

Shaping the Future Primary Care Workforce

Rebecca Tyrrell
Workforce Transformation Lead,
Primary & Community Care, HEETV

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Kassam Stadium Oxford



General Practice – Developing confidence, capability and capacity

A ten-point action plan for General Practice Nursing



The NHS Long Term Plan



This is OUR Time
2020
#YearOfTheNurseAndMidwife

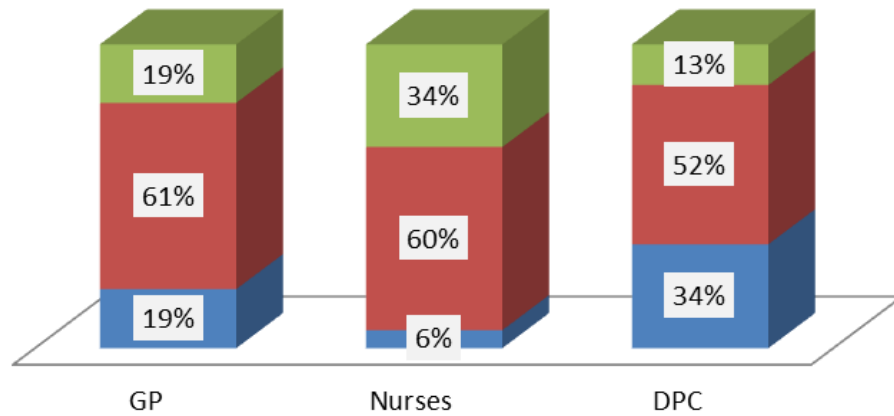


Primary Care Workforce BOB ICS

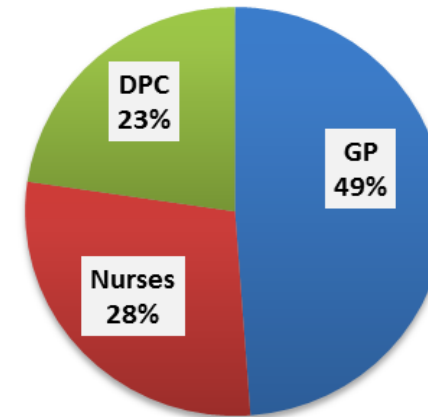
2018 figures

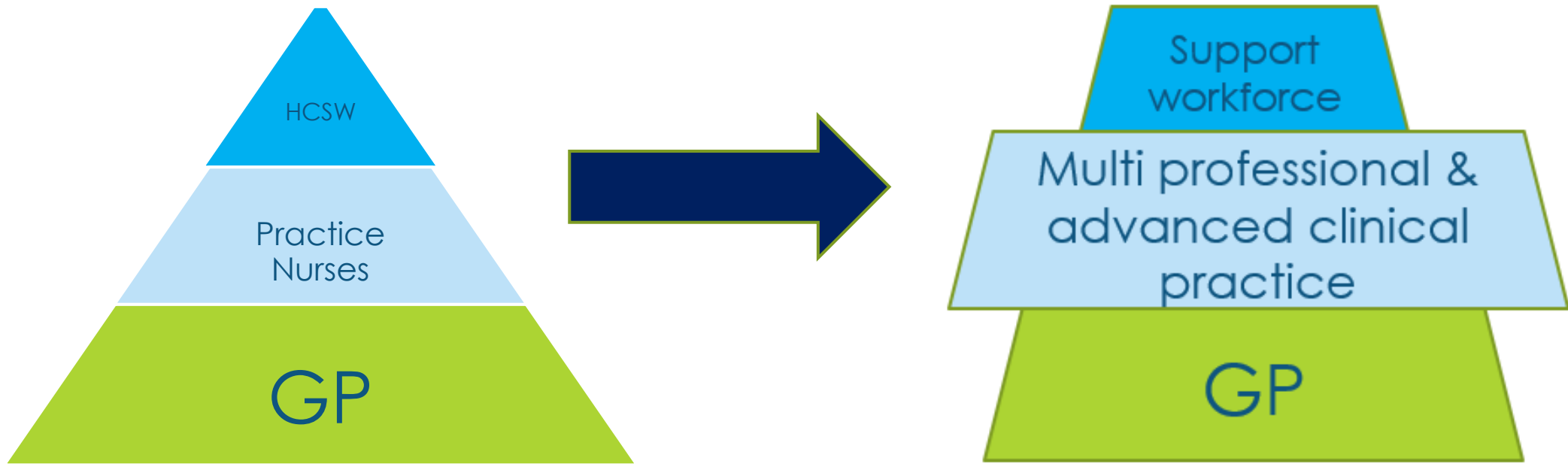
% Post by age band

■ under 35 ■ 36-54 ■ 55+



Primary Care Workforce





“Nurses as an integral part of the Primary Care strategy”.

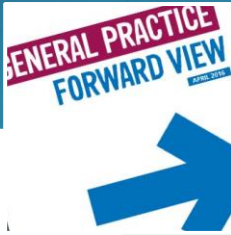


Strategic Approach BOB ICS



sustainable

- GP at scale
- GP recruitment and retainer schemes
- GP resilience scheme
- Increase GP trainees
- Practice manager development
- IGPR
- GPN 10 point plan
- Improved access



transformation

- General Practice Improvement leaders- capability framework
- 10 HIA
- Advanced clinical practice- framework
- Training hubs to strengthen capacity and capability
- Workforce modelling
- Digital technology
- Fellowships

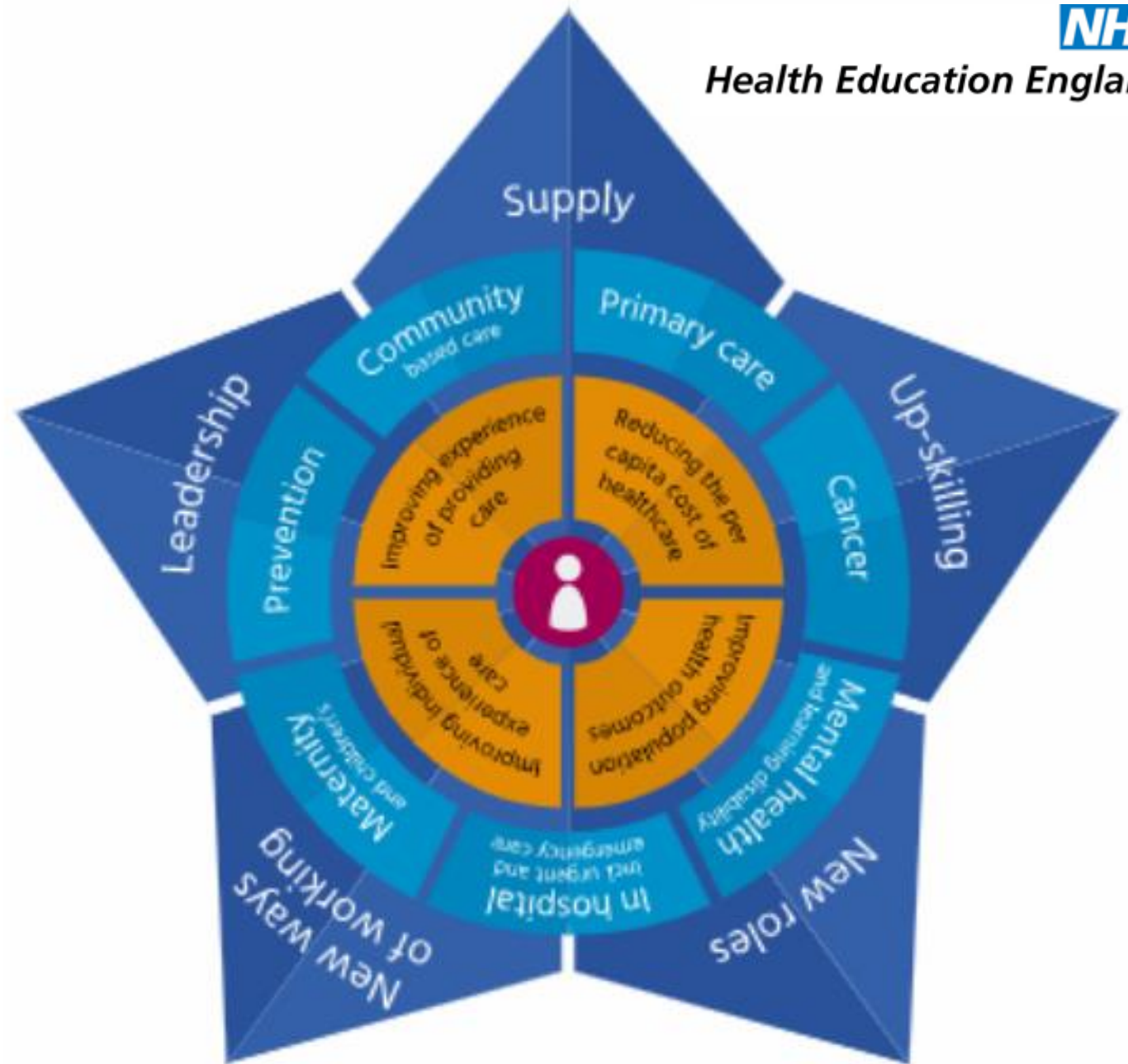


new models

- Integrated multi-professional workforce
- Paramedics- SCAS
- Clinical pharmacists
- Physician Associate- preceptorship
- MSK FPC pilot sites
- Care Navigators
- Nurse Associate apprenticeship
- Extended careers model
- First destination

Workforce Transformation

- <https://www.hee.nhs.uk/our-work/hee-star>
- The HEE Star is a tool developed by Health Education England to bring structure and coherence to conversations about workforce challenges and to support workforce transformation



Supply

- Nearly 35% of GPNs in BOB over 55
- First destination in primary care- general practice fellowships (induction, mentorship & peer support)
- GPN fundamentals
- “grow our own”
- Apprenticeships
- Work experience and outreach
- Student placements
- Clinical supervision and quality learning environments
- GPN retention
- RTP

New ways of working

- 21st century models of care
- Prevention and population health
- Multidisciplinary neighbourhood teams
- Dissolving the historical boundaries between primary and community care
- Ageing Well- #2day2hour community response- one of 7 accelerator STPs
- Group consultations
- Digital ambassadors

New roles

- Nursing associate- apprenticeships
- Physician associate- preceptorship/ambassadors/placements
- General practice assistants

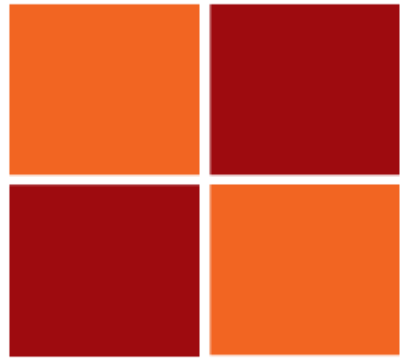
Upskilling

- ACP core competency framework soft launch Jan 2020
- NMP
- Senior HCSW apprenticeships
- HCSW development programme

Leadership

- TVWLA primary care leadership programme
- Rosalind Franklin programme
- Clinical director development
- Primary care QI fellowships- HEE Primary Care School
- AHSN practical innovators – primary care cohort 2020
- TVWLA OD fundamentals in primary care

BOB ICS facing training hubs



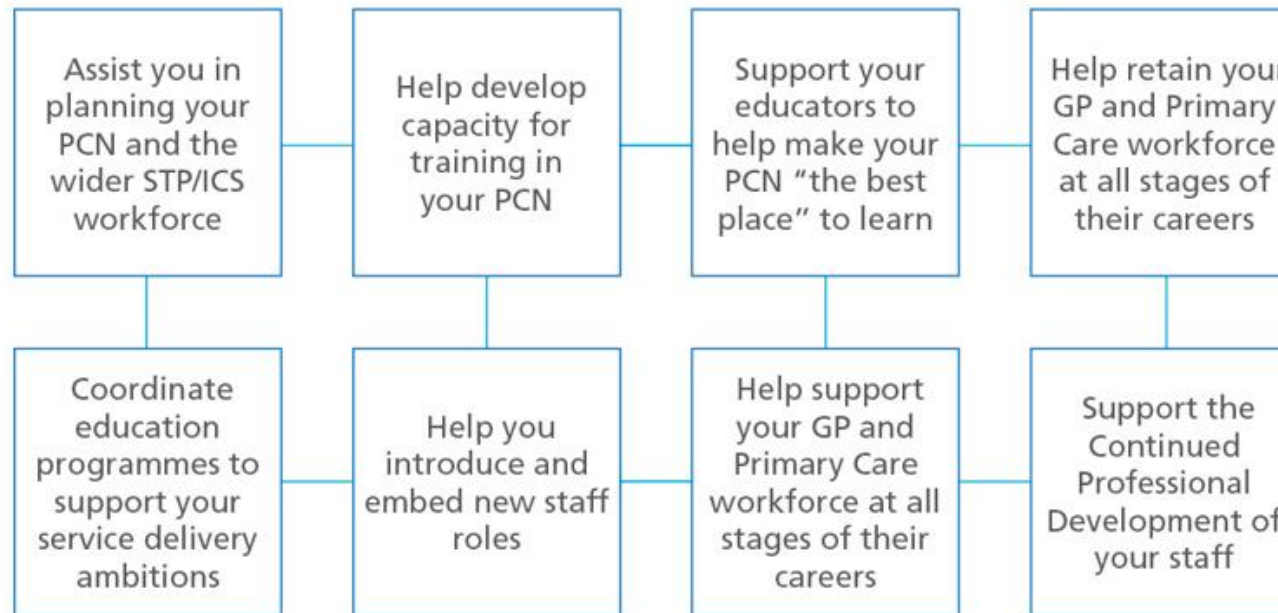
BUCKS TRAINING HUB



Primary & Community Care Training Hubs

What do they offer your Primary Care Network?

A **Training Hub** brings together education and training in Primary and Community Care within an area to:



Helping to attract, recruit and retain staff and develop a sustainable workforce for Primary and Community Care.