

# Widening Participation In Primary Care

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Developing people  
for health and  
healthcare

[www.hee.nhs.uk](http://www.hee.nhs.uk)

# What is the (Workforce) problem?

- **Recruitment and retention of staff**
  - Aging workforce
  - Shortage of GPs
  - Revalidation of nurses
  - Traditional GP partner employment models aren't what the next generation want
- **Training**
  - 3 / 4 years training for GP
  - Inadequate skill mix in practice teams
- **Workload**
  - Significant admin duties for GPs, med reviews, inadequately used care plans along the pathway all increase workload
  - Complex and LTC patients are increasing
- **Future proofing**
  - Insufficient infrastructure to support new roles and ways of working

**Future workforce supply isn't being generated fast enough to support patient demands of today or the future**

# Solution? (one of them..)

## Talent for Care and Widening participation: *Health Education England*

- **National HEE programmes which aim to**
  - Increase investment in the support workforce
  - Help people Get In, Get On, Go Further
  - Ensure the workforce is representative of the communities it serves

## What could that mean for practices?

- **Looking at the skills, competence and capability of your workforce in future; what will practice teams look and feel like in 5 or 10 years time?**
- **How do you encourage people to consider general practice as a career of choice?**
  - Careers events in schools and beyond
  - Work experience
  - Taster / insight placements for FY or pre-reg students
  - Grow you own (GYO)
  - Pre-registration placements – nursing, pharmacy, paramedics, Foundation

# A Little Quiz.....

## Q1

Most school students are aware of the wide range of jobs available in primary care

True or False?

**False** – most school students only have the vaguest idea about the wide range of jobs available in the NHS, let alone general practice

NHS Health Careers are starting to produce information for younger people relating to careers in primary care and you can help to engage young people by becoming an ambassador for health

## Q2

There is a lot of red tape involved in hosting a work experience placement for school students

True or False?

**False** - there are some issues to think about, like confidentiality and capacity, but these are all covered in our placement information pack

## Q3

Only school students thinking about applying to medical school would be interested in a work experience placement in general practice

True or False?

**False** – students considering careers in nursing, pharmacy, or support roles such as practice management, will also be interested

You can sign up now to host work experience placements – ask us how!

## Q4

Apprenticeships are only for young people

True or False?

**False** - you can be any age to undertake an apprenticeship and this 'earn and you learn' approach is a great way of encouraging new staff into practice AND to motivate and upskill existing members in your team

In 2015/16 62% of apprenticeships in Cambridgeshire and Peterborough were for people aged >24



## Q5

Apprenticeships don't lead to anything else

True or False?

**False** - you can start as an apprentice and end up as a nurse practitioner, or a practice manager – apprenticeships open up lots of doors for people

We currently have HCAs from general practice who have completed an apprenticeship getting ready to start a foundation degree in nursing which will lead onto professional registration – all whilst working in practice!

## Q6

All Foundation trainees and pre-registration students are given a positive impression about general practice during their hospital posts

True or False?

**False** – don't make us laugh!! We need to work much closer with medical schools and universities to better promote careers in general practice

# Q7

Hosting placements for Foundation trainee doctors or pre-reg nursing students would be more difficult to set up and run than work experience

True or False?

**False** – the principles around supporting placements are the same. Whilst the length of placement and the learning outcomes required by the learner will differ, it could well be easier as the trainees will already be aware of confidentiality issues and have a much broader clinical background which will be enhanced by your support

# Group Discussion

Please get into groups of 3 or 4 and discuss the following questions

- What would I need to do to make a taster placement work in my practice – for work experience or a FY / pre-reg student?
- What would the challenges be? How can they be dealt with?
- What do you think the Practice would gain from the experience?

# Resources Available

- Placement pack with sample timetables and policies/letters etc.  
<https://hee.nhs.uk/sites/default/files/documents/NAGPToolkitv9I.pdf>
- Flyer for school students
- Central register hosted by HEE giving your contact details – please do consider signing up to this!!
- Support from local HEE teams in setting up placements
- [www.healthcareers.nhs.uk](http://www.healthcareers.nhs.uk)

# EoE GENERAL PRACTICE WORKFORCE SOLUTIONS

32% GPNs retiring by 2026  
 c1% of NQ nurses move straight into general practice  
 45 EoE Practices have all GPs >55yrs old  
 EoE requires 600FTE GPs by 2020

## Educators (15/16)

PG Cert: 17 GPs & 4 GPSTs

2 non-medics

Masters: 3 GPSTs

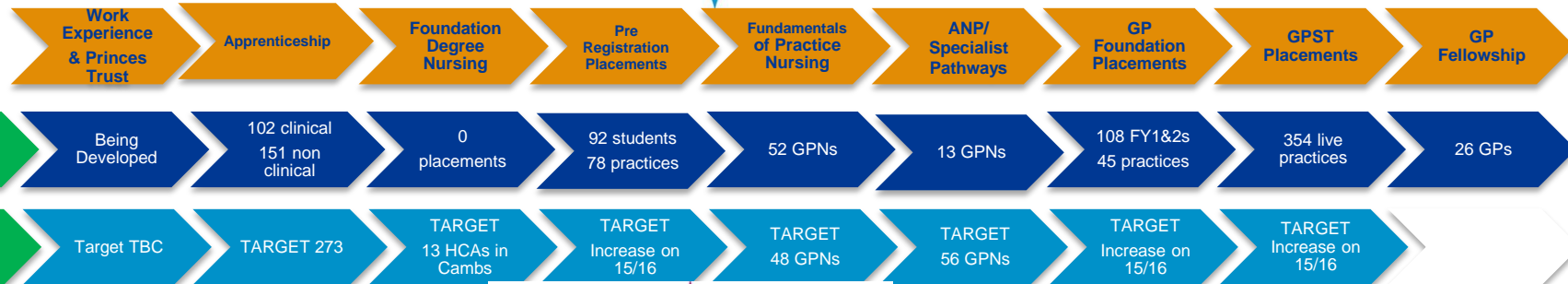
PG Dip: 1 GPSTs

*"We are taking full advantage of the course, further honing our ability to offer minor injury and minor illness appointments. We are delighted to announce that our new nurse will be finishing her 'fundamentals of practice nursing' course during January 2016 is looking forward to developing her skills further on a practice level going forward"*



## Widening Participation 2015-17

(Data as at September 2016)



## 9 CEPNS



*"General practice placements offer students a wonderful setting in which to hone essential practical skills as well giving them exposure to a variety of learning opportunities, from gaining knowledge in long term condition clinics to first hand experience with wound management. In terms of what students can offer the surgery...future general practice nurses!"*  
 Candice Yezek, 2<sup>nd</sup> year nursing student

**We need more nurse mentors in the East of England**



**Health Education England**

**Developing people for health and healthcare**