

<b>Subject:</b>	Primary Care GPFV update
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<b>Submitted to:</b>	West Norfolk Primary Care Commissioning Committee
<b>Purpose of Paper:</b>	For Information
<b>Executive Summary</b>	
This paper provides an overview and update for the committee around key areas of progress against the GP Forward View.	
<b>KEY RISKS (in relation to CCG strategic objectives and statutory duties)</b>	
<b>Clinical &amp; Quality:</b> Any relevant issues included in the report by exception	
<b>Finance and Performance:</b> Financial impact included where relevant and data available.	
<b>Reputation:</b> The CCG routinely reviews any reputational risks associated with its work on Primary Care.	
<b>Legal:</b> The CCG ensures that it is acting within its statutory obligations in relation to primary care development.	
<b>Patient focus:</b> Aim to provide parity of services to all WNCCG patients.	
<b>Information Governance:</b> Compliance to policy	
<b>Conflicts of Interest:</b> The Committee has been set up to ensure that the CCG acts within the guidance on conflicts of interest.	
<b>Equality Impact Assessment:</b> Not applicable.	
<b>Reference to relevant risk on the Governing Body Assurance Framework:</b> Not applicable.	
<b>RECOMMENDATION:</b> Paper is for Information only	

## West Norfolk CCG – GPFV update September 2017

### Introduction

The GPFV provides a clear vision of how Primary Care will develop, become more resilient and sustainable and operate at scale. There are a number of key areas of work for which an update is provided below:

- **Access**

### Investment

2018/19 will see NHS England make recurrent funding of £3.34 per head of population available, increasing to £6 for the commissioning of extra primary care capacity.

### Outcomes

The investment will deliver the following outcomes:

- i. Increasing access to GP services
- ii. Improving access to pre-bookable and same day appointments after 18:30hrs
- iii. Provision of 1.5 additional hours of appointments per day (Monday to Friday)
- iv. Provide access to pre-bookable and same day appointments on Saturdays and Sundays, dependent on local needs

### Progress to date

The CCG has worked with the other CCG's in the STP to provide an STP wide delivery plan to NHS England. This was submitted on the 4<sup>th</sup> September. CCG's await feedback as to whether this plan has provided sufficient assurance to NHS England.

There are a number of challenges to be considered including IT inter-operability, consent for sharing patient data, communications strategy, patient engagement, ease of access and addressing inequalities. Our plan provides timeframes for these challenges to be met culminating in 100% population coverage for the enhanced access requirements by April 2019.

The CCG will be working closely with West Norfolk Health to deliver the requirements for access in each of the 4 locality areas.

- **Workforce including the CEPN progress**

There are significant national workforce pressures that need to be recognised and addressed. West Norfolk CCG is located in a predominately rural area and faces considerable pressure in this regard. It is recognised nationally that there is a shortage of GP's. The challenge in the GPFV is to address the shortage through training, retention, developing new roles and new ways of working.

For West Norfolk, the following is the case;

- West Norfolk has far fewer GPs aged under 35 than both the rest of the STP and the national position
- The proportion of GPs aged over 54 is in-line with the national average
- The proportion of nurses under the age of 35 is higher than both STP and nationally
- The proportion of nurses aged over 54 is lower than both STP and nationally
- We need to do more to attract trainee nurses in West Norfolk
- Our GP to patient ratio is between the STP and national positions
- Our nurses and HCA's have a lower staff member to patient ratio than both the STP and national position.

	West Norfolk	STP Footprint	National
GP demographics: % of GPs aged under 35 (Headcount)	3%	12%	18%
GP demographics: % of GPs aged over 54 (Headcount)	21%	23%	21%
GP demographics: % of Partnered GPs (FTE)	79%	79%	65%
GP demographics: % of Non UK Primary Medical Qualification	30%	25%	29%
Nurse demographics: % of Nurses aged under 35 (Headcount)	13%	10%	7%
Nurse demographics: % of Nurses aged over 54 (Headcount)	18%	25%	31%
Nurse demographics: % of Trainee Nurses (Headcount)	0.0%	0.4%	0.7%
DPC demographics: % of DPC aged under 35 (Headcount)	22%	23%	18%
DPC demographics: % of DPC aged over 54 (Headcount)	26%	26%	26%
Capacity to population: Patients per GP (FTE)	1985	1931	2037
Capacity to population: Patients per Nurse (FTE)	2440	2810	3756
Capacity to population: Patients per DPC (FTE)	2077	2704	6109

The CCG will, through working with West Norfolk Health and by engaging the CEPN (Community Education Provider Network) deliver against this ambitious element of the GPFV.

The CCG is required to work across the STP area to develop an initial workforce plan by the end of September.

#### Impacts and opportunities from new models of care on delivery of general practice

We will deliver improved educational opportunities for developing staff, leading to;

- a higher skilled work force
- more engaged staff improving staff retention and job satisfaction
- upskilling staff in an environment of developing roles
- a solution tailored to meet local needs
- attraction of applicants to jobs with opportunities, to help with recruitment
- improved patient satisfaction scores as a result of both improved access and empowerment through education.

#### Progress to date

- The CCG has been part of a successful STP wide bid to attract funding to allow an international recruitment campaign to be undertaken. This brings funding of £2.66m to

recruit 50 GPs across Norfolk and Waveney over the next 2 years. We await next steps regarding this funding.

- We have received funding for the development of GP fellowship positions. We will utilise this to develop new and exciting roles to attract GP's to West Norfolk.
- We have begun work to develop a nurse education programme to cover mandatory training and induction training for new starters.
- We have a Physician Associate due to start work at one of our practices in January.
- We have submitted a bid for clinical pharmacists to work in a number of our practices.
  
- We have six people interested in becoming Health Ambassadors for West Norfolk. These individuals are from both clinical and non-clinical backgrounds. Training for these Health Ambassadors is due in early October.
  
- We have 3 practices taking on student nurses this year and 5 that are interested in taking a student paramedic for 2 week placements in November.
  
- A West Norfolk Health website which should go live in October is under development. Once set up this will contain a link to the 'workinginwestnorfolk' website to offer practice vacancies.

- **Received, Expected, and Future funding streams**

The GPFV has brought with it a number of income streams to allow investment to deliver the required outcomes.

On-line consultation software

£44,581 should be available in 2017/18 for the development of online general practice consultation software.

Funding for Clinical pharmacists

Subject to a successful bid, match funding is available to support Practices in initially recruiting clinical pharmacists in their practices.

Active Signposting / Care Navigators

We anticipate receipt of £29,914 in 2017/18 and £29,888 in 2018/19 to fund care navigation and active signposting for reception staff within practices. A supplier has been identified with a provisional training date of January 2018.