

# Primary Care Update – Workforce Challenges

Wiltshire Health Select Committee

18.01.23



# Overview



Bath and North East Somerset,  
Swindon and Wiltshire  
Integrated Care Board

- Increased demand being experienced in GP Practices as whole system
- High levels of same day demand exacerbated by the increase in respiratory and strep A illnesses, and demand for antibiotics.
- Focus is on same day urgent activity – ICB response to support Practices repurposing resources based on clinical judgement
- High levels of staff sickness and significant vacancies
- Ongoing impact of seasonal vaccination programmes and support for increasing pressures across the system (ambulances, hospitals, community and mental health, social care)
- BSW are in a relatively good position compared to others in South West for GPs, General Practice Nurses and Direct Patient Care roles



# South West GP Workforce Summary - November 22



No concerns
Minor concerns
Major concerns
↓ Worse RAG than last month
↑ Better RAG than last month
Same RAG as last month

Measure	BSW	BNSSG	CIOS	Devon	Dorset	Gloucestershire	Somerset	South West
Doctors in General Practice				<p>GP Partners: Decrease from baseline -18.1%. There has been no movement in the last month</p> <p>Salaried GPs Increasing +40.0% from baseline</p> <p>GPs in training Increasing +50.7% from baseline</p>	<p>Total GPs: Decreased by -6.0% from baseline.</p> <p>GP partners: Decrease of 82 FTE (-19.0%) from baseline. The ICB has confirmed that, although 20 FTE due to data errors expected to be reinstated in next mth data, a further 40 FTE appears to be genuine decrease. Discussion on specific retention activity being considered by ICB week of 9<sup>th</sup> Jan.</p>	<p>Total GPs: Reduction of 12 FTE (2.7%) in last mth (-7 GPs in training; -6 GP Partners). Increase from baseline has reduced to 2.2% although the system continues to have the highest rate per 10,000 weighted pop. in SW (6.7).</p> <p>Meeting with systems to be held in January to understand the causes of the decrease and mitigating actions</p>	<p>Total GPs: increase is only 4 FTE (1.1%) above baseline due to decreases over recent months</p> <p>GP Partners: Decrease from baseline -21.3%, 8.6% worse than nat'l decrease and includes a decrease of 4 FTE in the last 2 months.</p> <p>Salaried GPs: Increasing +29.7% from baseline (nat'l +18.5%)</p>	<p>Total: 11 FTE reduction in last month. SW has second lowest change from b.line +3.6% (Nat'l +6.7%). SW has 6.2 FTE per 10,000 weighted population, the joint highest rate nationally</p> <p>GPs in training: decreased by 6% (48 FTE) FTE in last 3 months. (Nat'l -1.5% in the last month). The increase from baseline is now 52%, 1.1% below the Nat'l increase.</p>
General Practice Nurses					<p>Amber rating given to reflect the recent short notice withdrawal of participation from the current phase of the care programme</p>			<p>SW has highest regional increase in GPNs over b.line (+10.1%) with all systems above the nat'l average of 2.1%; and the highest FTE per 10,000 weighted population (3.5).</p>
Direct Patient Care Roles in General Practice & PCNs (Sep 22 Data)					<p>Dorset has the second lowest % increase from baseline in ARRS roles in SW and has the second lowest weighted average per 10,000 for collated DPC roles. (6.3)</p>			<p>SW has highest no. of DPC roles per 10K weighted pop. (6.8). The recruitment since baseline (2542 FTE) is significantly above target trajectory with only 122 FTE needed to reach yr end target</p>
ARRS Finance & Planning	<p>Using plans and 21/22 trajectory, a year end position of 77% against funding is forecast. Plans reflect 105% so potential to significantly improve on the indicated position exists</p>			<p>Plans reflect 100% of funding being spent. Using the 21/22 trajectory, a year end draw down of 88% is indicated against 82% last year.</p>	<p>Oct 22 plans forecast 80% of funding being spent by the year end. This is 20% less than all other SW systems. Dorset also drew down the lowest level of funding in 21/22 (59%).</p>	<p>11% (£1.2m) of submitted claims are unapproved in the ARRS portal, some of which date back to April 22.</p>	<p>YTD spend 38% of funding. Although plans reflect 100% of funding being spent, the 21/22 trajectory indicates a year end position of 66%.</p>	<p>Oct 22 plans reflect a year end position of 97%. Using last year's trajectory, this indicates a year end spend of 82% against funding allocation.</p>
Data Quality (no change from previous report. Oct data not yet received)	<p>1 PCN with no NWRS data. National team have stated this may prevent draw-down of funding so given amber rating</p>	<p>1 PCN with no NWRS data. National team have stated this may prevent draw-down of funding so given amber rating</p>			<p>2 PCNs with no NWRS data. National team have stated this may prevent draw-down of funding so given amber rating</p>	3		<p>PCN NWRS: completion rate (97.1%) is significantly higher than national average.</p> <p>NWRS Data: 3% of PCNs do not have NWRS data</p>

# South West: Doctors in General Practice – November 22

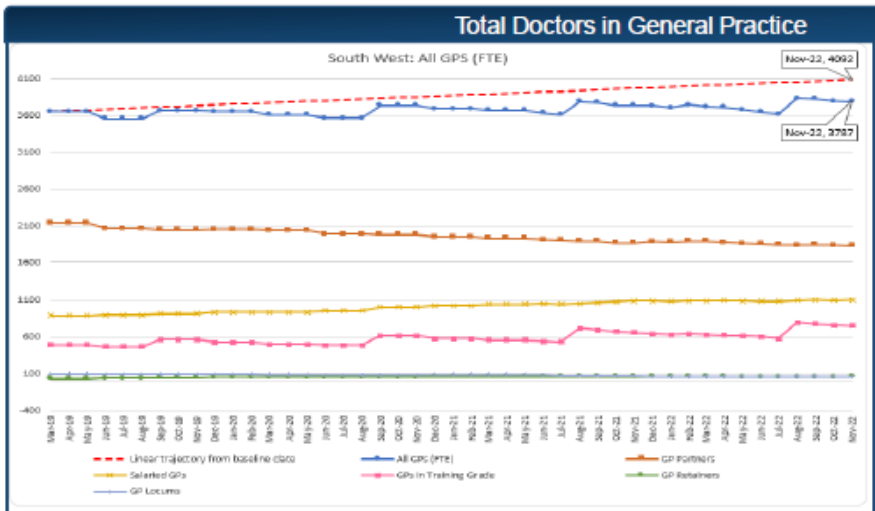


<b>3657 FTE</b> Baseline (March 2019)	<b>3787 FTE</b> In Post	<b>+131 FTE</b> (+3.6%) Movement to date	<b>-11 FTE</b> (-0.3%) Monthly Movement	<b>+50 FTE</b> (+1.3%) Annual Movement	<b>+3.0 FTE</b> Av. M'thly growth to date	<b>+463 FTE</b> Total Required growth	<b>4250 FTE</b> Target (March 2024)
					<b>+28.9 FTE</b> M'thly Required growth		

Measure	BSW	BNSSG	CIOS	Devon	Dorset	Gloucestershire	Somerset	South West
Doctors in General Practice				<p>GP Partners: Decrease from baseline -18.1%. There has been no movement in the last month</p> <p>Salaried GPs Increasing +40.0% from baseline</p> <p>GPs in training Increasing +50.7% from baseline</p>	<p>Total GPs: Decreased by -6.0% from baseline.</p> <p>GP partners: Decrease of 62 FTE (-19.0%) from baseline. The ICB has confirmed that, although 20 FTE due to data errors expected to be reinstated in next mth data, a further 40 FTE appears to be genuine decrease. Discussion on specific retention activity being considered by ICB week of 9th Jan.</p>	<p>Total GPs: Reduction of 12 FTE (2.7%) in last mth (-7 GPs in training; -6 GP Partners). Increase from baseline has reduced to 2.2% although the system continues to have the highest rate per 10,000 weighted pop. in SW (6.7).</p> <p>Meeting with systems to be held in January to understand the causes of the decrease and mitigating actions</p>	<p>Total GPs: increase is only 4 FTE (1.1%) above baseline due to decreases over recent months</p> <p>GP Partners: Decrease from baseline -21.3%, 8.8% worse than nat'l decrease and includes a decrease of 4 FTE in the last 2 months.</p> <p>Salaried GPs: Increasing +29.7% from baseline (nat'l +18.5%)</p>	<p>Total: 11 FTE reduction in last month. SW has second lowest change from b.line +3.6% (Nat'l +6.7%). SW has 6.2 FTE per 10,000 weighted population, the joint highest rate nationally</p> <p>GPs in training: decreased by 6% (45 FTE) FTE in last 3 months. (Nat'l -1.5% in the last month). The increase from baseline is now 52%, 1.1% below the Nat'l increase.</p>

East of England	5.7
London	5.5
Midlands	6.2
NE & Yorkshire	5.7
North West	5.9
South East	5.6
South West	6.2

BSW	6.4
BNSSG	6.2
CIOS	6.0
Devon	6.6
Dorset	5.5
Glos.	6.7
Somerset	6.0



- Overall decrease of 11 FTE since last month with GPs in Training and GP Partners decreasing again. The increase from baseline is now only 3.6% which is 2.5% less than the National increase.
- Data Quality: This figure is understated by circa 20 FTE due to identified data quality issues in Dorset. Corrections are due for next month's reporting.
- SW is now has the joint highest FTE per 10,000 weighted population of Doctors in General Practice (6.2)
- Gloucestershire: Largest decrease of Total GPs in month. 10 FTE GP Partner reduction in last 2 months. 12 GPs in Training FTE reduction in last 3 mths which makes up a qtr of the SW reduction in trainees over the same period. Further analysis and discussion with ICB to take place.

Darker colour relative to other ICB represents higher rate

See next slide for further detail and mitigating actions on GP Partners / GPs in training >

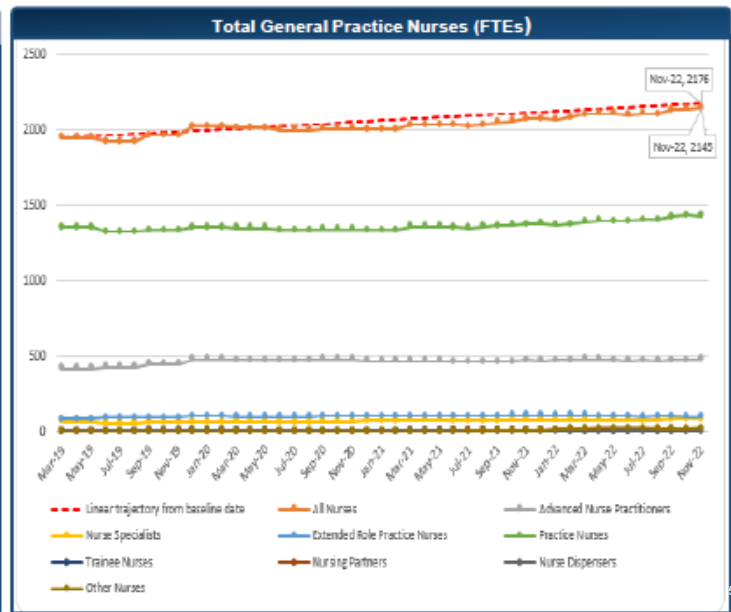
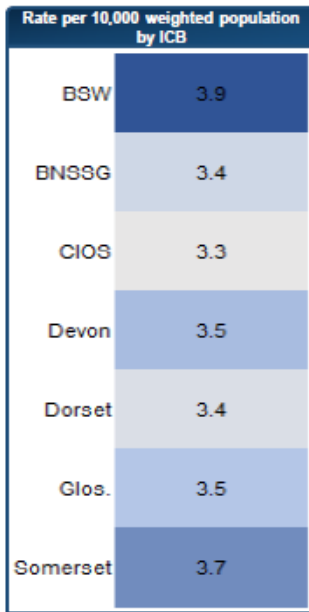
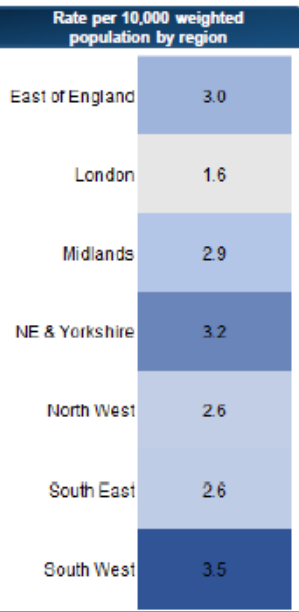
# South West: General Practice Nurses – November 22



Data source: Foundry Primary Care Data and Insights Dashboard

<b>1948 FTE</b> Baseline (March 2019)	<b>2145 FTE</b> In Post	<b>+197 FTE</b> (+10.1%) Movement to date	<b>+7 FTE</b> (+0.3%) Monthly Movement	<b>+71 FTE</b> (+3.4%) Annual Movement	<b>+4.5 FTE</b> Av. M'thly growth to date	<b>+114 FTE</b> Total Required growth	<b>2259 FTE</b> Target (March 2024)
					<b>+7.1 FTE</b> M'thly Required growth		

Measure	BSW	BNSSG	CIOS	Devon	Dorset	Gloucestershire	Somerset	South West
General Practice Nurses					Amber rating given to reflect the recent short notice withdrawal of participation from the current phase of the care programme			SW has highest regional increase in GPNs over baseline (+10.1%) with all systems above the nat'l average of 2.1%; and the highest FTE per 10,000 weighted population (3.5).



- ### Headlines
- SW continues to have the highest regional % change over baseline for Nurses in GP at +10.1% compared to 2.1% nationally and the highest FTE per 10,000 of weighted population at 3.5.
  - From the SW ICBs, Devon has the highest % change from baseline at 15.1% and Dorset the lowest with 3.5%.
  - Two PC Nursing Apprenticeship Training Events being held in collaboration between NHSE and HEE in Feb. This will help support TNAs and strengthen the pipeline of qualified nurses.
  - Funding mechanisms for recruiting a Clinical nursing fellow are currently being explored.

Darker colour relative to other ICB represents higher rate

For info: GPN workforce supply and demand is covered and monitored at the Nursing and Midwifery Supply Board

# South West: Direct Patient Care Roles – September 22 (Quarterly Data)

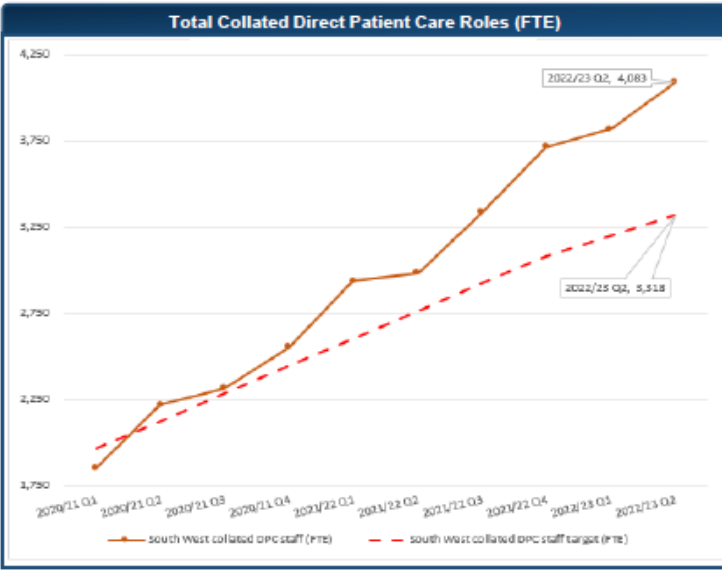


<b>1540 FTE</b> Baseline (March 2019)	<b>4083 FTE</b> In Post	<b>+2542 FTE</b> (+165%) Move to date	<b>+270 FTE</b> (+7%) Quarterly Movement	<b>+1103 FTE</b> (+37%) Annual Movement	<b>+59.1 FTE</b> Av. M'thly growth to date	<b>122 FTE</b> Total Required growth	<b>4205 FTE</b> Target (March 2024)
					<b>+7.2 FTE</b> M'thly Required growth		

Measure	BSW	BNSSG	CIOS	Devon	Dorset	Gloucestershire	Somerset	South West
Direct Patient Care Roles in General Practice & PCNs					Dorset has the second lowest % increase from baseline in ARRS roles in SW and has the second lowest weighted average per 10,000 for collated DPC roles.(6.3)			SW has the highest number of DPC roles per 10,000 weighted population (6.8)  The recruitment since baseline (2542 FTE) is significantly above the target trajectory with only 122 FTE more needed to reach the end of year target.

East of England	6.0
London	4.2
Midlands	5.4
NE & Yorkshire	5.6
North West	4.4
South East	5.3
South West	6.7

BSW	7.1
BNSSG	5.4
CIOS	6.6
Devon	7.0
Dorset	5.9
Glos.	7.1
Somerset	6.5



- ### Headlines
- The SW continues to have the highest rate of Direct Patient Care staff (6.8), per 10,000 weighted population.
  - At the 30 September 2022, there were 4083 DPC staff working in General Practice in the SW (+2542 over baseline). This is only 123 FTE from reaching the 2665 FTE end of 23/24 target for total DPC roles at half way point in the year. The target is expected to be significantly exceeded by the year end.
  - Despite the success in DPC recruitment, the end of year spend target is not expected to be achieved. The PCN workforce planning submissions and prior year analysis are indicating a planned year end position of 82% of the funding allocation.

Darker colour relative to other ICB represents higher rate

Data source: [General Practice Workforce - NHS Digital](#) & [Primary Care Network Workforce - NHS Digital](#)



# Vacancies

Number of vacancies for Wiltshire advertised on the BSW GeneralPracticeJobs website for the full year January 2022 – December 2022.

• GP	40
• Physician Associate	4
• Advanced Practitioner	22
• Practice Nurse/Nurse Associate	22
• Mental Health Practitioner	5
• Admin/reception/non-clinical support roles	81
• Paramedic	6
• Pharmacist/Pharmacy Technician	17
• AHP	3
• Other (e.g. SPLW, apprentices)	17
• Manager	15

## NB:

- Some of these posts have been advertised as they were unable to recruit first time round, so there is some double-counting here (especially for GP and other hard-to-fill roles)
- We cannot assume that all primary care vacancies have been advertised on this site
- Some adverts for Advanced Practitioners are basically for experienced nurses/paramedics, and not APs in the truest sense



# Recruitment



Bath and North East Somerset,  
Swindon and Wiltshire  
Integrated Care Board

- Known difficulties recruiting GPs to Wiltshire, especially as partners
- High locum costs with conditions
- Difficulty recruiting Clinical Pharmacist in some areas, with more remote pharmacies being used.
- Difficulty recruiting Mental Health Practitioners via AWP scheme due to stipulations in national specification
- Known ageing workforce for all roles
- Increased pressure on GPs to provide supervision and mentoring time to new staff
- Estates pressures with accommodating new staff





- In the SW there is an overall decrease in GPs in training and GP Partners, but this is off set by a minor increase in other GP types.
- The SW maintains the joint highest full time equivalent (FTE) per 10,000 weighted population of Doctors in General Practices and remains above the March 2019 baseline.
- Gradual uptake of Flexible Pool via the Lantum Service (digital staffing platform for primary care) and as of 12 January, we had 145 staff signed up (102 GPs) and 66 GP Practices (75%).
- NHSE has rated BSW green with no concerns raised.



# Nurses

- The SW continues to have the highest positive percentage change for Nurses in General Practice when compared nationally and has the highest FTE per 10,000 weighted population.
- PCNs are able to recruit Trainee Nursing Associates (via Apprenticeships) and Nursing Associates by using funding from the Additional Roles Reimbursement Scheme (ARRS)
- Recent changes to the DES allow reimbursement of training time for General Practice Nursing Associates to become Registered Nurses, enabling PCNs to develop their nursing workforce and providing a career path for Nursing Associates. For April 2023 onwards, NHSE will also consider support for senior nurses within PCNs.
- NHSE has rated BSW green with no concerns raised.



# Direct Patient Care roles

- The SW continues to have the highest rate of DPC staff per 10,000 weighted population.
- The SW is on track to meet the recruitment target for DPC roles by end of 23/24 through the ARRS.
- In BSW there are 414 ARRS staff in post, 201 of these are in Wiltshire.
- NHSE has rated BSW green with no concerns raised.



# Additional Role Recruitment Scheme (ARRS)

- October Workforce Submissions estimate a 105% spend against the ARRS fund based on aspirational recruitment plans.
- As part of the DES, bids for unallocated funds can be made. Five were received and approved, but all requests are being considered to encourage recruitment.
- The ICB is reviewing the ARRS spend monthly with the finance team and encouraging PCNs to discuss recruitment with us
- Introduction of two new ARRS roles from 1 October 2022 with a number of PCNs now adopting these roles (now 17 ARRS roles):
  - Digital and Transformation Lead (DTL)
  - General Practice Assistant (GPA)
- A number of PCNs have now reviewed the PCN Manager role and adapted job descriptions to encompass the requirements of the DTL role.



The Training Hub works alongside the ICB and cover these key areas:

- Supply – recruitment initiatives, apprenticeships and placements
- Retention – GP Retention and Flexible Pool schemes in place
- Upskilling – to support increased workforce capacity/capability
- New ways of working
- New roles
- Leadership

