



Is your practice struggling with increasing challenges to staff recruitment?



**Our primary care workforce tool could help!
You could be eligible for a £500 start-up fund to use it**

General Practice is under pressure. Increasing patient demand and challenges in staff recruitment can lead to reduced capacity. In particular, there is a shortage of GPs.

One way of managing the gap between capacity and demand is to use other healthcare professionals to take on some of the work normally undertaken by GPs and practice nurses. A number of practices have already started to look at how these other professionals can contribute and have integrated clinical pharmacists and paramedics for example into practice teams.

In light of these workforce pressures, in response to a request from Wessex LMC, Health Education Wessex and Wessex Clinical Senate jointly commissioned the [Wessex Primary Care Project](#).



This project was led by a GP in a practice that didn't consider itself as an 'early adopter' but who posed the question 'what can we do differently to address this challenge?' A workforce tool was developed for use in general practice.

Launching the tool

We've held a series of events across BOB ICS for PCN clinical directors and practice managers to demonstrate the tool and to get your feedback on it.



The main components of the Wessex workforce tool are as follows:

The Age and Sessions RAG Rating Tool

This has been designed to help with forward workforce planning, two years and five years ahead. It will help highlight impending retirements and the consequent shortfalls in sessions staffed per week.

This will enable practices to be proactive in planning the future workforce, thus being able to quantify the impact of change and how this impact can be mitigated by support from other staff groups.



The Skills Matrix

This has been designed to show which professionals can undertake a selection of functions in general practice. Instead of trying to fit the staff to the role, use this tool to identify which staff can perform all the functions you require.

- **integrate new roles into primary care and understand what care can be delivered safely by non-medical staff i.e. first contact physios, paramedics, social prescribers and pharmacists**
- **for practices with long standing GP vacancies, this element of the tool allows you to look at what other staff groups could substitute some of the work usually carried out by a GP and the difference in cost of employment compared to a salaried GP**

The Workforce Tool

This has been designed to determine the time required and cost of each type of non-medical workforce member required to undertake consultations in place of a GP. This is particularly useful for identifying tasks traditionally performed by a GP that could be completed safely by a nurse practitioner or pharmacist.



The PCN Tool

This has been designed to show the aggregated workforce data for a set of practices. The tool will highlight the aggregated number of GP consultations as well as the estimated savings. This will allow PCNs to understand how efficiencies can be made as a collective, rather than at an individual practice level.

Try the tool for yourself and benefit from a £500 start-up fund

We believe there is real value in using the tool as a practice and as a PCN to both evaluate your current workforce and what it might look like in the future. However, we do understand that because of workforce challenges practices will find it difficult to take the time out to use the tool. We are offering a **£500 start-up fund** to support practices with back filling the time you initially spend signing up and using the tool.

All you need to do is feedback on the number of vacancies you have and the changes you would like to make to address these following use of the tool.

To find out more and to sign up to the tool, please

contact England.PCWT@nhs.net



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