

GENERAL PRACTICE FORWARD VIEW

Midlands and East Bulletin

Issue two: March 2018

Welcome

More GPs and a wider multidisciplinary workforce are an essential part of the General Practice Forward View vision to develop and transform primary care in Midlands and East.

The workforce plans that have been developed by our Sustainability Transformation Partnerships (STPs) set out how this will be achieved, with a range of schemes to improve GP retention and recruitment to increase the number of GPs including those from overseas.

The wider development of professional roles in general practice - such as nurses, clinical pharmacists, mental health workers and physician associates - provides a more diverse workforce to meet the clinical needs of patients.



This gives GPs more time to focus on those who particularly need their expertise, and makes it easier for patients to get an appointment and access the right support in the right place at the right time.

I would like to thank all our STPs and Clinical Commissioning Groups (CCGs) for developing such strong plans, not only for workforce but also extended access, as well as getting their schemes to deliver more GP appointments over the winter off the ground so quickly.

The planning guidance for 2018/19 sets a challenging target for all CCGs to deliver 100 per cent extended access by 1 October 2018. You can read more about this and the support we are providing, including access over Easter, on page 6 of this bulletin.

We look forward to working further with you over the coming months. In the meantime, if you have any queries or want to know more, please do [contact us](#).

Andrew Pike

Director of Commissioning Operations (East), NHS England

Featured in this issue

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Spotlight on workforce

Efforts to address the critical workforce issue in general practice in Midlands and East are being focused on two areas: building the number of GPs and widening the workforce. Local Workforce Action Boards are supporting each of the region's 17 STPs to devise, review and update their workforce plans.

There are a number of programmes underway in the region through NHS England and Health Education England to recruit and retain GPs, and widen the range of healthcare professionals working in practices, to relieve the pressure on GPs and increase services to patients.

In this issue we outline a few of the latest developments in international GP recruitment, clinical pharmacists, and GP nursing. Future issues will bring you more on other initiatives such as the Targeted Investment in Recruiting Returning Doctors Scheme and the development of physician associates in primary care.

Getting an accurate picture of our workforce figures is crucial if we are to ensure we have the right numbers and roles in general practice to meet the needs of patients. At the moment, the uptake and quality of this information in our region is not as good as we need it to be, and we are working with STPs, CCGs and practices to address this.

International GP recruitment roll-out to start in April

The national roll-out of the international GP recruitment campaign is due to get underway from next month (April).

Birmingham and Solihull, and Norfolk and Waveney with parts of Suffolk will be the first areas in Midlands and East to be promoted overseas, closely followed by Cambridgeshire and Peterborough, Nottinghamshire and Staffordshire.

They will be aiming to recruit up to 25 doctors each in the first instance as part of an initial overall national target of 500. Those involved in the international recruitment pilots in our region in Lincolnshire and Essex have been helping to shape the national roll-out of the programme, with the overseas GPs, practices and project managers sharing their experiences and lessons learnt.

The recruitment will be undertaken by specialist suppliers appointed by NHS England. Due to the size of the region and number of STPs there will be two suppliers for Midlands and East. One will cover the North Midlands and West Midlands DCOs, the other Central Midlands and East.

The two recruitment agencies are due to be appointed later this month (March). Interviews with doctors interested in coming to England as GPs are planned to take place from May, with the first recruits arriving in the region in September.

Other areas already approved for funding will start recruitment later this year, and a further round of successful STP bids for funding is due to be announced soon.

[Find out more about the International GP Recruitment Programme.](#)

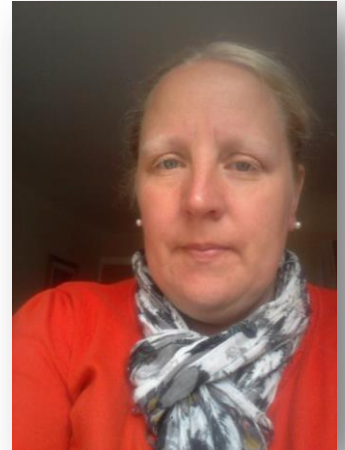
Clinical pharmacist numbers continue to grow

A further 280 GP practices in Midlands and East will be benefiting from clinical pharmacists, thanks to the latest round of successful bids funding a further 73 posts. This brings the expected total working across the region this year to over 190 in 670 GP practices, covering a population of nearly 6 million patients.

Marianne Tucker-Martin is a lead clinical pharmacist working with a GP federation in South Worcestershire. She said: "We are already seeing the results of what we can do to help relieve the pressure on GPs.

"GP colleagues and other staff are recognising the importance of this role, which can include responding to queries from patients about their prescribed medication, managing medicine changes after discharge from hospital, and undertaking consultations with patients with long-term or complex co-morbidities including conditions such as asthma, diabetes or blood pressure."

Dr Mark Sanderson, Deputy Regional Medical Director for Midlands and East, said: "The programme is proving to be hugely popular with practices, patients and pharmacists themselves. Clinical pharmacists are a great addition to any surgery team. As highly-trained experts, they can provide much-needed support, helping GPs to focus on the patients with more complex issues that really need a doctor's attention."



Marianne Tucker-Martin, lead clinical pharmacist, GP federation in South Worcestershire

How to apply

Funding applications for the clinical pharmacists programme are invited on an ongoing basis and considered in waves. The deadline for Wave 5 is 13 April 2018. You can find out which practices in Midlands and East have already been successful in securing funding and information on how to apply [here](#).

Stakeholder Group

A new group set up to widen involvement in the region's GP Forward View programme met for the first time in November.

Set up as a sub-group of the regional GP Forward View executive and chaired by Dr Mark Sanderson, NHS England (Midlands and East) Deputy Medical Director, the stakeholder group is designed to provide an effective forum to discuss implementation and challenges, and share innovations and best practice from across the region.

Members include regional representatives from the Royal College of General Practitioners (RCGP) Faculties and local medical committees, and Health Education England's directors of postgraduate GP education.

Representatives of NHS England's regional GPFV programme management office, directors of commissioning operations (DCOs) and the regional communications team also take part.

New chapter for general practice nursing

An unprecedented investment to drive recruitment, aid retention and develop a high-calibre career pathway for general practice nurses (GPNs) is now underway.

Some £15 million is being provided nationally to support NHS England's [10-point action plan: General Practice – Developing confidence, capability and capacity](#) to recognise and develop the roles that GPNs have which transform care and can help make the NHS fit for the future.

Like their GP colleagues, GPNs face rising demand and a decreasing workforce, with some 8,000 of them estimated to be retiring in the next three years.

The 10-point action plan helps target and prioritise where improvements are needed most, setting out key milestones which will allow progress to be measured across general practice nursing for the first time.

A range of work is set out to deliver more convenient access to care, more personalised care in the community, and a stronger focus on prevention and population health driving better outcomes and experience for patients.

Actions include measures to:

- Increase uptake and promote nursing in general practice – by raising the profile of nursing in general practice through the 'Image of Nursing' programme, offering clinical placements for undergraduates and supporting additional routes into general practice nursing.
- Support for existing GPNs – all nurses new to general practice will have access to an induction programme, training and mentoring and an expansion in leadership and career opportunities.
- Encouraging GPNs to return to practice – the national return to practice programme will now include GPNs. Regional GPN Boards will provide a platform to share best practice.

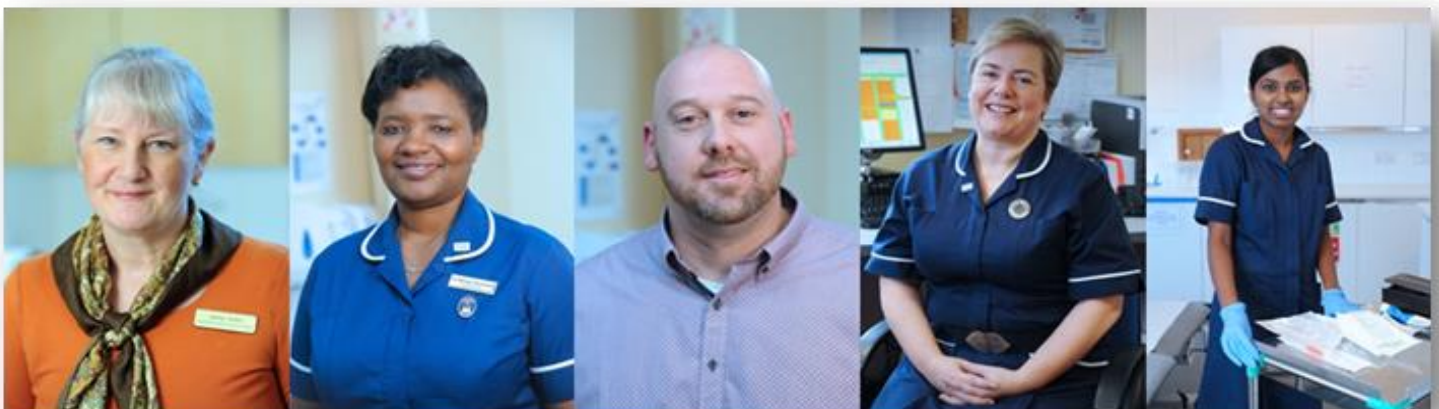


Over 200 people will be gathering in Loughborough later this month for the region's annual GP Nursing Conference.

NHS England and Health Education England have joined forces for this year's event, which takes place on Wednesday 21 March at Holywell Park Conference Centre, Loughborough LE11 3GR.

Workshops include: developing educator networks, promoting self-care, and how to free up practice time.

Free to attend for GPNs, HCAs, trainee nursing associates and students, for more details visit www.eventsforce.net/gpnconference



Hitting the ground running: from classroom to qualified GPNs

When Nicki Walsh (pictured right) started investigating why student or newly-registered nurses weren't in general practice settings, she didn't know she was unlocking the doorway to a real transformation.

An absence of practice-based 'sign-off' mentors for student nurses and a convention of being employed with around two years' post-registration experience were the typical barriers Nicki discovered.

But it was a GP's comment that set her the challenge to change things: "If you can supply me with a nurse who can hit the ground running, I'd welcome them".



Now, just two years later, Nicki, Programme Lead for Health and Social Care in the School of Social Science at Bishop Grosseteste University in Lincoln, is driving a remarkable change across the county.

Working initially with the Lincolnshire Community Education Provider Network and subsequently across an expanded network of three training hubs, Nicki has established nursing student placements in general practice as mainstream. This is for pre-registration nursing students at the University of Lincoln and for undergraduate Health and Social Care students at Bishop Grosseteste University.

Nicki has also helped secure management placements for pre-registration students with new registrants now employed as GPNs – quite literally hitting the ground running.

"This is about thinking differently within general practice across nursing and education, and is about promoting the variety and career potential of general practice," she says.

"It's also about exposing more pre-registration nursing students to general practice and raising awareness among other cohorts, such as health and social care students, of the wide variety of roles general practice offers.

"By giving students these insights we are enabling them to make informed career choices such as leadership and management, a therapy role (counselling or physiotherapy) or general practice nursing, rather than them relying on the narrow perspective of nursing we see in the media.

"Our GPNs love the variety of care they give, whether for long-term conditions or more urgent health needs, and the chance to get to know their patients really well. The feedback from our GPNs reflects a passion and true dedication to the profession and to patients that I feared nursing had lost."

Nicki also points to the mutual benefits of establishing practice-based mentors: "While providing the vital support and 'sign-off' for their students, our mentors experience a healthy professional challenge and reflection on their own practice. It's also helping overcome potential isolation in what is a very rural county."

For more information about Nicki's work, please visit www.bishopg.ac.uk/team/nicki-walsh

Improving access to general practice - latest news and events

Around 34 per cent of the population in the Midlands and East region currently benefits from extended access services, which includes access to GPs and other primary healthcare staff in the evenings, at weekends and on bank holidays.

The 2018/19 Planning Guidance has brought forward the date for 100 per cent of the population in England to be able to benefit from extended GP access from 31 March 2019 to 1 October 2018.

Oli Newbould, NHS England (North Midlands) Director of Assurance and Transformation and regional access lead for Midlands and East, said: "We appreciate that this new timescale is challenging. However, it is vital for patients and the NHS as a whole that it is achieved, and we will be working hard with our CCGs and practices to support them."

The revised timeframe for extended access was announced as part of [Refreshing NHS Plans for 2018/19](#), published by NHS England and NHS Improvement earlier this month. This document sets out the expectations for commissioners and providers.

In primary care, the overall goals for 2017-2019 are to stabilise general practice today and support the transformation of primary care for tomorrow, by delivering the General Practice Forward View and Next Steps on the NHS Five Year Forward View. The full list of deliverables for 2018/19 in primary care can be found on [NHS England's website](#).

During winter 2017/18, many areas in Midlands and East have been able to offer extra GP services funded by additional Primary Care Capacity money. Some £6.17 million has been invested in a range of schemes that are benefiting local people.

Funds have been targeted where extended access schemes can be brought forward and delivered earlier, as well as supporting people in areas where acute trusts are experiencing high levels of winter activity.

If you need a friend

NHS England has launched an Improving Access to General Practice buddying network which provides peer-to-peer support and shared learning to CCGs from GP Access Fund schemes. You can register for the next Midlands and East event, which takes place in Cambridge on Tuesday 27 March, [here](#).

Practices and CCGs can also sign up to join an [online forum](#) which has been developed to provide further information and support.

Contracting and procurement

Over 70 staff from GP practices, primary care, CCGs and STPs took part in a regional GP Extended Access Contracting and Procurement Workshop in Leicester in November. The day included an expert from lawyer firm Browne Jacobson outlining the legal requirements for procurement, and Dudley CCG sharing their experiences of commissioning extended access. Slides from the event can be downloaded [here](#).

Access over Easter

NHS England has confirmed to CCGs that patients must be able to access urgent GP appointments every day over the Easter bank holiday period (Wednesday 28 March – Wednesday 4 April) between 8am and 8pm, either at their own practice or an alternative, nearby location. This needs to be well signposted and communicated to patients.

The 8am to 8pm GP services may be provided through extended GP access hubs or GP federation arrangements, or through other locally-agreed mechanisms such as extra capacity through the local out of hours provider.

To support this, NHS England is ensuring out of hours and unscheduled care providers are able to access continued support from the Winter Indemnity Scheme.

£45 million for online GP consultation systems

A £45 million fund to stimulate the use of [online consultation systems](#), improving access and making best use of clinicians' time, is now available.

Every GP practice in Midlands and East is eligible to access the support, which has been [allocated at CCG level](#), based on plans that are approved by NHS England. While practices are not required to take part, it is hoped that the majority will benefit from the fund over three years.

CCGs are procuring licences for systems on behalf of their practices. It is expected that in most areas procurement will be undertaken at scale across STP footprints, to ensure alignment with other initiatives in improving access and digital innovations, greater collaboration and co-ordination across practices, and effective engagement and marketing for patients. For further information, please email: england.pi-mande@nhs.net

For more details on the fund and how it opens new opportunities for patients and practices, read [Robert Varnam's blog](#).

What does becoming a multispecialty community provider mean for GPs?

A series of short films are available on [NHS England's website](#) to help GPs learn more about what it is like to be part of a developing multispecialty community provider (MCP).

Three of the five films feature GPs from the Midlands and East region - from Dudley (West Midlands), Erewash (Derbyshire) and Rushcliffe (Nottinghamshire), plus others from Gosport in Hampshire and Greater Manchester - talking about their own experiences of being a multispecialty community provider in their areas.

The videos focus on a number of key areas – My Patients, My Team, My Career, My Contract and My Practice – in line with the themes identified in the [GP participation in an MCP](#) document.

There is also an overview video featuring Dr Arvind Madan, Director of Primary Care, talking about the national picture.



Dr Duncan Gooch from Erewash in Derbyshire is one of the GPs sharing their MCP experiences in NHS England's films.

General Practice Transformation Champions event Thursday 22 March, London WC2

A one-day free conference for anyone involved in leading improvement and transformation in general practice.

The programme includes the practicalities of using the 10 High Impact Actions, and leadership sessions from the frontline of transformation. Register [here](#). Slides from the previous Champions events are available on [NHS England's website](#).

Premises investment is a winner for Coventry health centre

Some £1.5m funding from the Estates and Technology Transformation Fund (ETTF), the GPFV programme designed to accelerate the development of GP premises and technology, has transformed The Forum Health Centre in Coventry, enabling it to take on more patients and extend the services it offers.

Based in two former semi-detached houses serving 17,000 patients, the Forum's building has been completely reconfigured internally to create more consulting rooms, space for training and a new reception area. The environment has been greatly improved too with more natural light and climate-controlled accommodation, as well as a new façade and parking for ambulances and patients.

The practice has since been rated 'outstanding' by the CQC and won 'client of the year' award in the West Midlands Construction Awards 2017.

GP practices in Norwich, Dudley, Market Deeping in Lincolnshire, and Coalville in Leicestershire, are some of those in the region which have also benefited from support from the ETTF programme since it started in 2015. You can find out more about these and others on the [NHS England website](#).



*Top left: The Forum Health Centre before ...
Right: ... and after development
Bottom left: Inside the newly-developed premises*

Stay in touch To keep up to date with the latest news and information, please:

- visit www.england.nhs.uk/gp
- watch NHS England's [Primary Care and NHS111 animation](#)
- view the [General Practice Forward View animation](#) explaining the changes and additional support that are being rolled out
- join the discussion at [LinkedIn](#)
- follow [@NHSEnglandMidE](#) on Twitter, #GPForwardView.

This **Midlands and East Bulletin** is designed to bring you the latest news and opportunities available through the GPFV. We want to reach GPs, other primary healthcare professionals, practice staff, LMCs, LPCs, commissioners, STPs and anyone else who is interested in sustaining and transforming primary care in Midlands and East.

Please pass on the news to your colleagues who can [sign up](#) to our mailing list to get the next issue straight to their inbox.