

## EXAMPLE LOCALITY WORKFORCE PROFILE

### 1 WORKFORCE DATA FOR LOCALITY

1.1 Table 1 shows a summary of the general practice workforce profile for the Example Locality by headcount (HC) and full time equivalent (FTE). This is based on the HSCIC return, as at March 2016 and reported in September 2016. All practices in this locality complete this return. A breakdown of this information by practice is available in Appendix 1.

Practice	Baseline		Age Profile by Headcount (HC)			
	HC	FTE	50-54	55-59	60-64	65-69
GPs	44	31.9	5	4	-	-
Practice Nurses	18	10.2	4	10	0	1
Nurse Practitioner (Adv)	4	2.8				
Other (inc HCAs, Pharmacists)	6	3.8	1	2		
Management and Admin	77	54	19	12	8	6

**Table 1: General practice workforce profile for Example**

1.2 Table 2 provides a summary of the recruitment activity for the Example Locality since April 2016.

Post	Number advertised since April 17	Number of Appointments	Number reviewed and changed	Number Vacant	Number Vacant 3 months plus
GPs	5	2	-	3	2
Practice Nurses	1	-	-	1	-
Nurse Practitioner	1	1	-	-	-

**Table 2: Recruitment activity for Example**

1.3 In terms of the transformation plans for Example, the locality has identified the following workforce priorities;

- Develop extended hours cover
- Development of integrated teams
- Address recruitment challenges
- Develop greater skill mix and roles

1.4 Table 3 shows a summary of the workforce required for the Example Locality in line with the Integrated Community and Primary Care Services (ICPS) proposals. This is based on FTE and the different job titles relate to the current workforce profile in general practice and the community provider.

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GPs	GPSI/ Consultant	Practice Nurses	Advanced Nurse Practitioner	Community Nurses	HCA	Therapist	Psychiatrist	Pharmacist
32.4	7.2	32.4	12.7	38.1	31.3	22.1	1.1	2.7

Table 3: Workforce required for ICPS

1.5 Table 4 provides a breakdown from table 2 of the workforce required by service area for the Example Locality in line with the ICPS proposals. This is based on FTE.

	GPs	GPSI/ Consultant	Practice Nurses	Adv Nurse	Community	HCA	Therapist	Psychiatrist	Pharmacist
Specialist care for high intensity needs	11.3	0.9	0.5	0.5	24.8	12.3	9.7	1.1	1.1
Rapid response	0.7	0.0	0.0	0.0	1.3	0.4	0.4	0.0	0.0
Proactive LTC support	5.2	1.3	25.6	2.1	5.8	11.8	8.6	0.0	1.6
Routine / specialist primary care	2.3	4.7	5.7	3.8	3.0	7.4	5.0	0.0	0.0
Urgent care	15.0	0.9	0.0	7.0	1.7	1.5	1.7	0.0	0.0
<b>TOTAL</b>	<b>34.4</b>	<b>7.8</b>	<b>31.8</b>	<b>13.4</b>	<b>36.6</b>	<b>33.5</b>	<b>25.4</b>	<b>1.1</b>	<b>2.7</b>

Table 4: Workforce required for ICPS by service area

1.6 Table 5 provides analysis of the current general practice workforce profile and community workforce profile for the Example Locality in relation to the ICPS recommendations.

	GPs	GPSI/ Consultant	Practice Nurses	Adv Nurse Practitioner	Community Nurses	HCA	Therapist	Psychiatrist	Pharmacist
General Practice	31.9	-	10.2	2.8	-	3.8	-	-	-
Community Provider									
ICPS recommendations	32.4	7.2	32.4	12.7	38.1	31.3	22.1	1.1	2.7
<b>Difference</b>									

Table 5: Analysis of current vs. future workforce required for ICPS

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### 2 SUMMARY OF WORKFORCE PROFILE FOR LOCALITY

- 2.1 The general practice workforce profile for the Example Locality is a largely traditional model; 58% of GP roles are Partners, 81% of nurse roles are Practice Nurses.
- 2.2 In terms of age profile, 18% of the GP workforce and 72% of the nurse workforce are 50 or over.
- 2.3 There is little skill mix in the locality; 82% of roles are HCAs, 12% Phlebotomists. The locality has identified that they need to increase their skill mix and introduce new roles which also aligns with the ICPS proposals.
- 2.4 In terms of recruitment over the last 12 months, there have been 5 GP posts advertised, 3 of which remain vacant.
- 2.5 There is a potential gap in resources needed in the locality based on the information provided by the ICPS proposals. However validation of general practice data and inclusion of community data is required to provide an accurate picture.

### 3 NEXT STEPS

- 3.1 The next steps for the Example Locality are as follows:
  - Validate the general practice data for the locality, with individual practices, to ensure accurate recording of data.
  - Secure the workforce data for community staff.
  - Develop a workforce plan; by locality and/ or by practice using recommended workforce models.
  - Provide a number of recommendations and workforce solutions specific to the locality, but aligned to the system Leading and Working Differently Strategy.