

Shropshire and Telford & Wrekin STP

GP Forward View 2019/20 GP Retention Funding – High Level Plan

A) Funding to be provided to PCNs					
Programme/Activity	Aimed at	Detail	Delivery	Cost (est.)	Impact
1. GP Workforce Leads	All GPs/Locality Directors	<p>Provide clinical leadership for workforce issues within each PCN</p> <p>This role could be provided by a nominated, individual GP in each PCN.</p> <p>Alternatively the Clinical Director could provide the role as an add-on to his/her own role.</p>	<p>A detailed role description will be developed and agreed between the CCGs and the PCNs, including arrangements for monitoring impact of the role</p> <p>Individual PCNs should submit applications to the CCG for funding.</p>	<p>Funding based on population size.</p> <p>Likely to total approx. £50k – this would provide an average of two GP sessions per month, per PCN.</p>	<p>Workforce development will be more relevant to local needs if led by a local, dedicated GP</p>
2. Personal Development for Portfolio Careers	All GPs	<p>Funding could be provided to subsidise the development of/increase in the number of Portfolio GPs across the STP.</p> <p>This funding would need to be linked to the demographic needs of patients and the establishment of new, or enhancing of existing, services for specific groups of patients.</p>	<p>Funding to be provided to individual PCNs on receipt of a business case, demonstrating how the proposed training/development would lead to an improved patient service within the PCN.</p> <p>The funding agreement will include arrangements for monitoring the impact of the training/development.</p>	<p>Up to £5k per PCN – total of £40k</p>	<p>Increased level of job satisfaction for GPs if they are able to provide a wider range of services along the portfolio career model</p> <p>Increased level of bespoke services for patients</p>

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3. Networking	All GPs	<p>Funding could be used to set up new, and/or further develop existing, networks of GPs at different stages of their career.</p> <p>Funding could be used for administrative purposes and/or for providing additional resources including speakers etc.</p>	<p>Delivered either by individual PCNs, or by combinations of PCNs following the seeking of expressions of interest and the submission of a business case.</p> <p>Networks could cover:</p> <ul style="list-style-type: none"> - Trainees - First5s - Mid/late career GPs 	Approx. £12k in total	Anecdotal feedback from GPs indicates that belonging to an active and purposeful network is a major positive in helping them to manage negative aspects of their job.
4. Returning to Work	GPs who have not been practising for some time, but are still on the Performers List	<p>This could be aimed at GPs who, although still on the Performers List, have not been practising for some time and are not interested and/or eligible for national schemes.</p> <p>This could include GPs returning after maternity/paternity leave and who have been long-term sick.</p>	Funding to be provided to individual PCNs on receipt of a business case, demonstrating how the proposed support to an individual, returning GP would improve the capacity of the local GP workforce	Approx. £1k per PCN – total £8k	This could be of benefit to practices/PCNs where there are “known” GPs who would like to return to practice but, for various reasons, don’t fit into a national scheme.
5. Digital/Technology	All GPs	<p>A course/event could be provided to identify the key challenges and potential solutions for Primary Care/PCNs outlined in the recent Topol review “Preparing the healthcare workforce to deliver the digital future”</p>	Funding to be provided to individual PCNs, or to combinations of PCNs, on receipt of a costed plan to provide such training from a recognised provider.	Approx. £10k	<p>Improved retention of GPs interested in digital solutions.</p> <p>Improved patient care following implementation of new approaches</p>

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6. Locum support	All Practices and Locum GPs	<p>5a) Purchase of the North Staffs' "Find me a Locum" software and funding of administrative support.</p> <p>5b) Funding could also be used for supporting Locums by providing training/support</p>	<p>5a) Procured by individual PCNs or, preferably, cross-STP, from Midlands and Lancashire CSU, with additional administrative support</p> <p>5b) Where Locums' needs have not been met by other events/courses, a bespoke support package could be commissioned by individual PCNs and/or groups of PCNs</p>	<p>5a) Likely cost: £10k</p> <p>5b) Likely cost: £10k</p>	<p>This could benefit newly-qualified GPs, many of whom start their careers by becoming locums. It could also benefit any other GP who chooses to work as a locum.</p>

B) Funding to be managed by the STP (CCGs)					
Programme/Activity	Aimed at	Detail	Delivery	Cost (est.)	Impact
7. Career Planning and Understanding the Local System	Mainly, but not exclusively, GP trainees and newly-qualified GPs.	<p>Provision of training/information on the different routes for being a GP – locums, partners, salaried, portfolio etc. as well as covering how practices work as businesses.</p> <p>Provision of information for GPs on the developing role for PCNs, integration with the wider health and social care sector, linkages with key independent sector stakeholders, the move towards an ICS.</p>	Provision of a three-hour event, delivered by NB Medical as part of the current programme of commissioned activity.	Nil (part of 2018/19 funding)	All GPs, but particularly those who are newly qualified and Registrars, would have more knowledge about their options and choices, and thus would be more likely to remain in the STP
8. Education	All GPs	Off-the-shelf Education top-up courses by national GP training company.	Provision of a three-hour event, delivered by NB Medical as part of the current programme of commissioned activity.	Nil (part of 2018/19 funding)	Feedback from GPs indicates that the provision of medical update training helps to retain GPs and increase their resilience.

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9. Personal Resilience/Difficult Patients/Workload	All GPs GPs in specific practices with known issues with patient satisfaction/staff resilience issues	Provision of training/support events to help GPs and other, relevant practice staff, to addresses issues of personal resilience – e.g. burn-out, stress, lack of motivation etc.	This could be an edited/re-focussed repeat, of the current, successful NB Medical course. Building on the success of the current NB Medical course, perhaps with a specific focus on practices with known patient satisfaction/staff resilience issues.	Nil (part of 2018/19 funding)	Improved retention and increased resilience of GPs and other relevant staff. Increased patient satisfaction
10. Supervision Skills	All GPs	A repeat of the course run by Keele University in June 2019	Commissioned by the CCGs from Keele University	£5k	Feedback from GPs attending this course in June 2019 was excellent with all those attending recommending the course to other GPs.

Total approximate funding required: £145,000.

Funding available:

Local GP Retention Funding £106,000

GPFV GP Retention Funding (allocated by the STP) £40,000 – this can be supplemented by underspends in other parts of the GPFV budgets.