

JOINT COMMISSIONING COMMITTEE

MEETING DATE:	Thursday 8 October 2015
AGENDA ITEM NUMBER:	Item 7.1
AUTHOR:	Catherine Wylie
JOB TITLE:	Director of Risk & Quality Assurance
DEPARTMENT:	CCG

GP PRACTICE CLINICAL WORKFORCE SURVEY

PURPOSE/ACTION REQUIRED:	Decisions for Approval
CONSULTATION AND/OR INVOLVEMENT PROCESS:	The workforce data incorporated in this report was extracted from questionnaire surveys completed by the 19 North Lincolnshire practice managers in September 2015
FREEDOM OF INFORMATION:	Public

1. PURPOSE OF THE REPORT:

To provide an overview of the current composition of the general practice clinical workforce with a view to quantifying the primary care workforce challenges North Lincolnshire is facing.

2. STRATEGIC OBJECTIVES SUPPORTED BY THIS REPORT:

Continue to improve the quality of services	✓
Reduce unwarranted variations in services	✓
Deliver the best outcomes for every patient	✓
Improve patient experience	✓
Reduce the inequalities gap in North Lincolnshire	

3. ASSURANCES TO THE JOINT COMMISSIONING COMMITTEE

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4. IMPACT ON RISK ASSURANCE FRAMEWORK:		Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>
None					
5. IMPACT ON THE ENVIRONMENT – SUSTAINABILITY:		Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>
None					
6. LEGAL IMPLICATIONS:		Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>
None					
7. RESOURCE IMPLICATIONS:		Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>
None					
8. EQUALITY IMPACT ASSESSMENT:		Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>
9. PROPOSED PUBLIC & PATIENT INVOLVEMENT AND COMMUNICATIONS:		Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
The results of the survey will be reported to the PPG Chairs Group					
10. RECOMMENDATIONS:					
The Joint Commissioning Committee is asked to:					
<ol style="list-style-type: none"> 1. Receive and note the aggregate results of the GP practice clinical workforce survey 2. Refer the practice level data to the Primary Care Development Group and the Healthy Lives Healthy Futures Workforce and Organisational Development Group for detailed consideration 3. Request the production of a further report covering other aspects of primary care capacity and demand for consideration at a future meeting 					

GP Practice Clinical Workforce Survey

1. At the meeting of the Joint Commissioning Committee held on 13 August 2015 the Chair and the Director of Risk and Quality Assurance were asked to investigate primary care staffing levels. As a starting point the data contained in the quarterly Health Education Yorkshire and Humber GP Workforce Report was considered, but this only gives a partial picture of the situation in North Lincolnshire as just six North Lincolnshire practices currently use this tool and only three submitted data for the April – June 2015 period. It was therefore decided to undertake a questionnaire survey of all 19 North Lincolnshire practices using the same categorisations to make the completion task easier for those practice managers who already contribute to the regional survey. Assurances were given regarding the confidentiality of individual practice data so only aggregate data is included in the analysis attached as Appendix 1.
2. Probably the most striking feature of the survey results is the age profile of the clinical workforce. Of the 61.7 whole time equivalent (WTE) GP partners practicing in North Lincolnshire 23.6 WTE or 38.3% are over the age of 55 with a further 30.9% being over 45. With the current national shortage of GPs the recruitment challenges facing North Lincolnshire practices are therefore likely to escalate in fairly immediate future. On the plus side 69.3% of salaried GPs are under the age of 45 but this still means that of the 82.2 WTE GPs permanently practicing in North Lincolnshire 29.9% are over 55 years old. The GP age profile is mirrored among other clinical groups but is generally less pronounced. However of the 53.7 WTE nurse workforce 27.6% are over the age of 55.
3. Clearly the implications of the current primary care clinical workforce profile require more detailed examination. It is therefore suggested that the full practice level data should be referred to the Primary Care Development Group and the Healthy Lives Healthy Futures Workforce and Organisational Development Group for consideration.
4. The size and availability of the clinical workforce is only one element of the primary care capacity/demand equation. Data regarding the number of clinical appointments on offer is readily available. The difficulty is in finding a robust method to quantify demand. The CCG Engine Room has recently given initial consideration to this issue and Joint Commissioning Committee members may wish to request the production of a further report covering other aspects of primary care capacity and demand for submission to a future meeting.

Recommendations

- a) To receive and note the aggregate results of the GP practice clinical workforce survey
- b) To refer the practice level data to the Primary Care Development Group and the Healthy Lives Healthy Futures Workforce and Organisational Development Group for detailed consideration
- c) To request the production of a further report covering other aspects of primary care capacity and demand for consideration at a future meeting

Catherine Wylie

APPENDIX 1

North Lincolnshire GP Practice Clinical Workforce Profile – September 2015												
Job Role	Under 25		25 - 34		35 - 44		45 - 54		55+		Total (WTE)	Vacant Posts (WTE)
	Male (WTE)	Female (WTE)	Male (WTE)	Female (WTE)	Male (WTE)	Female (WTE)	Male (WTE)	Female (WTE)	Male (WTE)	Female (WTE)		
GP Partner					14.9	4.1	13.9	5.1	14.5	9.1	61.7	2.5
					30.8%		30.9%		38.3%			
GP Salaried			1.7	4.9	4.0	3.6	3.0	2.3	1.0		20.5	4.6
			32.2%		37.1%		25.8%		4.9%			
GP Registrars – Years 3 & 4			1.0	3.7	1.0						5.7	1.0
			82.5%		17.5%							
GP Foundation Registrars – Years 1 & 2	1.0		2.0	1.5							4.5	
	22.2%		77.8%									
Locum GP – Covering Vacancy					1.6		0.2	1.1	0.7		3.6	
					44.4%		36.1%		19.5%			
Locum GP - Other			0.7		0.4				0.9		2.0	
			35.0%		20.0%				45%			
Advanced Nurse Practitioner						2.0	1.7	9.6	0.2	5.2	18.7	
					10.7%		61.4%		28.9%			
Extended Role Practice Nurse				1.6		0.4				0.9	2.9	
			55.2%		13.8				31.0%			
Specialist Practice Nurse						3.1		1.3		3.1	7.5	0.8
					41.3%		17.4%		41.3%			
Practice Nurse				1.0		3.7		10.8		5.4	20.9	
			4.8%		17.7%		51.7%		25.8%			
New Practice Nurse				2.0		0.7		1.0			3.7	0.7
			54.1%		18.9%		27.0%					
Healthcare Assistant		1.5		1.9		8.1	0.7	12.6		2.2	27.0	
	5.6%		7.0%		30.0%		49.3%		8.1%			