

West Berkshire HOSC ICB updates requested September 2024

HOSC has requested updates from the ICB on the following areas:

1. Winter Planning 2024/25

1.1 National planning guidance is awaited however we anticipate that key areas of focus will be as follows:

- Delivery of the 4-hour standard for ED
- Reducing ambulance delays
- Capacity management (including hospital beds)
- Supporting frail patients in the community
- Reducing inappropriate out-of-area mental health placements
- Delivering an increase in the number of patient contacts per week

1.2 Our place-based plan for Berkshire West is under development and will include the following key components:

- System ambitions and our winter operating model, including mobilisation of the new OPEL (Operational Pressures Escalation Levels) framework prescribed by NHS England.
- Stocktake/gap analysis against national expectations
- Urgent and Emergency (UEC) investments to support additional capacity
- Details of key place-based priorities including interim arrangements for same day urgent care.
- Supporting our workforce
- Activity, performance and monitoring
- Risks and mitigations
- Communications and engagement

1.3 The Berkshire West Urgent and Emergency Care Programme Board (UECPB), on which local authorities are represented, will discuss a draft plan at its meeting on 19th September 2024. It is intended to hold a BOB-wide winter assurance and preparedness session in early October which will further inform a final Berkshire West Winter Plan to be considered by the Urgent and Emergency Care Programme Board on 17th October 2024.

2. Additional Roles Reimbursement Scheme

2.1 Summary

The Additional Roles Reimbursement Scheme forms part of the contracting arrangements for Primary Care Networks (groups of GP practices working in collaboration) and provides funding for a range of roles in primary care, thereby supporting recruitment and retention through the diversification of the primary care workforce. It also supports sustainability by encouraging practices to work together to address workforce issues. HOSC has requested an update on progress on recruitment in West Berkshire.

2.2 Workforce Numbers

There has been minimal movement in Whole-Time Equivalent (WTE) ARRS roles within West Berkshire. The overall total for 2023 stood at **97.62 WTE**, compared to the current total of **95.74 WTE**. This indicates a slight decrease.

2.3 Financial Context

Last year, 3 of the 4 Primary Care Networks spent over their allocated budget for recruitment. Historically, the ICB has allowed overspends to be covered by underspends from neighbouring PCNs. However, the recent decision to stop this practice may further reduce this year's WTE figures. Practices now face the choice of whether to cover any overspend themselves, which could impact recruitment decisions moving forward. ARRS payments have increased slightly from £22.67 per patient to £22.89.

The situation warrants close monitoring as practices assess their financial capacity and priorities under the evolving funding rules.

2.4 Areas of Highest Recruitment

- Care Coordinators (Average per PCN: 6.56)
- Clinical Pharmacists (Average per PCN: 4.2)
- Paramedics (Average per PCN: 2.48)
- Pharmacy Technicians (Average per PCN: 1.69)
- Social prescribers (Average per PCN: 1.75)

2.5 Recruitment Gaps

Several roles have yet to be filled, including:

- Mental Health Practitioners (Bands 4, 5, 6 & 8a)
- Advanced Pharmacist Practitioners
- Dietitians
- Apprentice Physician Associates
- Advanced Physiotherapist Practitioner

With the exception of Advanced Pharmacy Practitioners, this trend is seen across BOB and is not a cause for concern. PCNs are encouraged to employ a skill mix of ARRS staff that best suits their population's needs.

2.6 Summary for West Berkshire PCNs

