

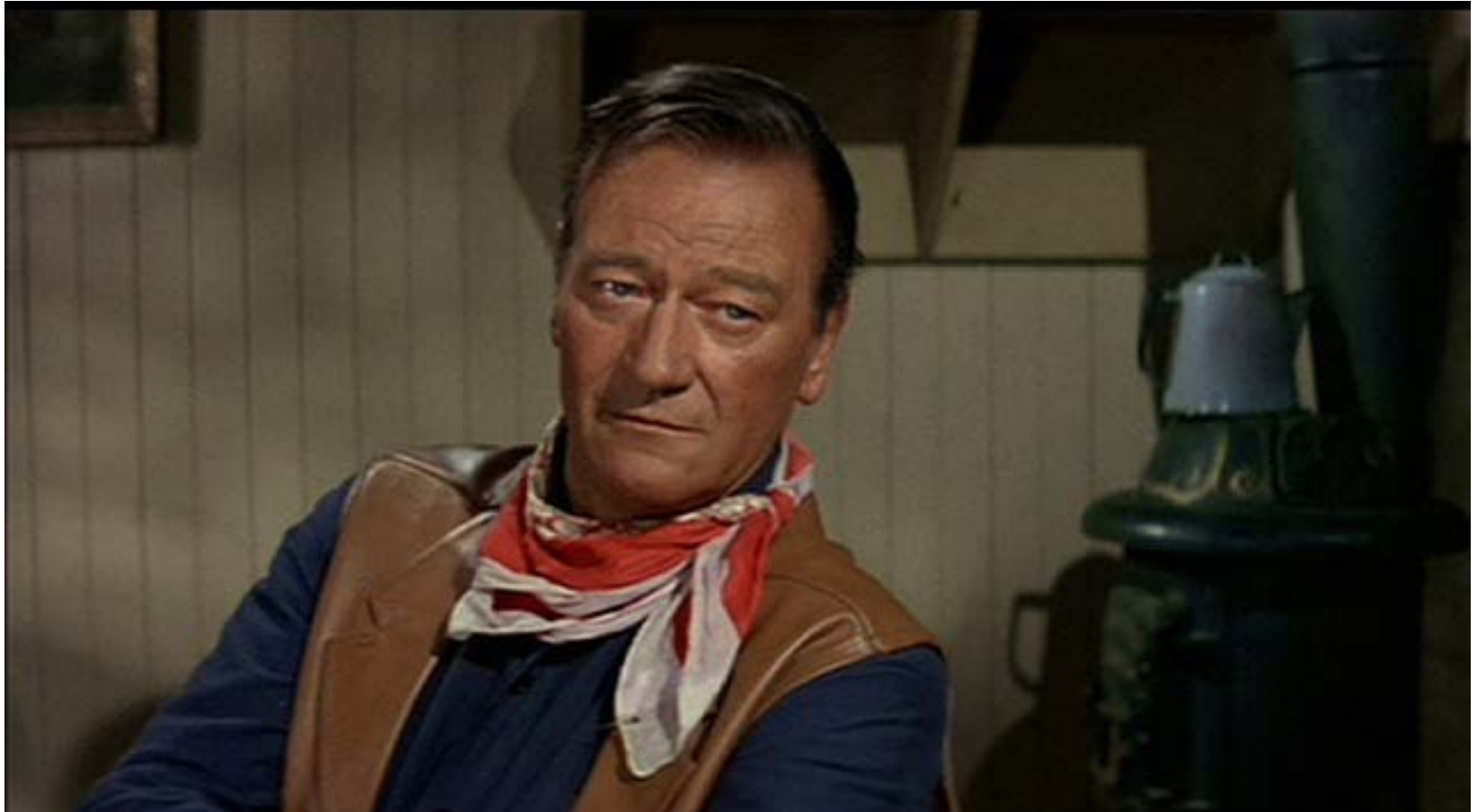
YORLMC Conference

The Changing Shape of the General Practice Workforce

A large, stylized orange bracket that spans the width of the slide, positioned below the main title.

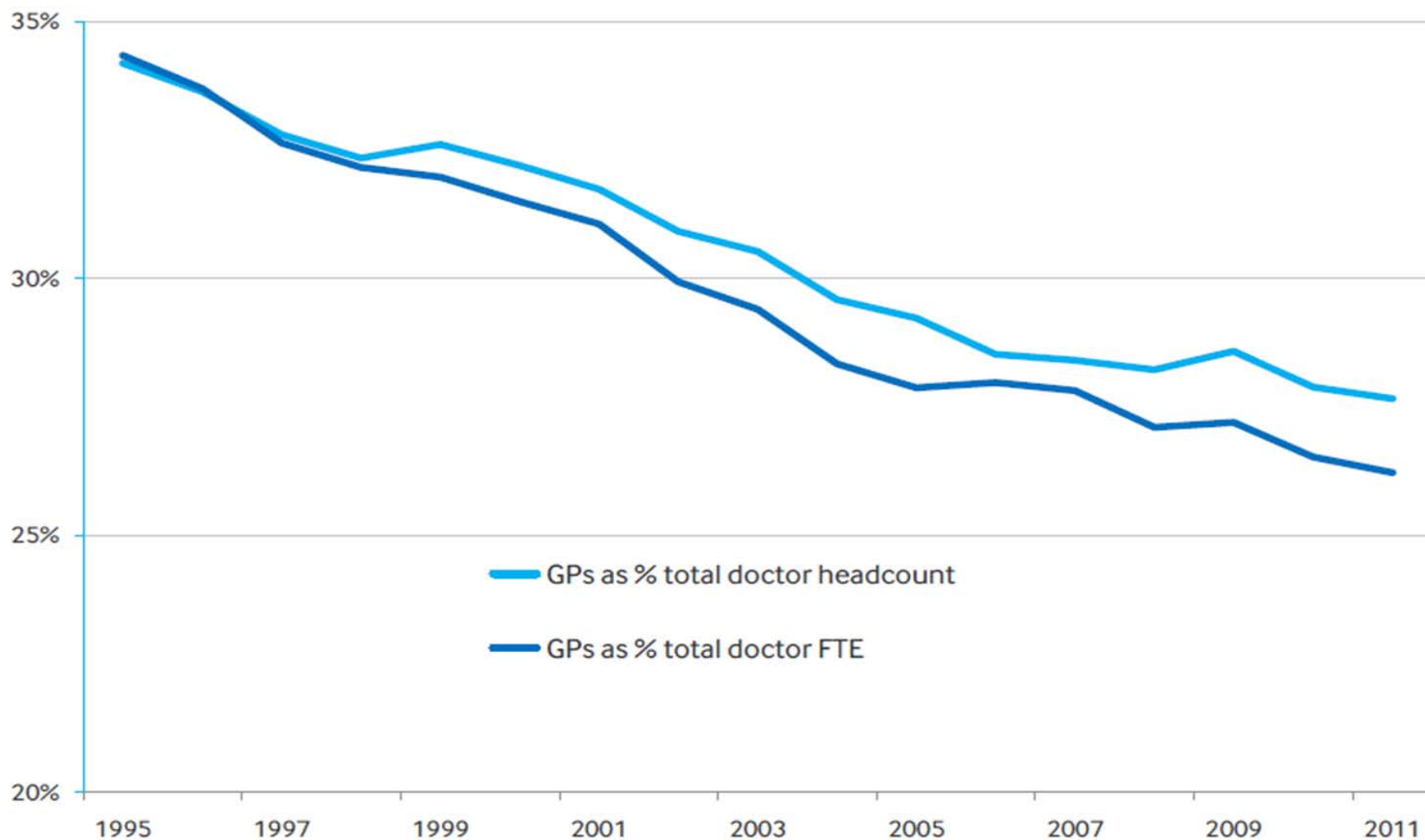
Mark Purvis @purmj

Developing people
for health and
healthcare



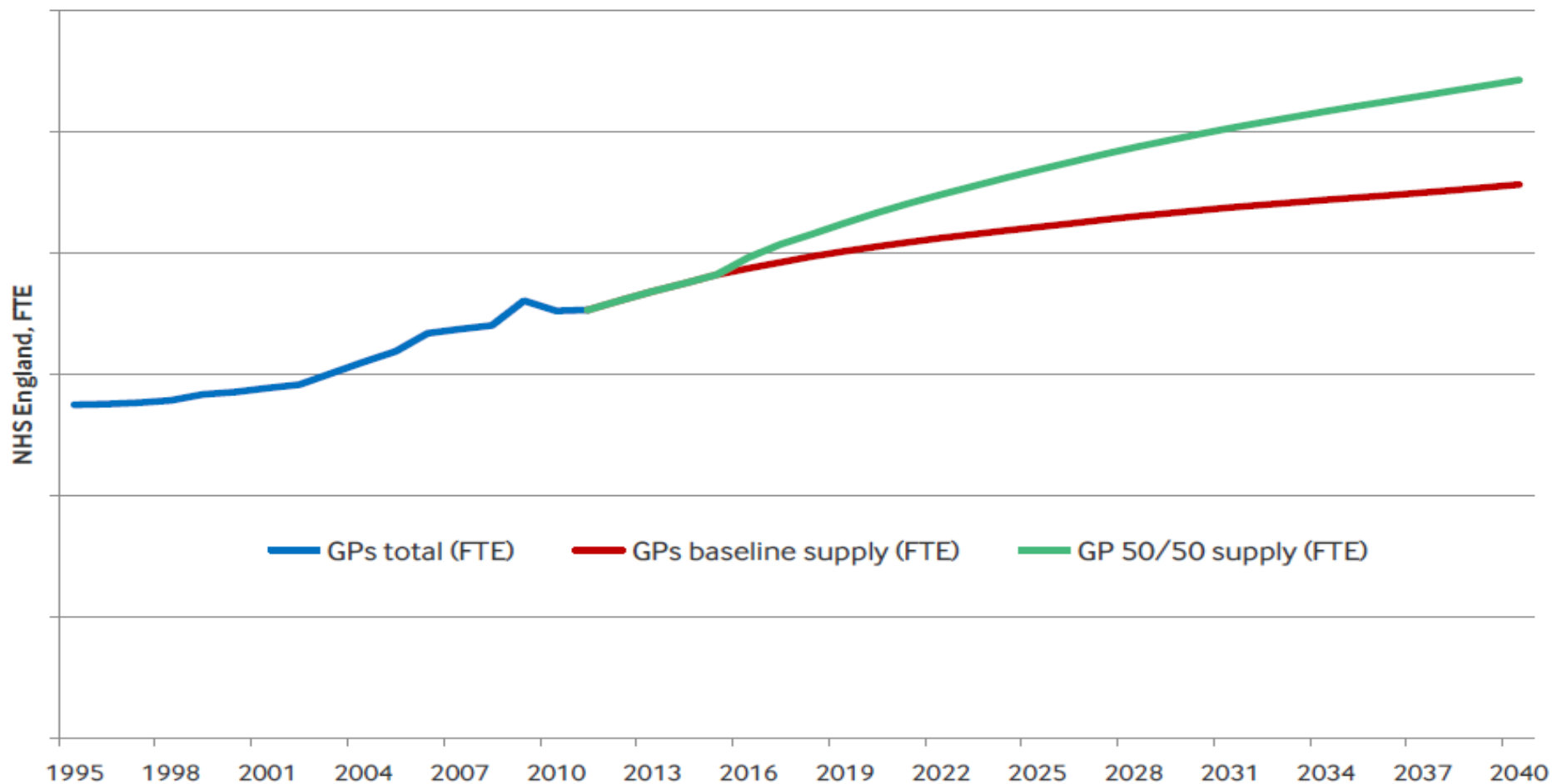


GPs as proportion of all NHS doctors, England



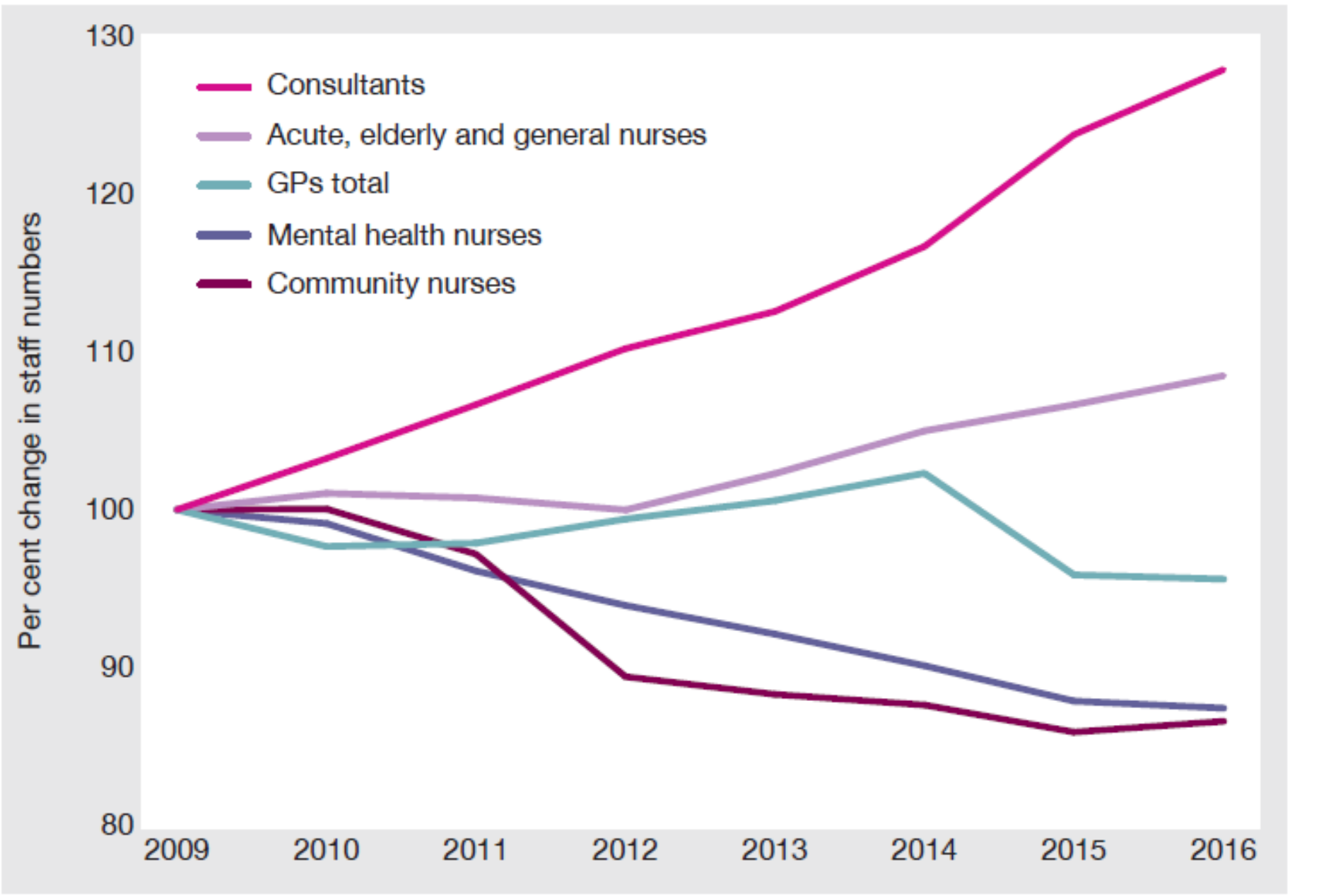
Source: HSCIC annual census

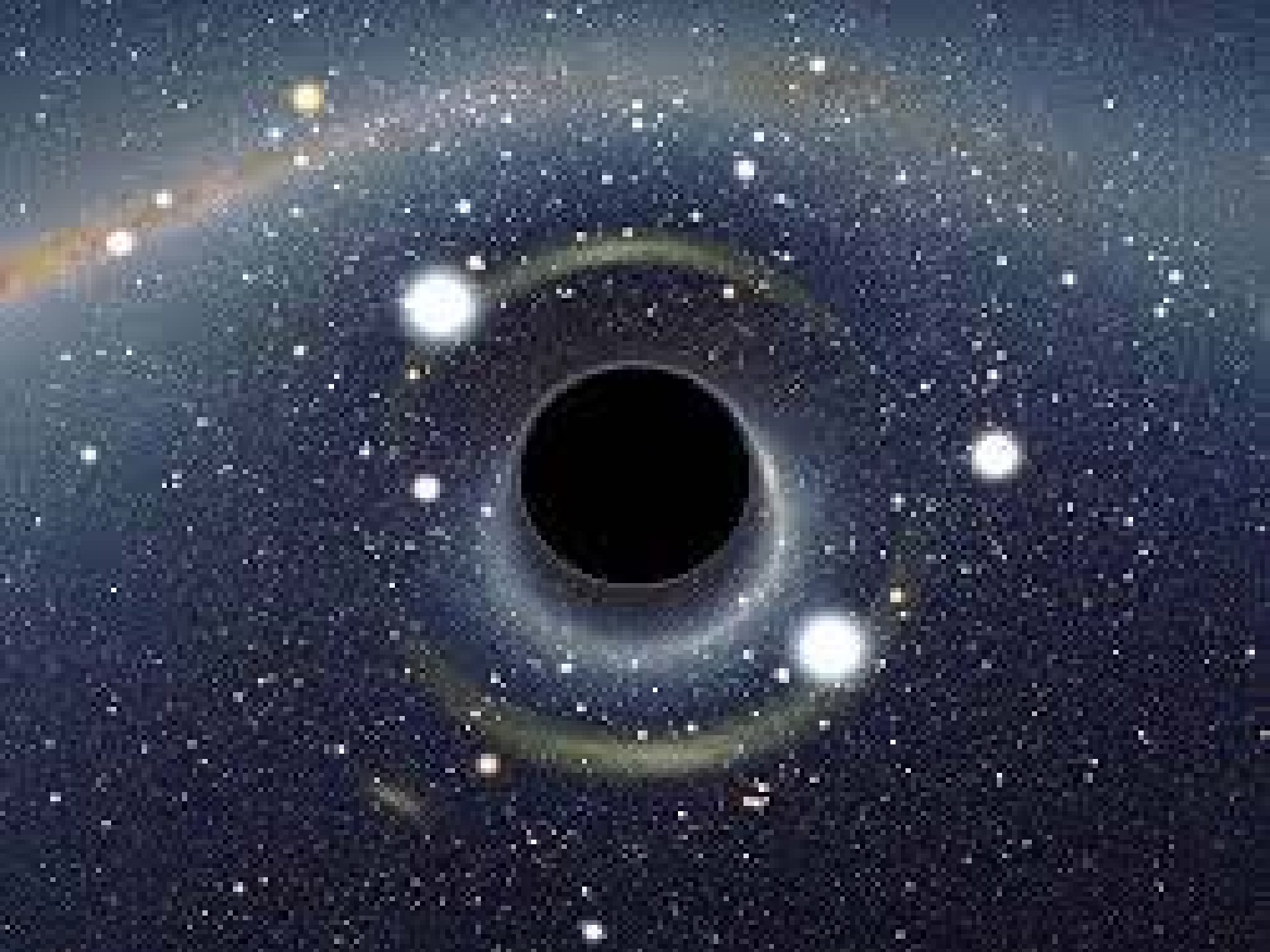
Projected GP supply, England 1995-2040



Source: HSCIC annual census, CfWI medical model

Figure 2: Percentage change in full-time equivalent staff 2009 – 2016 (base = 2009)





Bottom Line

- **Nationally substantive GP FTEs have fallen three and a half thousand since 2009.....**
- **.....whilst numbers of registered patients has increased three and a half million and this caseload is more morbid, consulting more frequently, for longer, with greater complexity**
- **Decision density of the GP day is unsustainable**

4 NEWS

'Severe crisis' facing GPs as resources fail to meet demand

INVESTIGATION
Ruth Kitchin

IN NUMBERS

The state of the NHS today

£2.8bn funding gap facing NHS by 2021

£2.8bn Yorkshire funding gap for health and social care services

11.3% Number of GP consultations that a GP will be able to do in time to take for one traditional appointment

6,000 Number of new GPs the Government wants to recruit by 2020

33 PER CENT Number of GPs in Yorkshire due to retire in next five years

16,000 Unfilled nursing vacancies across the country

25 PER CENT Fall in the number of student nurses

Plans for the reorganisation of the NHS to help save funds nationally are putting a greater focus on general practices taking appointments currently done in hospital – while GPs will focus on patients with the most complex, long-term ill-nesses and are less likely to see others, with more minor ailments. New technologies are being introduced and patients are to be encouraged to look after their own health at home.

In South Yorkshire and Rotherham, even treatments like chemotherapy could be given outside hospital, while York alone is to be a trial area for new GP assistants, who will handle administrative jobs and carry out basic clinical tasks.

The idea of using surgery receptionists as "triage navigators" to provide initial assessments of people's medical needs rather than automatically booking people in for GP appointments is being explored in Wakefield.

There is also a drive to use technology to reduce pressure on surgeries, with "virtual appointments" over phone and email.

WHAT DO YOU THINK?
Do you think more health services should be delivered in the community?
www.nhs.uk/askthedoctor

Even more work into the shadows of already overstretched professionals is going to be even more difficult to sustain without causing more problems," said Dr Richard Victory, Leeds GP and deputy chairman of the BMA's GP initiative. "The theory of being able to deliver more in the community is laudable. The challenge is in going to be able to deliver that."

The idea of transferring

Recruitment drive 'will not make up for loss of senior GPs'

THE GOVERNMENT'S target of recruiting 6,000 more doctors to the profession by 2020 will not make up for the expected loss of many senior GPs going into retirement in the next five years, it is feared.

Dr Krishna Kasuram, GP workday lead for the British Medical Association, said those plans go some way to dealing with the reality of falling numbers of GPs. He said: "We are facing the cliff edge of a significant proportion of GPs retiring in the next five to ten years."

"The reality in the amount of work in General Practice has increased significantly in the last few years. The workload is going up and you need a workforce to deliver it. But there are certain aspects that only a GP can do. You can't replace a GP with two nurses and a pharmacist."

The Department of Health

It comes as the Royal College of Nursing warns Yorkshire's NHS must not be forced to rely on training on the cheap as vacancies of qualified staff mount.

NHS organisations in the county are trialling the use of nursing associates being brought into the NHS in support roles for fully-qualified nurses.

has introduced 1,000 trainee nursing associates this year at its test sites, with a further 1,000 to follow later this year.

Some of the new trainees are being used in Leeds, Bradford and Airedale.

But the RCN has warned the new staff must not be used as substitutes for registered nurses, with 50,000 unfilled nursing vacancies across the country.

Nationally, the number of trainees applying to be nurses has fallen by 25 per cent since the Government introduced a bursary scheme, while there has been a 50 per cent reduction in the number of EU nationals applying to work in nurses following the Brexit vote.

HAVE YOUR SAY? Email us your views at ask@nhs.uk

CONCERN: The BMA's Dr Krishna Kasuram

WORKFORCE



Creating an extra
5,000
doctors
working in general practice



Extra
£6 million
in practice manager development



3,000
new
fully funded practice-based mental health therapists



Extra
1,500
co-funded practice clinical pharmacists

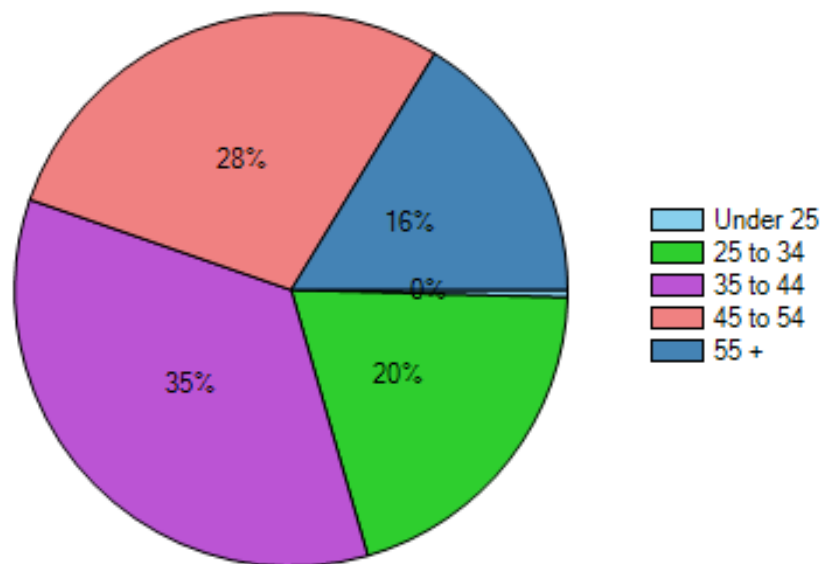


1,000
new
physician associates

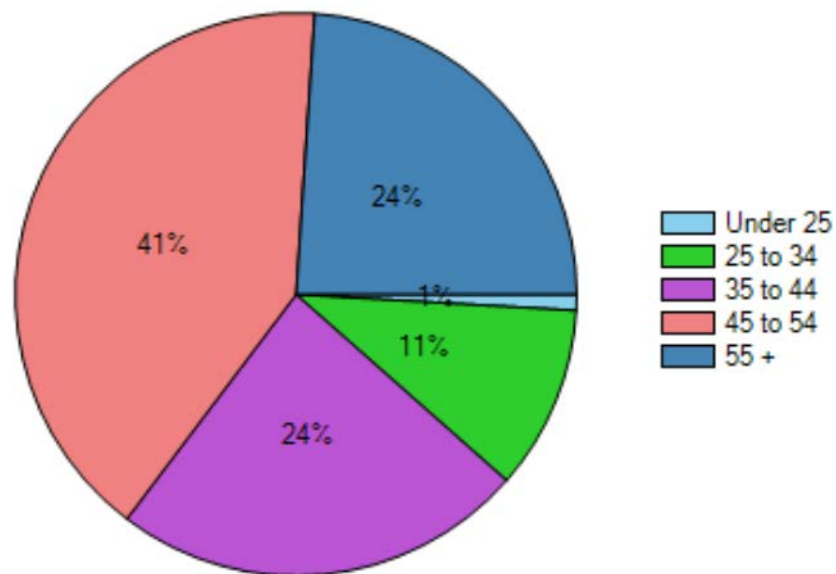


Extra minimum
£15 million
investment as part of general practice nurse development strategy

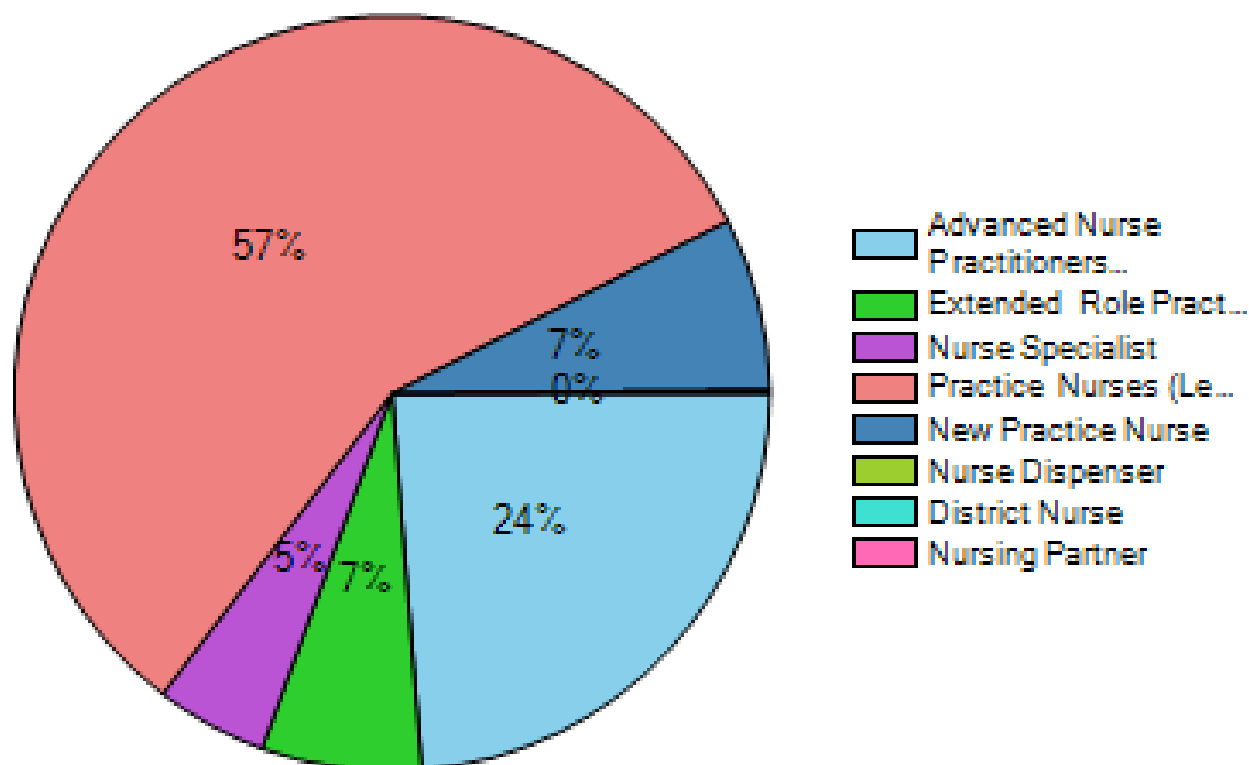
GP



Practice Nurses

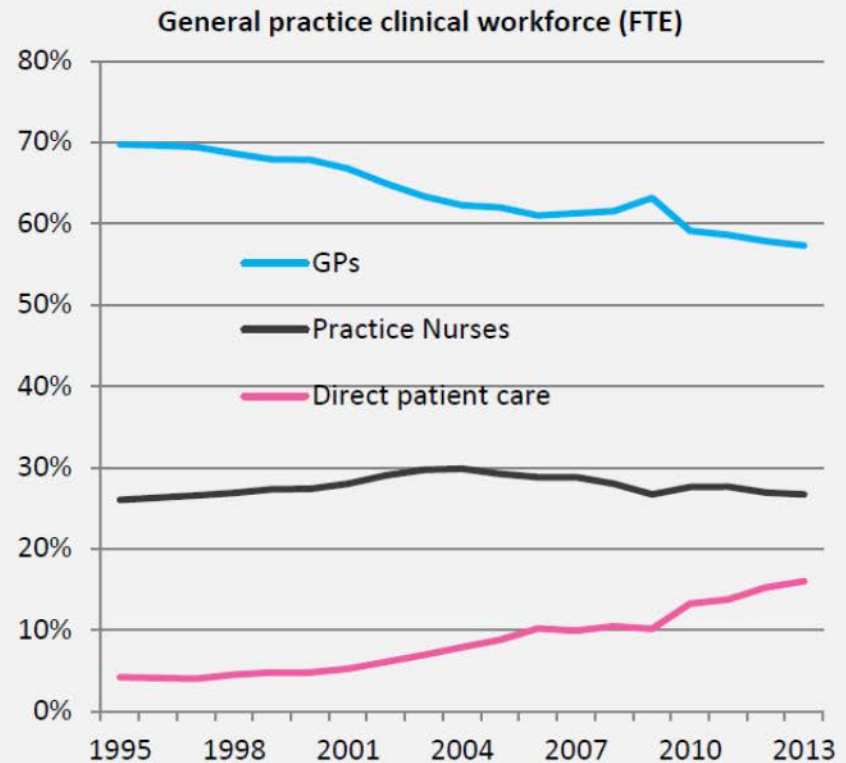
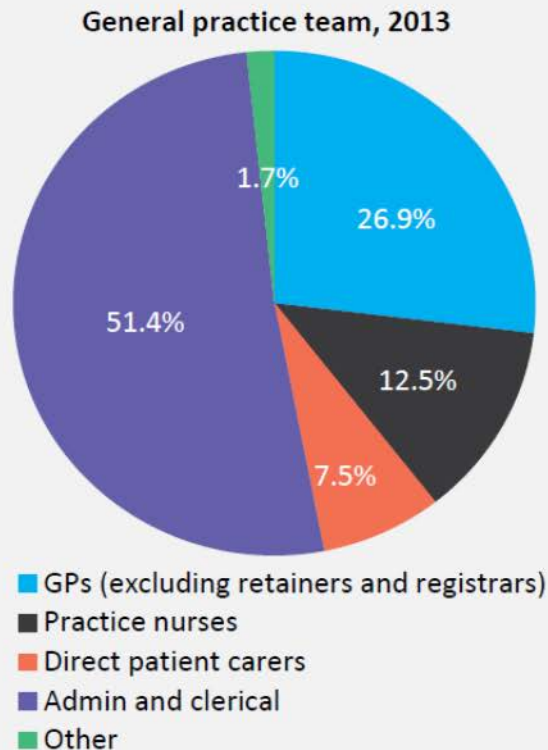


Practice Nurses



Maximising supply of GPs and Practice Nurses	Giving New Skills to Existing Staff
Bringing NHS Healthcare Roles into General Practice	Developing new roles
Making it happen – the three enabling works Intelligent Decisions, Leadership Space, Training Infrastructure	

Figure 7: The general practice workforce, percentage of FTE, England



Source: HSCIC (2014) and earlier GP Censuses

Note: A change in general practice staff counts from 2010 will affect comparisons with prior estimates

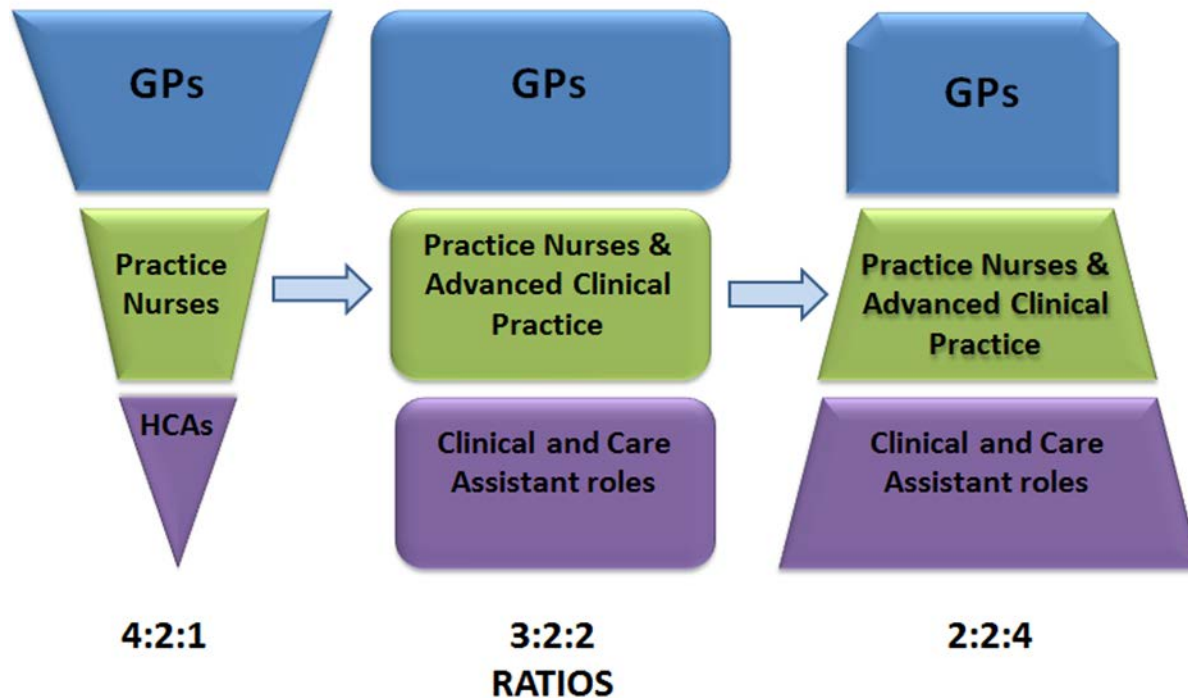
What practices tell us

Risks

- Recruitment/retention
- Affordability
- Workload
- Sickness/ill health & Statutory Leave

Strategies

- Education & Training
- **Skill Mix**
- Merger/federation/integration
- Vacation/outourcing



FTE per 1000 patients (Clinical)

