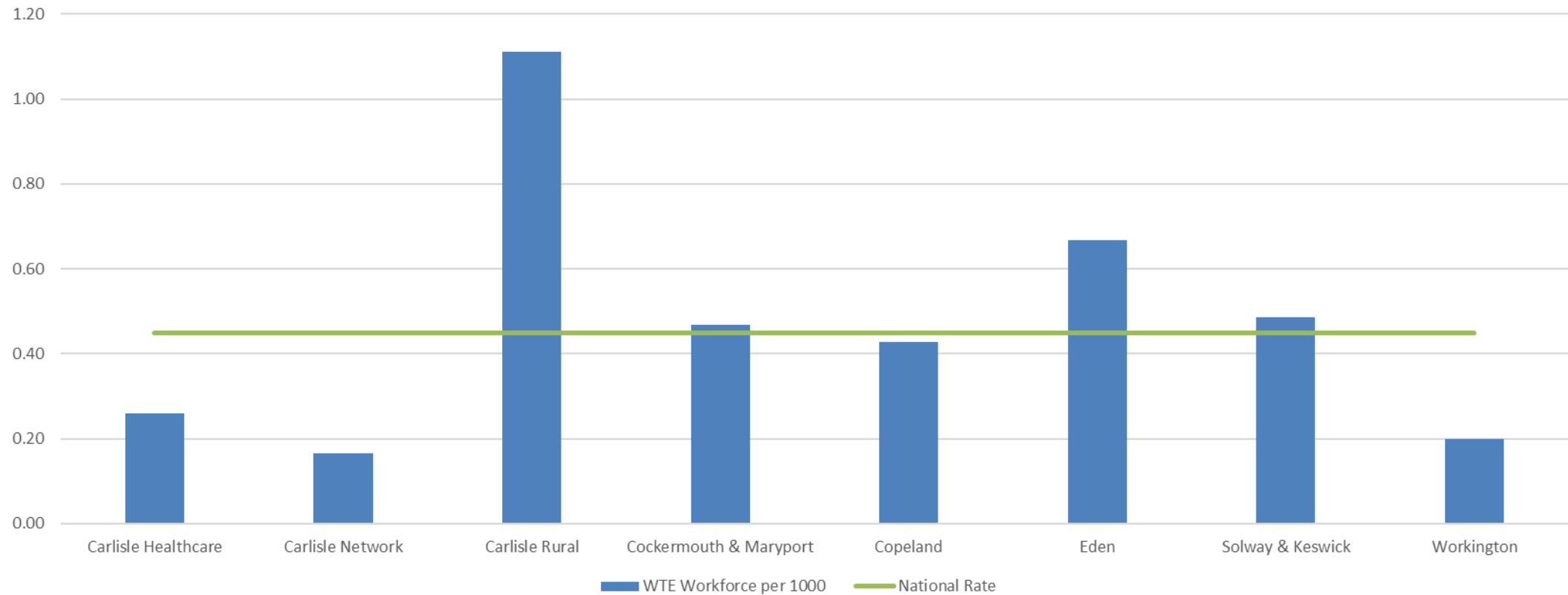
- Gradual reduction in numbers of nurses
- Approx. 30% of nurses at risk of retirement

WTE Nurses per 1000 patients – June 2022



- Wide variation in numbers of nurses

Direct Patient Care Roles per 1000 patients per PCN – June 2022



- Wide variation in numbers of DPC roles per PCN

Opportunities

Additional Roles Reimbursement Scheme (ARRS)

- To support PCNs ARRS provides funding for additional roles to create bespoke multi-disciplinary teams.
- 15 roles available – Referred in data as ‘Direct Patient Care’ (DPC) roles
- PCNs can choose which posts they recruit to based on the needs of their local population.
- £16.696 per head of weighted population in 22/23 (has increased year on year. Final year is 23/24)
- North Cumbria PCNs total ‘pot’ for 22/23 = approx £6m. (But only get this if staff in post)
- PCNs claim 100% of salary, NI & pension costs (up to maximum amount per role) from their ARRS ‘allowance’. (Apart from Mental Health Practitioner roles where PCNs fund 50% and 50% funded by mental health trust)

ARRS roles – Building Capacity in Primary Care

- Clinical Pharmacist
- Pharmacy Technician
- First Contact Physio
- Physician Associate
- Social Prescribing Link Worker
- Health Coach
- Care Coordinator
- Paramedic
- OT
- Dietician
- Podiatrist
- Nurse Associate
- Trainee Nurse Associate
- Advanced Practitioner
- Mental Health Practitioner

North Cumbria PCNs Workforce Bank

- Flexible workforce solutions through provision of a remote workforce
- Supporting practices to increase online access for patients
- Increasing the number of clinicians available within primary care in North Cumbria
- Helping local clinicians who do not wish to become salaried to easily participate in the provision of primary care for our North Cumbria population
- Optimising remote working to allow on-site clinicians to provide more face to face care when clinically indicated

North Cumbria GP and GPN Fellowship Programme

- A 2 year programme, created to support ongoing development and support of our newly qualified GPs and Practice Nurses through dedicated, ring fenced time
- Nationally funded, locally developed
- Available for all new GP's and new to practice GPNs, qualifying from in the last 12 -18 months (Full & Part Time)
- Paid, dedicated ring fenced time each week covering four main domains:
 - Peer Learning & support
 - Partnership Learning
 - PCN Learning
 - Dedicated Mentorship



North Cumbria GP Training

- Training new GPs in North Cumbria
- A 3 year training programme starting in August or February
- A mix of fulltime GP posts, Integrated Training Posts (ITP) and Secondary Care posts.
- A Regional Teaching Programme, which occurs each Wednesday afternoon during University term time and continues throughout the three-year training period
- Flexible programme allowing for shorter attachments and part-time "flexible training" appointments



The screenshot shows the homepage of the North Cumbria GP Training website. At the top is a blue header with the text "North Cumbria GP Training" in white. Below the header is a navigation menu with the following items: Home, About, Trainees, Trainers, Training posts, Regional Teaching, and Contact Us. The main content area features three landscape photographs: a lake with mountains in the background, two people sitting on a boat on a lake, and two people standing outdoors in a field. Below the images is the heading "Welcome to North Cumbria GP Training" followed by a paragraph of text: "North Cumbria GP Training Programme is newly established from 1st February 2017, resulting from the merger of the two smaller, but long established and successful programmes of East Cumbria and West Lakes. We are an innovative and flexible training programme, offering each Post Graduate Doctor in Training a tailor made three year rotation. Our close-knit GP Training..."