

Annual Report 2018/19

May 2019



Workforce planning and Strategy 2018/19 and beyond





High level strategy

- We have developed a joint workforce and primary care strategy between OTN and Oxfordshire Clinical Commissioning Group (OCCG). This sets out the joint strategy and vision for 2018/19 – 2026/27





Our strategy and vision

Retain Workforce

- Work with locum chambers and partners to support and promote mentorship, appraisal and revalidation and CPD for sessional GPs
- Develop, share and develop competency frameworks for each primary care role to enable on-going TNA and career pathway development

Recruiting Workforce

- Promote careers in primary care by engaging with young people through work experience and clear career pathways
- Increase awareness and undertake clinical & non clinical apprenticeships
 - International GP recruitment
 - Support returning to general practice schemes for the workforce



Supporting Oxfordshire
Primary and Community
Care

Developing Workforce

- Upskill current nursing staff and delivery of key GPN 10 point plan projects
- Develop of role specific and multi-professional and multi-disciplinary training and education programs based on gathered evidence
- Share competency frameworks for each primary care role to enable on-going TNA and career pathway development

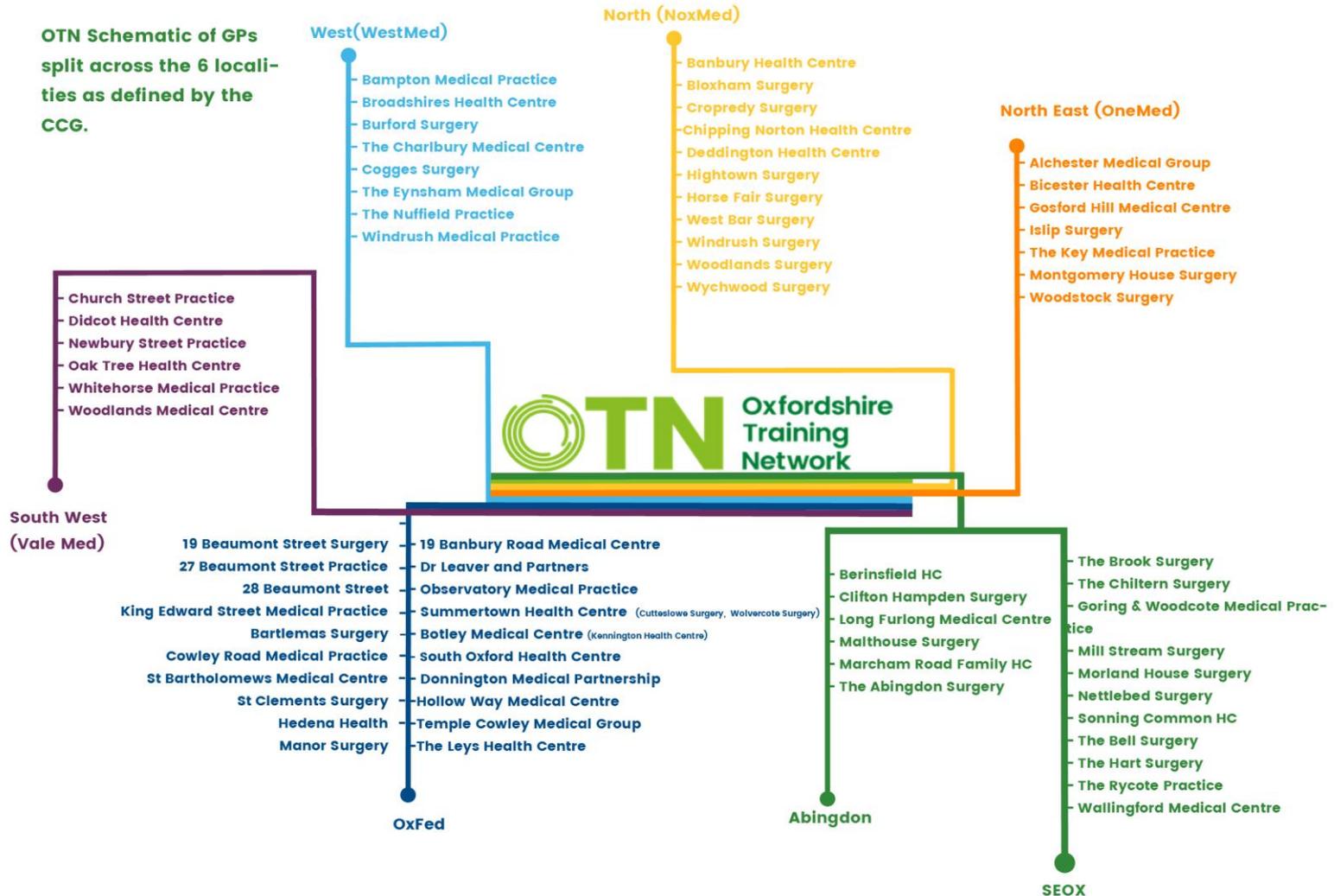
New Models of Working

- Staff and teams working across organisational and sector boundaries
- Support the development and embedding of new roles for Primary Care (e.g. paramedics, MSK)
- Rollout Active Signposting and Frontline Customer Service training



Our Practices

OTN Schematic of GPs split across the 6 localities as defined by the CCG.



2018/19 Achievements





Achievements 2018/19

Retain Workforce

Nursing

We have worked hard so that 4 practices are now student placement providers for undergraduates. With another 5 expected in a few months. We are also working on a specific project around the GPN 10 point plan.

GP Retention

We have successfully bided for the GP Retention Programme, which will deliver 3 ambitious projects across Buckinghamshire, Oxfordshire and Berkshire West:

- Project 1: Locum Chambers
- Project 2: Flexible Careers Programme
- Project 3: GP Mentorship & Support



Achievements 2018/19

Developing Workforce

Minor Illness

Developed a Minor Illness course in partnership with BBO Training. This has been RCN accredited. The April course launched with 10 delegates with a further course planned in September 2019.

Nurses

Total number of pre-registration student nurses in primary care has increased in Oxfordshire from 0 to 5 since May 2018. We are also working on a specific project around the GPN 10 point plan.

Immunisation Training

Immunisation Training was delivered in two parts: a half day update course in July 18 (attended by 47 delegates) and a two day two-day introductory course (attended by 30 delegates) in Oct 18.



Achievements 2018/19

Developing Workforce

End of Life Training

This training was delivered in Bicester as part of a series of workshops and events. The training was attended by approx. 30 primary care staff.

Performance and Leadership

Developed a Minor Illness course in partnership with BBO Training. This has been RCN accredited. The April course launched with 10 delegates with a further course planned in September 2019.

Advertising Training and Events

We have developed mechanisms to ensure Primary Care staff are kept up to date around training and events in the local area. This is through the website, TeamNet, CCG bulletin and our newsletter.



Achievements 2018/19

Recruiting Workforce

Apprentices

OTN have developed material to promote apprentices within Primary Care and have actively helped and supported practices undergo the steps to recruit an apprentice.

Careers Fairs

We have begun a stream of work to establish a route into school leavers and promote roles within Primary Care. We have attended our first career fair!

Multi professional faculty events

We have contributed and attended multi professional events to support people looking to start or change their role into a primary care role.



Achievements 2018/19

New Models of Working

Paramedic Placements

There have been 31 paramedic placement days within Primary Care since Jan 2019.

Pharmacists in General Practice

We have worked with the CCG to establish a forum for pharmacists working in primary care. This meeting is now happening every 3-4 months.

Paramedics

Working with SCAS and the primary care visiting service to identify opportunities to develop rotations for paramedics to improve system sustainability, enhance skills of paramedics and provide support to the general practice workforce as paramedics are envisaged to be part of the new PCN workforce.



Achievements 2018/19

New Models of Working

Workforce development workshops

- Working with Oxford Health we have run a series of pilot workshops involving early Primary Care Networks to test the use of the Skills for Health 6 step methodology for workforce development.
- Learning from these first workshops will inform workshops to be run later in 2019 as new PCNs are becoming established around the country
- Engaging with Primary Care Homes to further develop the workshop plans



Achievements 2018/19

OTN Development

OTN Website

We have redeveloped our website and have made it much more interactive with a calendar full of CPD training and events. We are now entering a further phase of development.

Joint Strategy

This training was aimed at reception teams and was designed to be complimentary to the Active Signposting programme. The training was accessed by 228 primary care staff across the county.

Focus Groups

We have held a number of focus groups, including; a GP Focus Group, a Pharmacy Focus Group. We are also working with OCCG locality nurses to support nurse forums.



Achievements 2018/19

OTN Development

Project Management

We now have a project management team dedicated to delivering OTN projects and training events. We have also developed strong internal governance process.

OTN Governance

Our governance processes have been developed to ensure strong reporting to the OTN Delivery Board and input is captured and used from the OTN Steering Group.

Reporting

Our reporting processes have improved and we are now able to accommodate KPI requests, project report requests and others very responsively and accurately.



Feedback from Training events

Active Signposting:

- “excellent training session and brilliantly taught by the trainer - very informative”
- “brilliant. Hope we can invest time as a practice to fully benefit”

Frontline Customer Service:

- “very well informed and will take a lot away and enforce into the way I work”
- “course was relevant & topical and involved everyone”

Thank you for your time

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