Workshop 3 - Developing the General Practice and PCN Workforces

SOMERSET TRAINING HUB

Dr Martyn Hughes, Clinical Lead & Carol Hobbs, Education Facilitator

SOMERSET

LMC

Session Plan

- Confirm the workforce implications of the new GP Contract

- Set out success factors for developing PCNs

- Highlight how current TH work streams support these factors

- Discuss together PCN ideas and plans for workforce education and development

- Identify what the TH can offer going forward

SOMERSET
LMC

The Role of the Training Hub

Realising the Potential Document says "Training Hubs are in a vital position to enable primary care to fulfil its potential in educating and training its workforce"

"Each PCN is to have access to TH services to support its objectives in implementing the multidisciplinary team to work within Primary and Community Care".

Training Hub Core functions

- Workforce planning

- Development & Management of Increased Placement Capacity

- Support new ways of working

- Development of capabilities of multi professional educators

- New Roles - enable, support & embed new roles

- Recruitment and Retention

- Clinical Placement Tariff

SOMERSET
LMC

Workforce implications of the new GP Contract

1.

2.

3.

4.

5.

6.

7.

Success Factors in the Development of Primary Care Networks

- Engaged Leadership
- Understand local population needs
- Continuous learning/ Up-skilling
- Adopt new ways of working / effective team-working
- Introduce new roles
- Provide time and opportunity to make changes
- Ensure workforce supply through improved retention and recruitment
- Avoid risk factors –Short-termism, Top-down approaches, Competitive behaviours

What is Somerset Training Hub doing now to support each of these factors

STH- what can we offer each developing PCN

We will use education and workforce planning & development to help ensure that each Network comes to have a workforce with the capacity and skills fit to provide the care the local population needs

SOMERSET
LMC

We will use education to:

- Support learning together across boundaries to improve relationships, encourage new ways of working and address shared health priorities.

- Provide training in Quality Improvement, Leadership, Research and Team-working.

- Encourage and support the locality's existing educators in developing the PCN's own multi-professional education programme.

- Enhance professional wellbeing, job satisfaction and workforce retention

- Up-skill the existing workforce and embed and support new roles

SOMERSET
LMC

We will use workforce planning and development

- Increase the number of local young people wanting to work in health and social care

- Increase the number of apprenticeships and student placements and increase the number of these then choosing to work in primary care after training

- Develop innovative ways across the PCN to increase capacity for student supervision

- Create cooperative approaches to planning, recruitment, addressing shortages, enabling career development and increasing workforce retention

SOMERSET
LMC

Exercise 1 – growing student capacity today to become the workforce of tomorrow

In your groups – what is happening across your network in terms of:

- Student /Learner placements?

- What are the barriers to doing more?

- What can be done to overcome these?

- How can the TH help?

Exercise 2 – making the most of your education resources

- Whole group - what information do you have among you about the number of supervisors, educators, trainers you have across your network?

- How can they most effectively contribute to the development of your PCN?

- How can you grow educator capacity?

SOMERSET
LMC

Exercise 3 – what can general practices now do as networks to better support, educate and develop the existing workforce?

In your groups share plans and ideas from your practices and from your networks.

- How can the TH help with your ideas and plans?

- The Training Hub has already made an offer of help and support to all network Clinical Directors.

- What additional offer should the TH now make to the Networks?

SOMERSET
LMC

Next Steps for the PCNs & TH

- Summary of discussion and workshop outcomes
  - How do we grow capacity?
  - How do we make the most of the Network's existing educator's trainers and supervisors?
  - How do we best support and develop the existing workforce?

SOMERSET
LMC