

## COGPED Workforce Report 20.6.17

### Parliament

House of Lords Select Committee published a report on long term NHS sustainability:

<https://www.publications.parliament.uk/pa/ld201617/ldselect/ldnhssus/151/151.pdf>

*The traditional small business model of general practice is no longer fit for purpose and is inhibiting change. NHS England, with the help of the Department of Health and the profession, should conduct a review to examine alternative models and their contractual implications. The review should assess the merits of engaging more GPs through direct employment which would reflect arrangements elsewhere in the NHS.*

Poor workforce planning is identified as an issue:

*We are concerned by the absence of any comprehensive national long-term strategy to secure the appropriately skilled, well-trained and committed workforce that the health and care system will need over the next 10–15 years. In our view this represents the biggest internal threat to the sustainability of the NHS. **Health Education England has been unable to deliver.** It needs to be substantially strengthened and transformed into a new single, integrated strategic workforce planning body for health and social care which should always look ten years ahead, on a rolling basis. This will enable it to produce and implement a joined-up place-based national strategy for the health and social care workforce, which utilises a greater proportion of the domestic labour market. **Health Education England's independence should be guaranteed, it should be supported by a protected budget and it should be given greater budgetary freedom.** It will need enhanced skills and a board that includes representation from all parts of the health and care system.*

### NHS Digital

<http://www.content.digital.nhs.uk/catalogue/PUB24053>

GP quarterly workforce figures published in May show further reductions in the substantive workforce, though the FTE decrease is somewhat less than the headcount decrease.

*There are 34,427 headcount GPs (excluding Registrars, Retainers & Locums), a decrease of 122 (0.4%) from 34,549 in December 2016.*

*This represents 28,092 FTE GPs (excluding Registrars, Retainers and Locums), a decrease of 43 (0.2%) from 28,135 in September 2016.*

### HEE

Sir Ian Cumming, in his key note speech to Confed17, highlighted changes in participation as one reason for GP workforce shortages on the front line.

<https://hee.nhs.uk/news-events/news/watch-professor-ian-cumming-deliver-his-keynote-speech-confed17>

## **Kings Fund**

A handful of Kings Fund reports relating to workforce issues.

“Organising care on the front line” concludes (from a small number of stakeholders interviewed) that funding health transactions from any willing provider has led to a transactional system that is fragmented, where information too often fails to cross shift or departmental boundaries, let alone organisational boundaries and which can lead to failures to care.

[https://www.kingsfund.org.uk/sites/files/kf/field/field\\_publication\\_file/Organising\\_care\\_NHS\\_front\\_line\\_Kings\\_Fund\\_May\\_2017.pdf](https://www.kingsfund.org.uk/sites/files/kf/field/field_publication_file/Organising_care_NHS_front_line_Kings_Fund_May_2017.pdf)

The paper on compassionate leadership is worth a read:

<https://www.kingsfund.org.uk/publications/caring-change>

The quarterly monitoring report is here:

<https://qmr.kingsfund.org.uk/2017/23/>

Worsening performance targets and a return to longer waits/rationing seems to be happening. There is some optimism in the headline financial position.

## **The Health Foundation**

An analysis of community care providers in the modern fragmented landscape:

[http://www.health.org.uk/sites/health/files/ProvisionOfCommunityCare%20FINAL\\_2.pdf](http://www.health.org.uk/sites/health/files/ProvisionOfCommunityCare%20FINAL_2.pdf)

## **BMA**

BMA publish their review of the GP Forward View – one year on

<https://www.bma.org.uk/advice/employment/gp-practices/general-practice-forward-view/gp-fv-one-year-on>

## **Various publications relating to General Election Briefing from RCGP, National Institute of Economic and Health Research, Nuffield Trist and Health Foundation**

RCGP manifesto for the election

<http://www.rcgp.org.uk/-/media/Files/Policy/2017/RCGP-General-election-manifesto-April-2017.ashx?la=en>

*Deliver in full the GP Forward View in England, including investing at least an additional £2.4bn per year in general practice by 2020*

*Increase the general practice workforce in England by at least 5000 more full-time equivalent GPs by 2020, with more medical students choosing general practice and improved support to retain GPs who want to stay working in general practice*

*Safeguard the GP workforce during Brexit negotiations by guaranteeing the status of healthcare professionals already working here, and making it as easy as possible for doctors from the EU to move to the UK, for instance by placing GPs on the Shortage Occupation List*

*Grow the wider general practice team, by introducing a national return to practice scheme to recruit more nurses and increasing the number of pharmacists and mental health therapists providing patient care in surgeries*

*Develop a sustainable long-term solution to bring down the rising costs of medical indemnity insurance which, unlike hospital doctors, GPs must meet themselves*

*Increase the length of GP training to at least four years to ensure GPs are equipped with the skills they need to deal with patients' increasingly complex health needs.*

Is NHS funding in crisis?

<http://www.niesr.ac.uk/sites/default/files/publications/NIESR%20Briefing%20Paper%20No5%20-%20Is%20NHS%20Funding%20In%20Crisis.pdf>

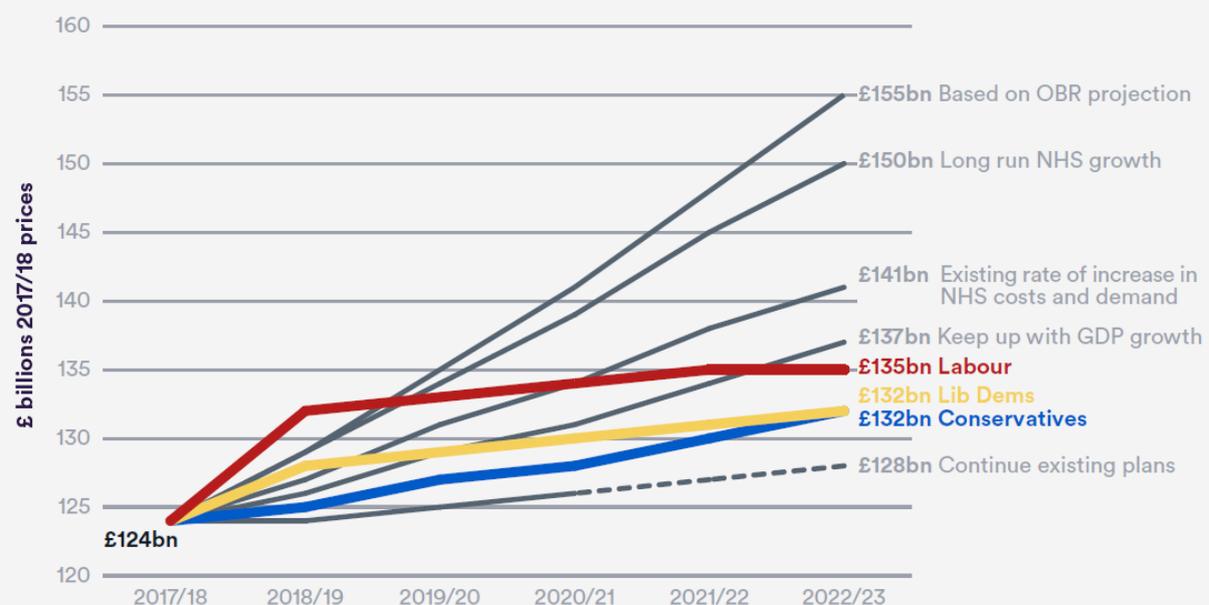
A brilliant read for those who like graphs and facts.

How did the parties stack up on their NHS funding promises? Analysis here:

<https://www.nuffieldtrust.org.uk/files/2017-05/nhs-funding-choices-web-final.pdf>

This graph in particular underlines that none of the three main parties' promises can keep up with GDP growth, let alone demand or historic NHS growth trends. OUCH!

**Figure 3: Parties' pledges set against our scenarios**



The Health Foundation in one of three election briefings points out that **a sustainable workforce is the lifeblood on the NHS and social care:**

<http://www.health.org.uk/publication/election-briefing-sustainable-workforce>

Morale, productivity and skill mix are important. The social care workforce in particular is under paid, undervalued, under pressure AND mission critical.

### **Royal Society of Medicine**

More evidence of workforce stress published May 17.

<https://www.ncbi.nlm.nih.gov/pubmed/28504070>