

GP and Primary Care Update

NHS
Health Education England

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Developing people
for health and
healthcare

www.hee.nhs.uk



Goodbye to....



Health Education England

Barry Small

TPD, Welwyn Garden City

Chris Schramm

TPD, Cambridge

Mark Woolterton

TPD, Basildon

Sally Whale

TPD, Ipswich

Welcome to...

Sarah Rann - Associate Dean for Careers and
the PSU

Alasdair Macnair – Associate Dean for
Foundation

Lucy Eldon – Associate Dean for GP Nursing

Welcome to...



Health Education England

Jane Hill

TPD, Ipswich

Paul Wright

TPD, Bedford

Safiya Virji

TPD, Luton

Sajid Azeem

TPD, Southend

Stella Lowry

TPD, Peterborough

New Lead Employer

- St Helens and Knowsley – also covers West Midlands, North West
- All local offices moving to LE model
- **StH&K Website - <http://www.sthk.nhs.uk/>**
- **General Queries - leademployereoe@sthk.nhs.uk**
- **Payroll - Sam Newman, Payroll Officer - eoepayroll@sthk.nhs.uk**
- **Business Mileage & Expenses - eoexpenses@sthk.nhs.uk**
- **Pensions - Sue Derbyshire, Pension Officer - eoepensions@sthk.nhs.uk**

Recruitment update



Health Education England

Training Programme	% Fill
Basildon	100
Bedford	82
Bury St Edmunds	62.5
Cambridge	100
Central Herts	100
Chelmsford	100
Colchester & Ipswich	42
Harlow	100
Hemel Hempstead & Watford	100
Luton	100
Norfolk	59
Peterborough	88
Southend	41
West Cambridgeshire	50
Academic Clinical Fellows = 3 Cambridge, 1 Norwich	100
Global Health fellows = 5	

HEE....

- Comprehensive spending review
- Nursing & AHP commissioning ceases
- 20% cut in running costs
- 30% cut in educator support costs
- Reorganisation to support STPs

- But – continued support of 332 programmes
- Increased PA commissions and clinical pharmacist support
- Training hubs/CEPNs
- And.... GP nursing support...

Training Hubs/CEPNs & Workforce

- Recognition nationally – funding still awaited
 - Now 16 within EoE – full coverage – early days
 - GP nursing support
 - Clinical pharmacist supervisor support – national
 - Physicians Associates
 - Inter-professional education
-
- Increased PA programmes (110) in east of England
 - Phase 2 Clinical Pharmacist programme – 150 new pharmacists

GP forward view

NHS

Health Education England

NHS
England

**GENERAL PRACTICE
FORWARD VIEW**

APRIL 2016

Developed in partnership with

RC GP Royal College of General Practitioners

NHS Health Education England

#GPforwardview

RC GP Royal College of General Practitioners

GP Forward View Interim Assessment



GP Retention Scheme



Health Education England

- For GPs who may be thinking of leaving practice or those who can only undertake a small amount of paid professional work
- Can work 1 to 4 sessions per week for up to 5 years
- Financial package to support practice (£76.92/session) and an annual payment to the GP (£1,000 to £4,000 pa)
- Support with CPD
- Additional work (OOH, clinical, non-clinical)
- And of course the **2016/17 Retainer scheme**....

GP Health Service

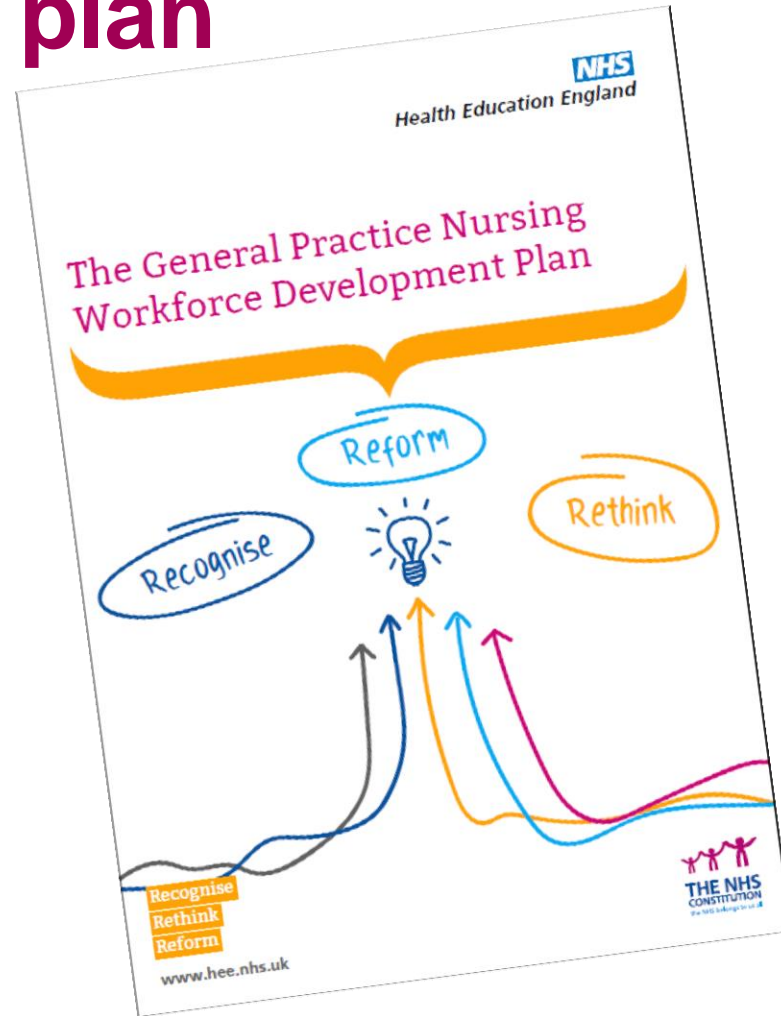


Health Education England

- New confidential NHS service for GPs and GP trainees in England
- Can help doctors with issues relating to a mental health concern, including stress or depression, or an addiction problem, in particular where these might affect work
- Self-referral: gp.health@nhs.net or **0300 0303 300**
8am – 8pm Monday – Friday and 8am – 2pm Saturday

GP nursing workforce Development plan

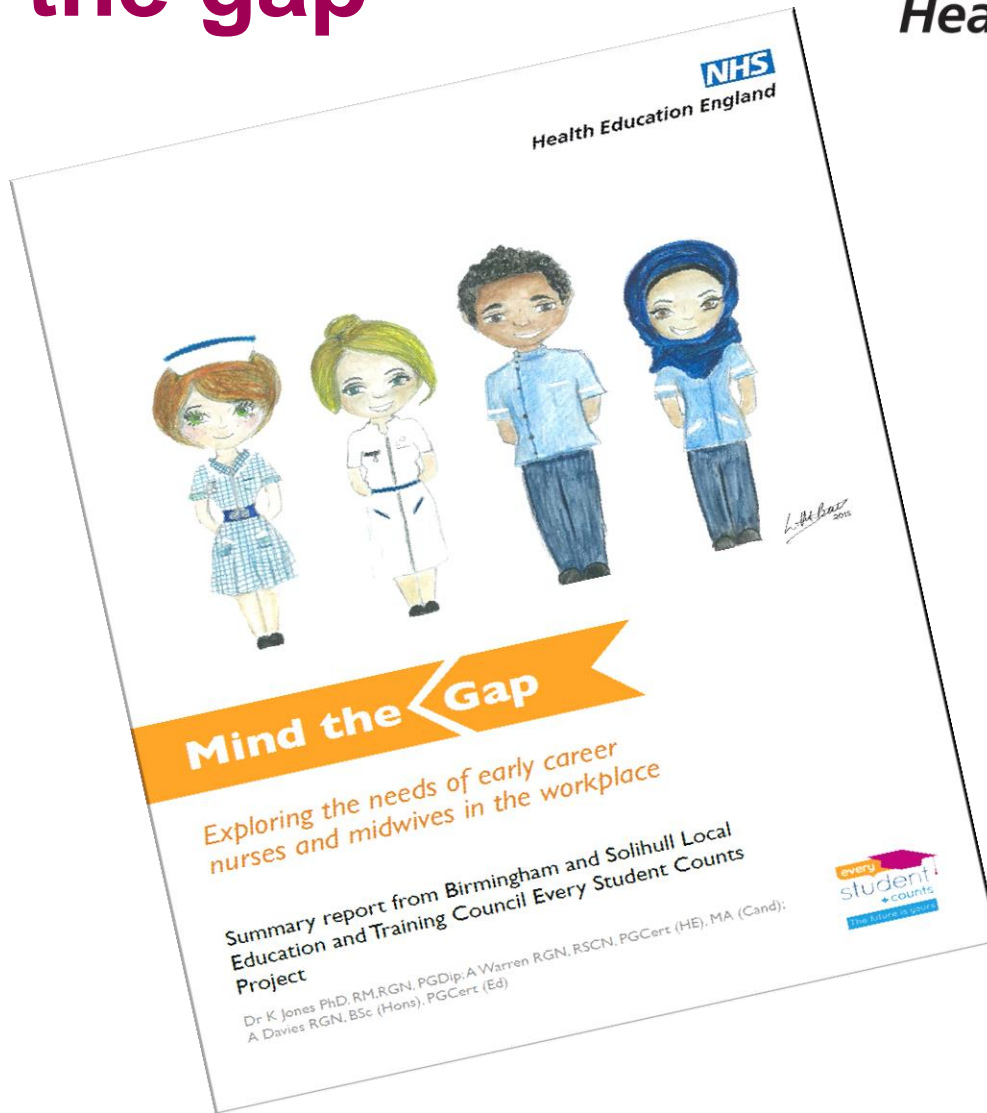
Entry
Establishment
Enhance
Extend



GP Nurse plan

- Increase HCAs in pathway – all with Care certificate
- Raise the profile of GP nurses
- Increase pre-registration placements to HEE QA standards
- GP could be a first destination post-registration
- Employer provided induction
- Preceptorship year & Foundation course for new GPNs
- GPN educators to support and promote mentors
- Quality assured CPD for all GPNs
- Enhance retention & national return to practice programme
- Identifiable professional leaders
- Promote academic careers

Mind the gap



New Junior Hours Contract

- Applies to all GP Trainees from August 2017
- 40 hour working week with 7:3 sessions (28:12 hours) of **clinical to educational** sessions
- Trainees need generic work schedule 8 wks in advance
- Work in single day cannot be split
- 30 min paid break if shift \geq 5 hrs
- 2 x 30 min breaks if shift $>$ 9 hrs

Rota Rules – Potential GP Issues

- Work above 40 hrs per week accrues time off in lieu or extra pay
- 11 hour break in every 24 hours
- Less than 8 hour break subject to fines
- Fines if more than 25% meal breaks missed

Work Scheduling

- Host /Employer produce schedule which includes
 - Details of site, pay and key contacts
 - Expected service commitments
 - Distribution of hours
 - Parts of the relevant training curriculum that can be achieved in the post.
- Personalised work schedule to be agreed with trainee at the start of the post
- Templates available on NHS Employers website

Typical working week

- **7 clinical sessions** (28 hrs): booked and emergency surgeries, home visits, telephone consultations, associated administrative work, appropriate debriefs
- 20 mins of **admin time** for every hour of clinical time
- **Debrief** should be part of the 4 hr session
- 1 structured **educational session** for tutorials, practice educational meetings (4 hrs)
- 1 educational session for **half day release** programme (4 hrs)
- 1 **independent** educational session (4 hrs)

For example-1

- 8.30-12.30pm: 2.5 hrs surgery, 20 mins break, 50 mins admin, 20 mins debrief
- 12.30-3.30pm: HV, telephone calls, 20mins break
- 3.30-6.30pm: 2.5 hrs surgery, 20 mins break, 50 mins admin, 20 mins debrief

- **10 hrs clinical**

For example-2

- 8.30-12.30pm: 2.5 hrs surgery, 20 mins break, 50 mins admin, 20 mins debrief
 - 12.30-1.30pm: HV, 10 mins break
 - 1.30-5.30pm HDR
-
- **5 hrs clinical, 4 hrs education**

For example-3

- 8.30-12.30pm: 2.5 hrs surgery, 20 mins break, 50 mins admin, 20 mins debrief
 - 12.30-1.30pm: Practice meeting
 - 1.30-3.30pm: HV, telephone calls, 20mins break
 - 3.30-6.30pm: 2.5 hrs surgery, 20 mins break, 50 mins admin, 20 mins debrief
-
- **9 hrs clinical, 1 hr education**

For example-4

- 8.30-10am: 1.5 hrs Tutorial
- 10.00-12.00: 1hr 10mins surgery, 20 mins admin, 10 mins debrief, 20 mins break
- 12.00-1.00pm: Practice meeting
- 1-3.30pm: HV, telephone calls, 10 mins break
- 3.30-6.30pm: 2.5 hrs surgery, 20 mins break, 50 mins admin, 20 mins debrief
- **7.5 hrs clinical, 2.5 hrs education**

For example-5

- 8.30-12.30pm: 2.5 hrs surgery, 20 mins break, 50 mins admin, 20 mins debrief
 - 12.30-1.30pm: HV, 10 mins break
 - 1.30-5.30pm SDL
-
- **5 hrs clinical, 4 hrs education**

OOH

- 72 hrs/yr ie 6 hrs/month
- In weekdays deducted from **Clinical** time within 40 hr week (but can be Educational time if agreed with trainee)
- 11 hr break in every 24 hrs so ?give time off either before or after shift
- Can work up to 22 hrs per year 9pm–7am (pay includes a supplement for this)
- If >22hrs then attracts 37% supplement
- Maximum of 6 weekends per year working one 6 hr session (does not need to be deducted)

New Contract

- Exception Reporting
- Guardians of Safe Working
- Roles of ES, CS and DME
- Guidance from Lead employers
- Planned new contract road shows and “preparing for practice” programme for ST3s

Guardian of Safe Working

- Champion of safe working hours
- Appointment by Trust/Lead Employer
- Responsible for
 - Reviewing all exception reports
 - Administering fines and levies
 - Reviewing or attending work schedule reviews
 - Reporting to the board

Exception Reporting

- To ensure prompt resolution of problems when work differs from the schedule
- Report sent by trainee within 14 days (7 if claim for pay) to ES (CS), and Guardian or DME
- Meeting with ES (CS) within 7 days.
- Possible outcomes include
 - Review of work schedule
 - Time off in lieu or compensation
 - Organisational change
- Guardian and/or DME review all outcomes

Support for Practices

- Familiarity with changes in ToS
- Work scheduling
 - Template schedules
- Management of exception reporting system
 - System, forms etc. (electronic?)
 - Communication with Guardian and DME
- For practices employing trainees
 - Appointment of Guardian (Lead employer)
- DME for trainees in practice is HOS

Roadshows

- Norwich 26th April (PM)
- Ipswich 26th April (PM)
- Cambridge 27th April (AM)
- Bedford 3rd May (PM)
- Others are TBC

Thank you

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