

# LOCALITY WORKFORCE PLANNING: THE OFFER

1. Development of a workforce profile; baseline data and analysis by locality and/ or by practice
2. Development of a workforce plan; by locality and/ or by practice using recommended workforce models
3. Provide a number of recommendations

*The workforce plans and recommendations will be aligned to the integrated community services review and wider system workforce planning*

# LOCALITY WORKFORCE PLANNING: DATA

- HSCIC returns
- Validated by practices
- Using recruitment intelligence (doorwaytodorset)

*Most practices in Dorset still have a very traditional model to staffing their practices*

Role	FTE	Vacancies in last 12 months	55 plus
Partner			
Salaried			
Registrars			
Retainer			
Locum			
<b>Total</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
Role	FTE		50-54
Practice Nurse			
Adv Nurse			
<b>Total</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
Role	FTE		50-54
HCA			
Pharmacist			
Physio			
Phelbotomy			
Podiatrist			
Therapist			
<b>Total</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
Manager			
Medical Secretary			
Receptionist			
Estates			
Admin other			
Apprenticeship			
<b>Total</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>



# LOCALITY WORKFORCE PLANNING: RECOMMENDATIONS

- Align to integrated community services review; what is needed in each locality
- Align with ambitions of locality transformational plans
- Consider different approaches to roles e.g.;
  - Paramedics to support urgent care activity
  - Physician Associates and Advanced nurse practitioners to support GP activity
  - Physiotherapists to support MSK work

- Physician Associate
  - Dorset programme – recruit, train and retain in Dorset
- Paramedics
  - Development of an approved pathway for paramedics working in primary care
  - On-going support through education programme
- Clinical Pharmacist
  - Supporting roll out of national pilot in Dorset
  - On-going support through education programme
- MSK Practitioner
  - MSK Practitioner Bank set up in collaboration with DHC



# Primary Care Workforce Centre

Workforce Solutions:  
Breakingthrough barriers

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Thursday 13<sup>th</sup> July 5:30pm – 9pm

Kingston Maurward