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| <b>HEALTH AND WELLBEING BOARD</b> |   | AGENDA ITEM No. 10   |
| <b>25 SEPTEMBER 2014</b>          |   | <b>PUBLIC REPORT</b> |
| Contact Officer(s):               | Alan Sadler, Business Manager, Borderline and Peterborough LCGs | Tel. 776363          |

## RECRUITMENT OF GPs AND OTHER HEALTH PROFESSIONALS

| RECOMMENDATIONS   |                                 |
|---|---------------------------------|
| <b>FROM:</b> Joint Borderline and Peterborough Local (LCG) Commissioning Group Board  | <b>Deadline date:</b> 10 Oct 14 |
| <ol style="list-style-type: none"> <li>1. The Board is requested to note contents of report and suggest any additional activities that should be considered to improve the recruitment and retention of GPs and other healthcare professionals.</li> <li>2. It is requested suggestions are forwarded by 10 Oct 14 and the author presents a follow up report in the New Year.</li> </ol> |                                 |

### 1. ORIGIN OF REPORT

- 1.1 Peterborough LCG practices recently raised concerns about recruitment issues in Peterborough. Furthermore, failure to resolve the recruitment and retention of GPs and other healthcare professionals may result in a potential threat to effective Primary Care. As a result a Task and Finnish group was set up look at how the LCG can attract more clinical staff to come and work in Peterborough GP practices. The group has gathered the following information in order to help identify the barriers and look at how we can recruit and retain our Clinical workforce.

### 2. PURPOSE AND REASON FOR REPORT

- 2.1 The purpose of this report is to highlight the need to identify actions to improve recruitment and retention of GPs. These actions may also be applicable to other health sector skill shortages.
- 2.2 This report is for the Board to consider under its terms of reference no. 2.2 'to actively promote partnership working across health and social care in order to further improve the health and wellbeing of residents'.

### 3. GP SURVEY AND RESULTS

- 3.1 As a result of concerns raised GP Practices were asked to complete a questionnaire to determine the gaps in recruitment, the barriers affecting recruitment, any experiences, what can be done to improve the situation and how it is affecting their organisations.
- 3.2 The results of the survey included at Appendices 1 and 2 indicate a current shortfall of 8 GPs which is covered by 5 locums and an overstaffing of Practice Nurses. More worryingly the 2 – 5 year projection suggests a further shortage of 16 GPs due to retirement.
- 3.3 The results also considered the main barriers as: financial uncertainty of the current General Practice 'working model' alongside finance, pay and lack of training. It also highlighted inability to succession plan and cover clinics which hindered practices ability to run their businesses successfully.
- 3.4 Suggestions to help improve recruitment include 'selling' Peterborough, clear vision on the financial impacts of the PMS review, need for mentor support for newly qualified GP's,

advertising throughout the EU to expand area of search offer security to potential candidates and increase collaboration between practices.

#### **4. Potential Future Actions**

- 4.1 Some actions are within the influence of the GPs and the LCG. Early ideas include increased collaborative activity to ameliorate the effects of increasing workload and collaboration on recruitment. The established Task and Finish Group will continue to consider potential options and will also liaise with the LMC and NHS England on how to develop a Primary Care system for Peterborough which is attractive to GPs.
- 4.2 However it is considered there may be additional actions that can be promoted or endorsed by the HWB Board to promote Peterborough as an attractive working environment, identify medically skilled people within our current population and offer up-skilling, training or qualification opportunities.

#### **5. CONSULTATION**

Consultation to date has been with the LCG Boards and the task and Finish Group represented by GPs, LCG staff and PCC staff.

#### **6. ANTICIPATED OUTCOMES**

As a result of Board awareness additional actions to improve recruitment and retention of GPs and healthcare professionals may be identified.

#### **7. REASONS FOR RECOMMENDATIONS**

Recommendation is intended to highlight the need to resolve the potential threat to effective Primary Care by resolving the recruitment and retention of GPs and other healthcare professionals.

#### **8. BACKGROUND DOCUMENTS**

1. Survey Results – Appendix A
2. Survey Results – Graphic representation – Appendix B