

GP Representation

Background - Berkshire West position

- The Nuffield Trust findings showed Berkshire West has 1,882 patients per GP.
- In line with Primary Care across the country, BW is finding it a challenge to recruit GPs, and the situation is exacerbated by the higher cost of living in the area.
- We were allocated £8.8m in ARRS (Additional Roles Reimbursement Scheme) funding for 2022/23 – up from £6.5m invested in 21/22. This has helped increase the numbers of Physician Associates, Clinical Pharmacists, Associate Nurses, Mental Health Practitioners (in partnership with the local Community Trust), Physiotherapists, Community Paramedics and Social Prescribing Link Workers employed within our Primary Care Networks, supporting a greater capacity of appointments than can be provided by GPs alone.
- For 2022/23 we have ambitious plans to utilise 100% of the ARRS funding, which will increasing the headcount of primary care staff.
- In addition to retention and recruitment campaigns, work to raise awareness around PC access, alternatives, self care/management of health issues is being stepped up and winter campaign planning and comms is also in hand

GP Registered Population

Region Select

South East

The table below details the April 2022 GP registered population/FTE for Staff Group in each ICS alongside the South East and England data for comparison. Many GPs view this metric as a comparator of workload.

Source: NHS Digital April 2022

The table below shows that the BOB ICB area compares favourably with other systems in the South East region in terms of GPs per head of population.

We also compare favourably (bettered only by Sussex) in terms of DPC staff per patient, which is an indicator of successful use of the ARRS funding available to Primary Care Networks.

	Population	GP		Nurses		Direct Patient Care		Admin/Non-Clinical	
		FTE	Pop/FTE	FTE	Pop/FTE	FTE	Pop/FTE	FTE	Pop/FTE
England	61,636,921	35,855	1,719	16,641	3,704	15,342	4,017	72,727	848

	Population	GP		Nurses		Direct Patient Care		Admin/Non-Clinical	
		FTE	Pop/FTE	FTE	Pop/FTE	FTE	Pop/FTE	FTE	Pop/FTE
Buckinghamshire, Oxfordshire and Berkshire West	1,943,210	1,089	1,785	428	4,540	555	3,498	2,088	930
Frimley	812,332	419	1,940	174	4,670	146	5,563	854	951
Hampshire and the Isle of Wight	1,920,990	1,009	1,903	568	3,383	456	4,212	2,311	831
Kent and Medway	1,966,305	889	2,212	515	3,815	559	3,519	2,369	830
Surrey Heartlands Health and Care Partnership	1,125,028	611	1,842	216	5,197	180	6,242	1,149	979
Sussex	1,820,394	921	1,977	489	3,723	532	3,423	2,224	819
Region Total	9,588,259	4,937	1,942	2,391	4,011	2,429	3,948	10,995	872

GP Headcount and FTE in Berkshire West



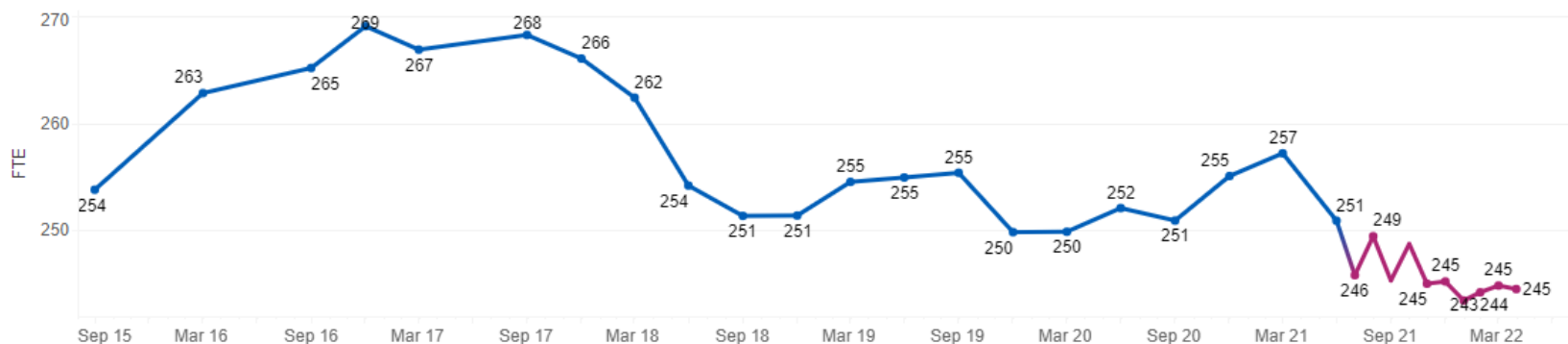
Staff Group Trend Age Profiles by Age/Job Role Participation Rate Summary of Primary Care (table) Regional Slide Cover Regional User guide Regional insights Staff C

GP Workforce Dashboard Staff Group Trend

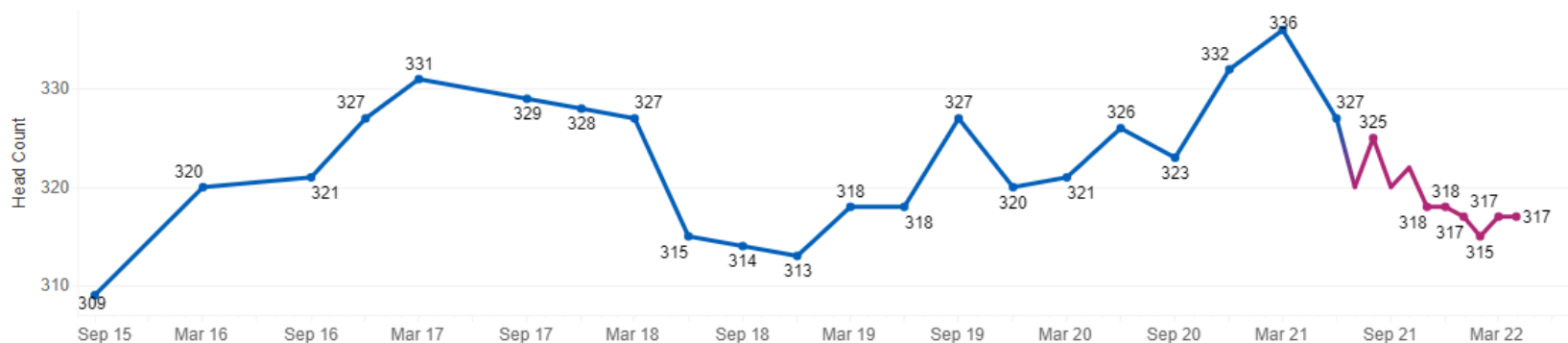
NHS
Health Education England

Region Name: South East ICS Name: Buckinghamshire, Oxfordshire and B... CCG Name: NHS Berkshire West CCG Staff Group: GP (excl Registrars) Staff Role: (All)

FTE - GP (excl Registrars) - All - April 2022



Headcount - GP (excl Registrars) - All - April 2022



These graphs show that the number of qualified GPs working across BW (both headcount and FTE) has been broadly stable since September 2021.

GP retention and recruitment schemes such as

- New to GP Fellowships
- Mid career GP Fellowships
- GP Careers Advice Service
- GP Wellbeing Mentoring service
- Supporting Mentors Scheme
- Locum Chambers

Have been supporting recruitment and retention of GPs

GP – including GP trainees

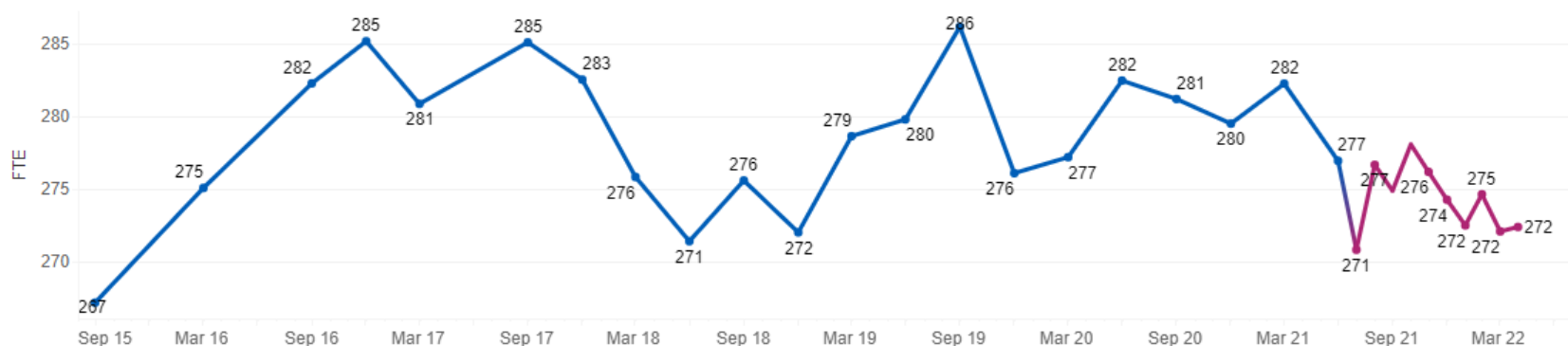


GP Workforce Dashboard Staff Group Trend

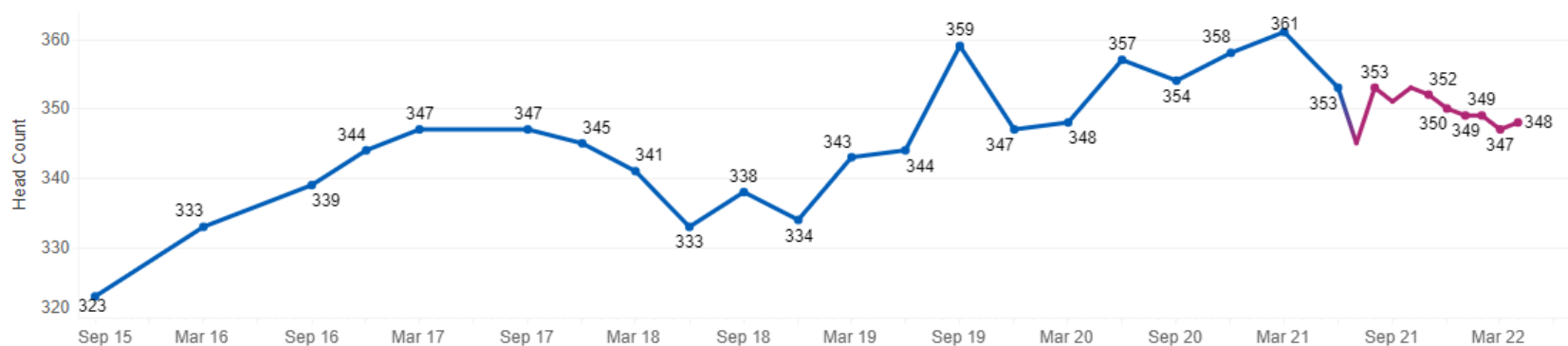
Health Education England

Region Name: South East | ICS Name: Buckinghamshire, Oxfordshire and B... | CCG Name: NHS Berkshire West CCG | Staff Group: (Multiple values) | Staff Role: (All) | Clear All

FTE - GP (excl Registrars) & Registrar - All - April 2022



Headcount - GP (excl Registrars) & Registrar - All - April 2022



Change in colour denotes move from quarterly to monthly publications by NHS Digital
Please note that selecting all Staff Group options will result in an incomplete time series due to NHS Digital limiting historic publications for some Staff Groups before September 2017

These graphs show that the number of GPs working across BW (both headcount and FTE) INCLUDING trainees.

The numbers suggest that the equivalent of approx. 25 FTE GPs are in training across BW at the moment, and how important it is that we can provide a welcoming and supportive environment for new GPs who want to stay in the area.

Data including all ARRS roles



GP Workforce Dashboard Staff Group Trend



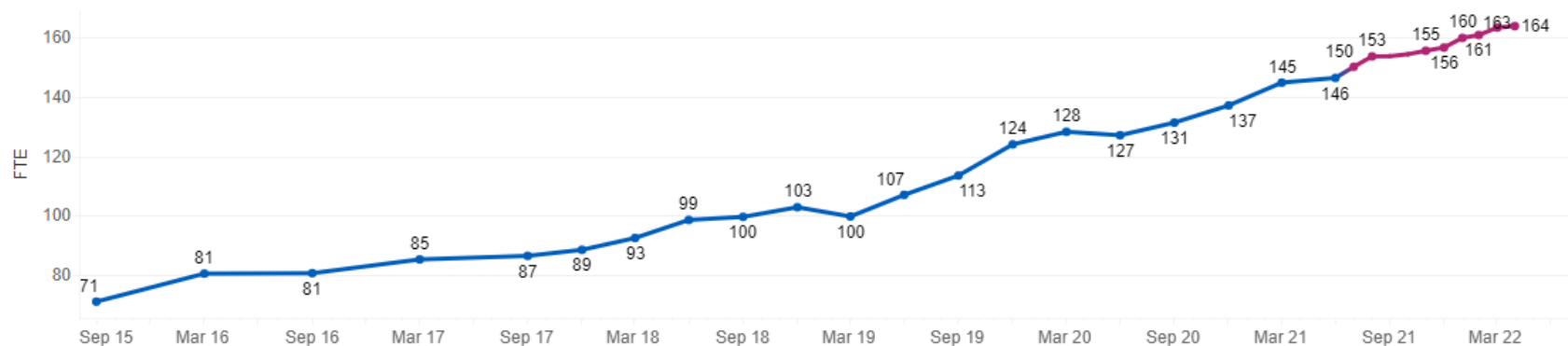
Health Education England

Clear All



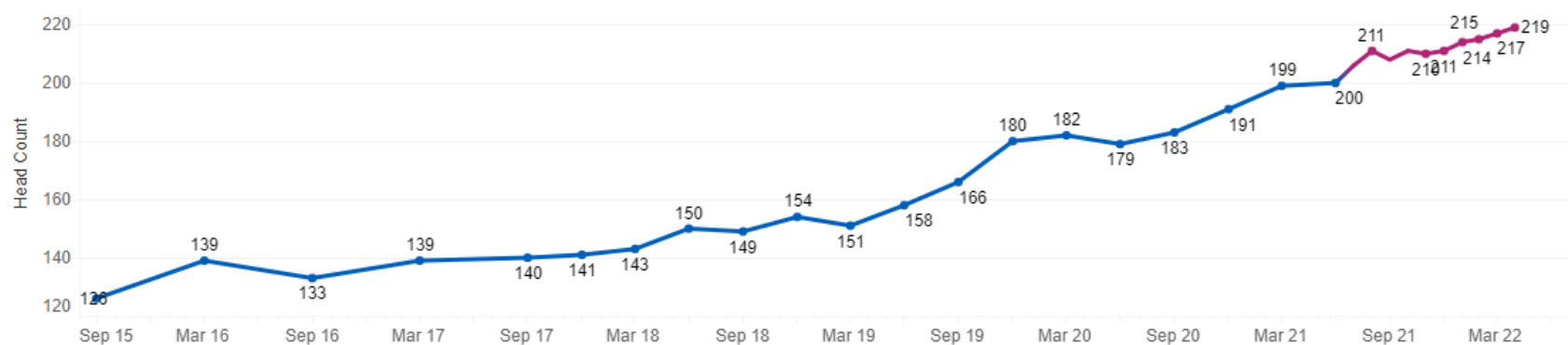
Region Name: South East | ICS Name: Buckinghamshire, Oxfordshire and B... | CCG Name: NHS Berkshire West CCG | Staff Group: Direct Patient Care | Staff Role: (All)

FTE - Direct Patient Care - All - April 2022



This graph provides an illustration of the success that the PCNs have had in recruiting staff through the ARRS scheme, which went live in March 2019.

Headcount - Direct Patient Care - All - April 2022



Since then, more than 70 staff have been taken on across practices to support access to appointments.

Change in colour denotes move from quarterly to monthly publications by NHS Digital
Please note that selecting all Staff Group options will result in an incomplete time series due to NHS Digital limiting historic publications for some Staff Groups before September 2017

Conclusion

- GP numbers have been broadly stable in Berkshire West for the last year
- That does not deny the fact that for many practices, GP recruitment can still be very difficult
- There is an opportunity presented through the conversion of trainees who are sited in Berkshire West Practices; how can the system work together to make our place an attractive proposition for new GPs?
- Recruitment of different staff types to help pick up demand, especially through the ARRS, can help to offset the pressure on GPs. Our place has achieved some of the best results in the South East Region in this area
- How we communicate with patients to encourage them to access primary care services through practice staff OTHER than GPs, and through alternative routes such as community pharmacy and NHS 111, is still a key consideration.