

KM Training Hubs
Primary Care Commissioning Committee Report
21st Oct 2021

1. Introduction

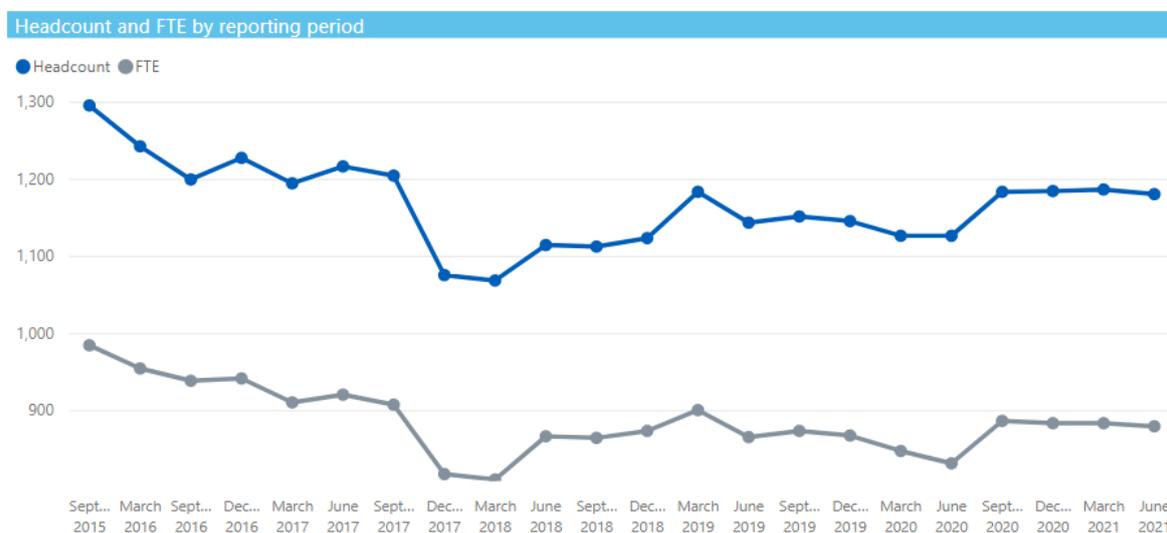
Previous reports have provided the Committee with a detailed overview of the Multi professional Primary Care Workforce along with details of the support provided to not only the existing, but also the future workforce across Kent and Medway workforce.

October's report provides the Primary Care Committee with a summary of most recent NHS Digital GP workforce data in June 2021 in order to focus on the trends since 2015 within the Multi- professional workforce and demonstrate the impact that many of the workforce initiatives are having within Kent and Medway.

2. Summary of Primary Care Workforce data Sept 2015 – June 2021

The data below is a detailed summary of the trend that has occurred with the multi-professional workforce within Primary Care

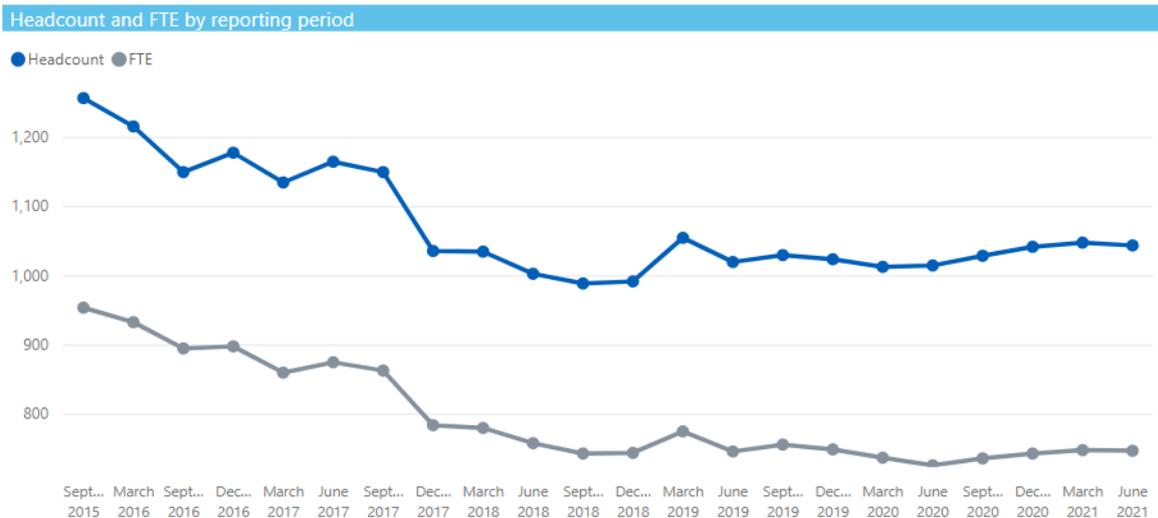
GP Headcount and FTE Sept 2015-June 2021 including Locums and GP Registrars



Sept 2015 Head Count 1,295 FTE 984

June 2021 Head Count 1,180 FTE 879

GP Headcount and FTE Sept 2015-June 2021 excluding Locums and GP Registrars

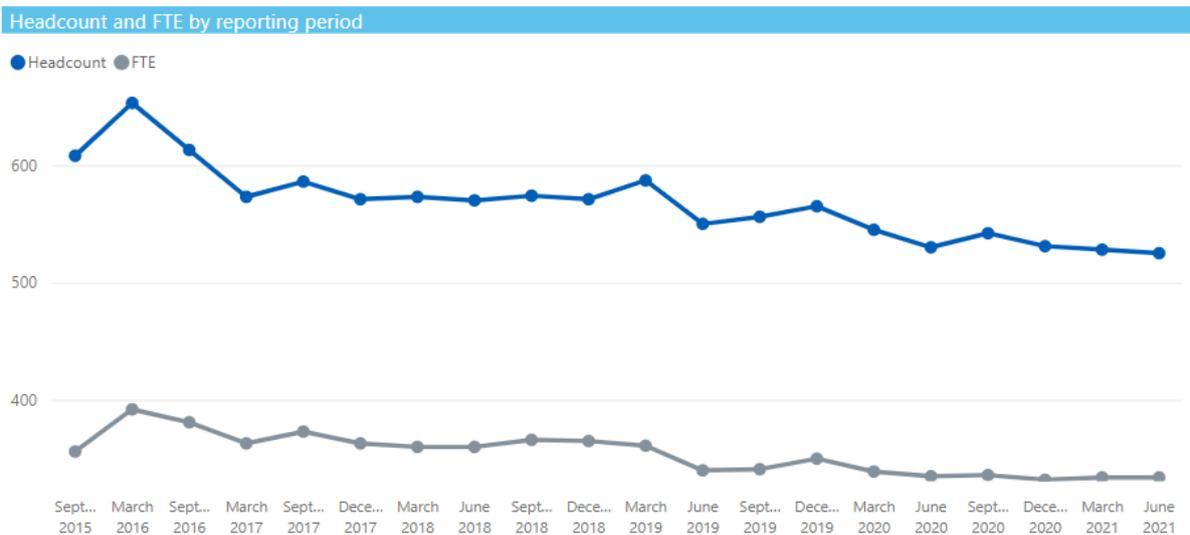


Sept 2015 Head Count 1,201 FTE 923

June 2021 Head Count 994 FTE 719

Whilst the overall GP numbers fell from 2015 they have since stabilised across Kent and Medway profile but there has been a year on year increase in the following roles to support Primary Care

Practice Nurse Head Count and FTE

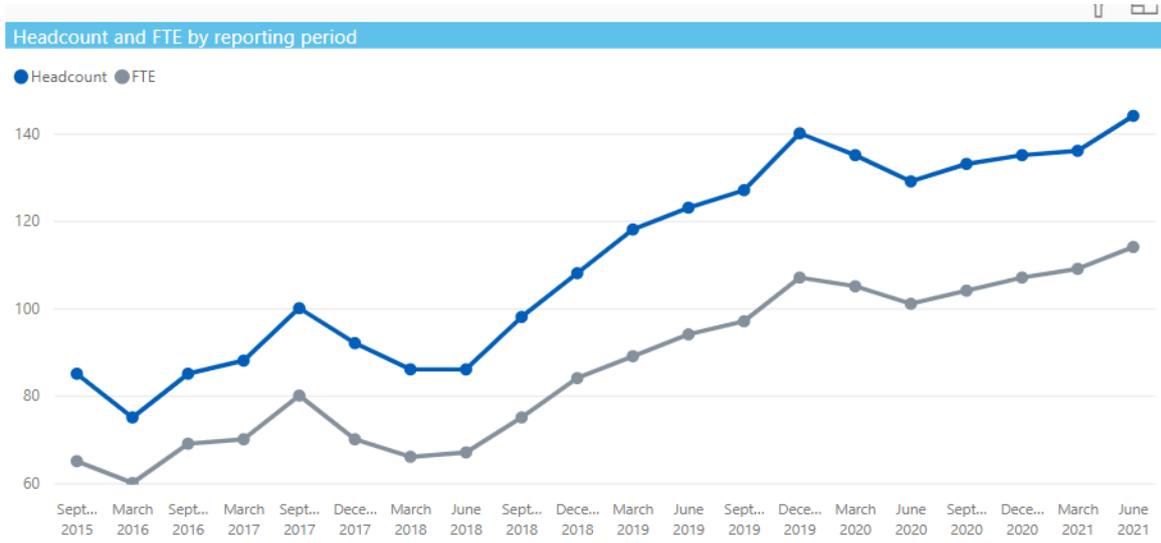


Sept 2015 Head Count 608 FTE 356

June 2021 Head Count 525 FTE 334

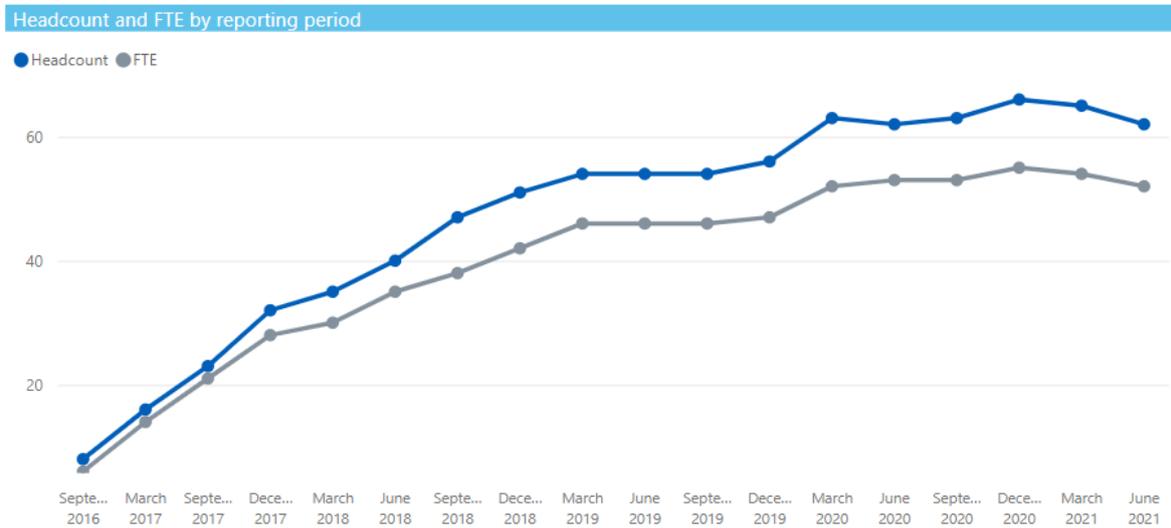
Whilst the overall trend has slowed Practice Nurse Numbers are still falling across Kent and Medway and with 34% of Nurses over the age of 50 it remains a concern and one which the Primary Care Workforce Implementation group are currently surveying along with the wider Primary Care Workforce to identify any areas of support that may be helpful to staff

Advanced Nurse Practitioners Head Count and FTE



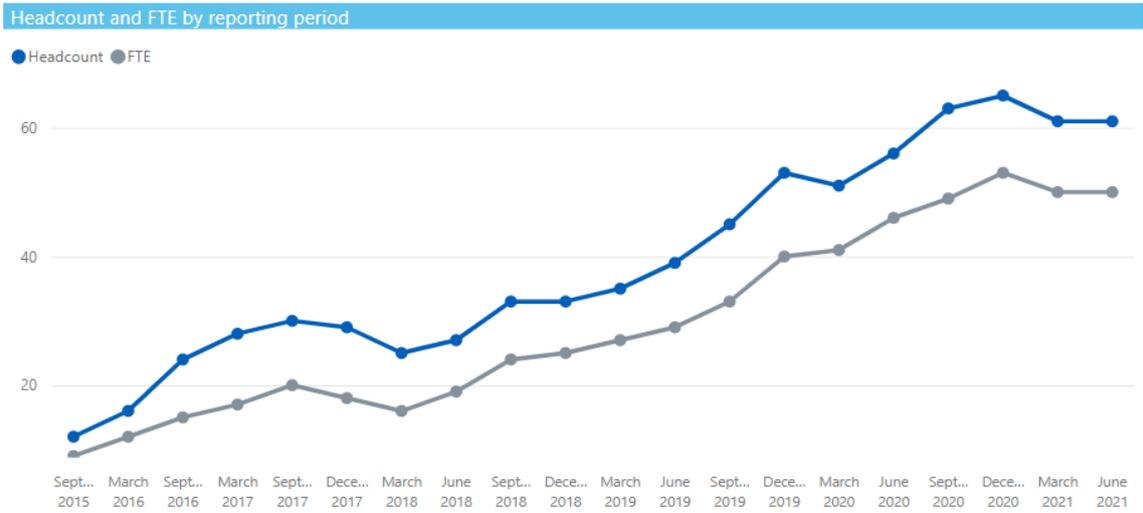
Sept 2015 Head Count 85 FTE 65
 June 2021 Head Count 144 FTE 114

Paramedics Head Count and FTE



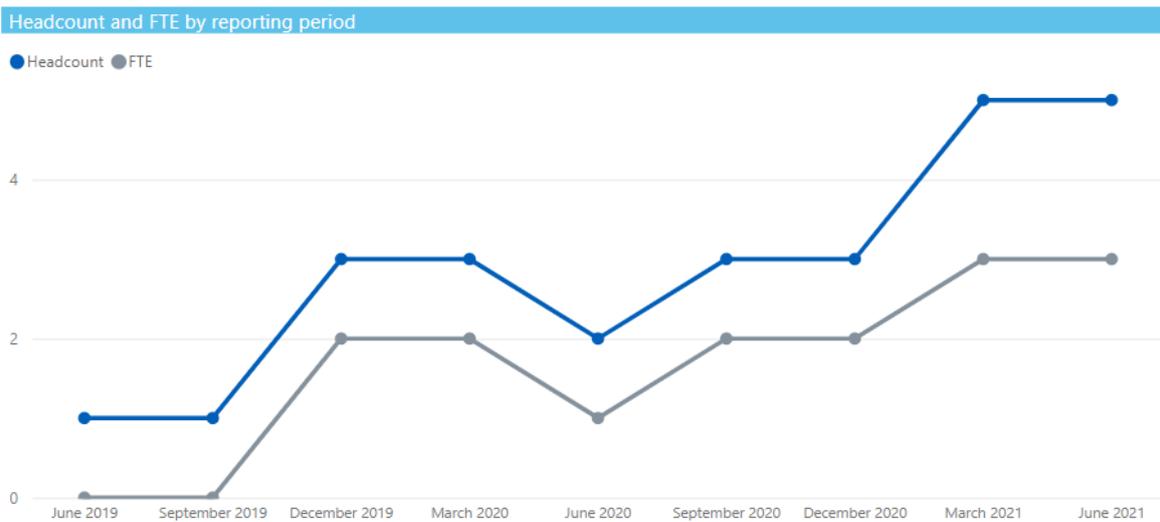
Sept 2015 Head Count 8 FTE 6
 June 2021 Head Count 62 FTE 52

Clinical Pharmacists Head Count and FTE



Sept 2015 Head Count 12 FTE 9
 June 2021 Head Count 61 FTE 50

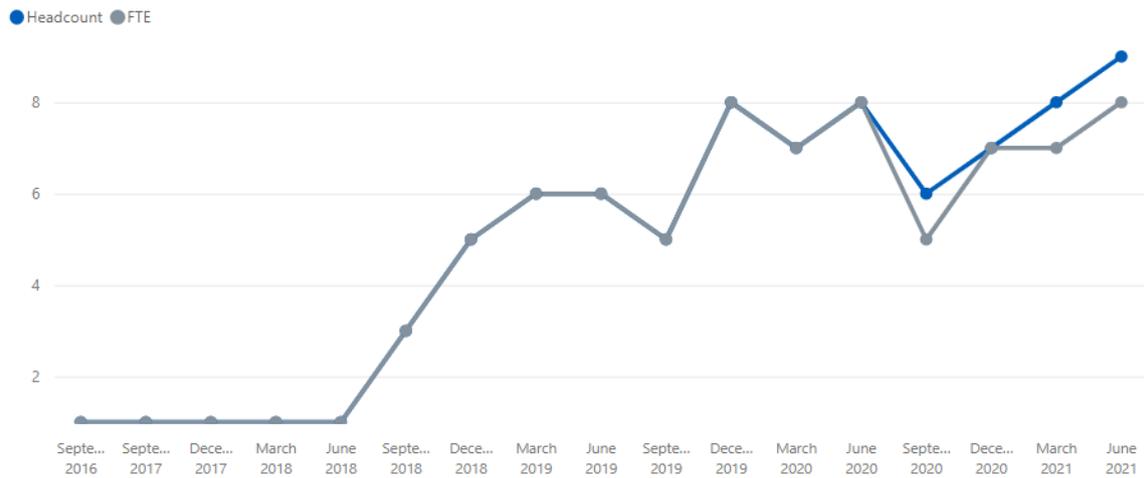
Physiotherapists Head Count and FTE



Sept 2015 Head Count 1 FTE 0
 June 2021 Head Count 5 FTE 3

Physician Associates Head Count and FTE

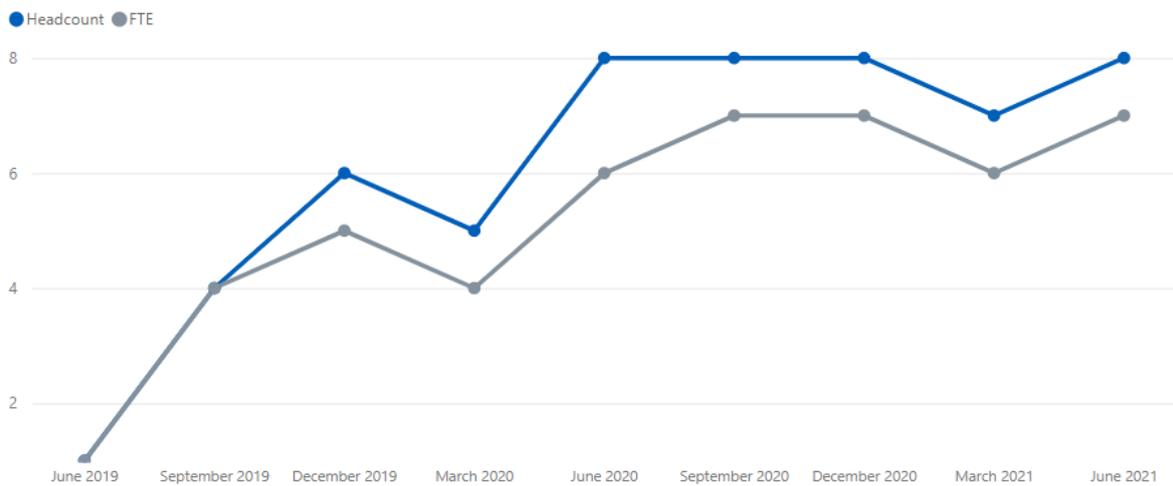
Headcount and FTE by reporting period



Sept 2015 Head Count 1 FTE 1
 June 2021 Head Count 9 FTE 8

Social Prescribers Head Count and FTE

Headcount and FTE by reporting period

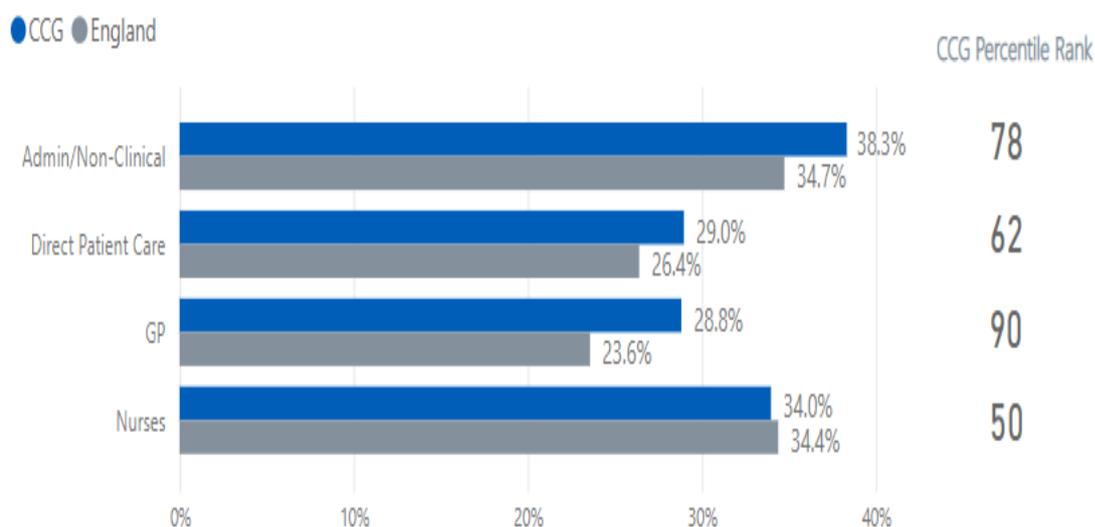


Sept 2015 Head Count 1 FTE 1
 June 2021 Head Count 8 FTE 7

NB: The figures detailed above for Paramedics, Physiotherapist, Clinical Pharmacists, Physician Associates and Social Prescribers are for those employed directly by a practice and do not include those employed by the individual PCN's

Staff aged 55 and over

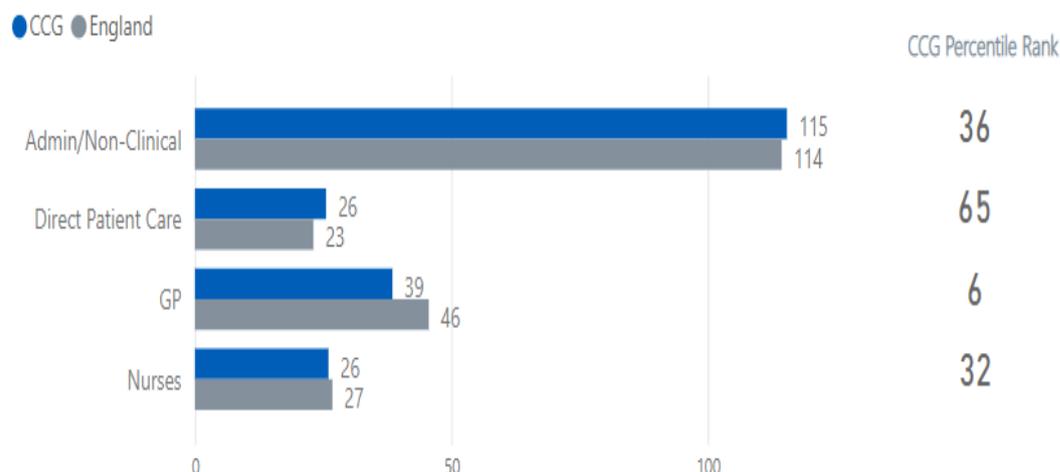
Percentage of staff aged 55 or over, by FTE, CCG and England



The above table details the percentage of Primary care workforce over the age of 55 within Kent and Medway and the percentage comparison within England,

Primary Care Staff per patients

Staff FTE per 100,000 patients, CCG and England



In terms of staff per 100,000 population Kent and Medway fair slightly worse for GPs but compare similar results to other CCGs for other roles

3. Communicating the changing face of Primary Care

With the introduction of the many new roles in Primary Care, work is continuing to ensure that the public are notified of the variety of new roles that are available to them. More recently Health Education England have released a link to the playlist of videos describing some of the additional roles, with more roles to be added.

4. Fellowships and New to Practice

With the allocation of funding from NHSE and HEE the Training Hubs have been able to support a number of Fellowship opportunities across Kent and Medway as detailed below

Role	Speciality	Number
GP	GP Education Fellow Kent and Medway Medical School	3
GP	Frailty	1
GP	Urgent & Unscheduled Care	2
GP	Public Health	2
GP	End of Life/Palliative Care	1
GP	Education	4
GP	Cancer Alliance	1
GP	Sexual Health	1
TOTAL		15

The 2021-22 New to Practice programme launched on the 21st September 2021, with 28 newly qualified GPs and 13 newly qualified nurses enrolled on to this year's programme. The programme will run for 2 years and aims to bridge the gap between competency for Certificate of Completion of Training and being confident in the real-world of modern Primary Care. Individuals gain a sense of belonging and ownership of the system in which they work and are provided with peer support for appraisal and revalidation, and continue their professional development.

Cohort one of the programme will complete in April 2022, with 18 GPs and 8 Practice nurses completing this pilot cohort.

Additionally there is a short new to practice course run over nine months for nurses who are either newly qualified and or new to working in primary care. Numbers have yet to be confirmed by Greenwich University but are believed to be nine.

5. Workforce Planning support for Primary Care Networks (PCNs) and Practices

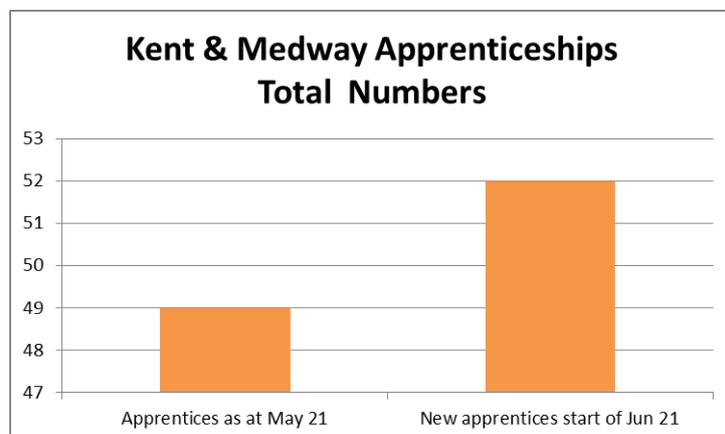
The Training hubs have an agreed roll out strategy across K&M with initial training done with Primary Care Workforce Programme Leads to cascade to Community Education Facilitators in each PCN

- Prioritisation will be given for Thanet & Swale in cascade process
- Agreed budget for practices to be paid by Training Hubs underspend from last financial year
- Communications flyer in process of being finalised
- NHSE South East region delayed roll out– awaiting final confirmation from NHSE to continue.

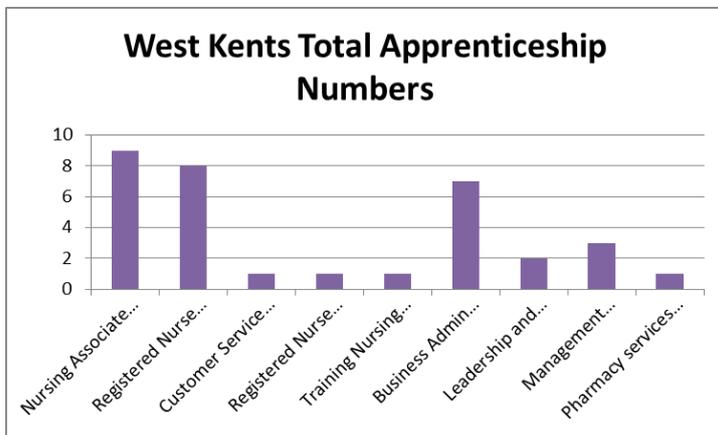
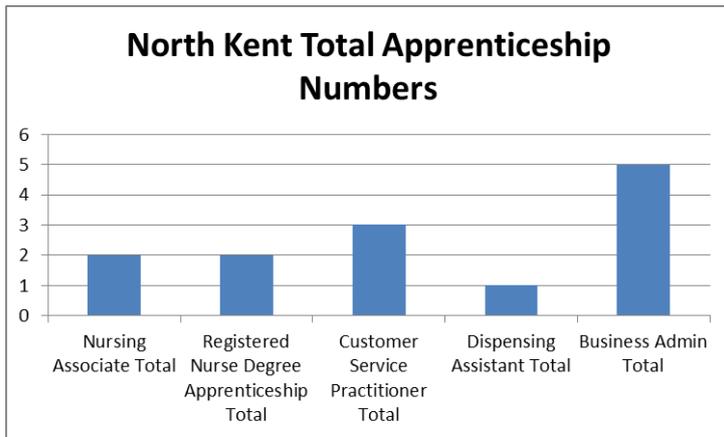
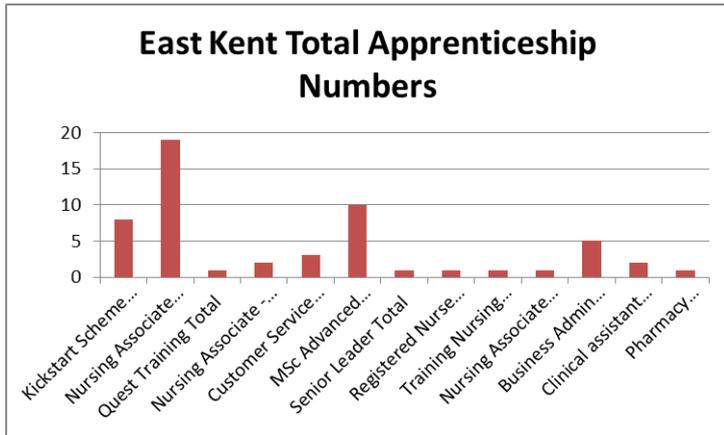
6. Recruitment and Retention Activities

6.1 Apprenticeships

Currently there are 101 apprentices employed within Primary Care, Kent and Medway. In May 2021, Training Hubs were aware of 49 apprentices. A scoping exercise was undertaken to find apprentices, to date 67.69% of practices have responded. Additionally, recruitment onto new programmes such as Advanced Clinical Practice Apprenticeships and Nursing Trainee Associate programmes has resulted in the increased numbers.



The charts below breakdown the type and number of apprentices per Training Hub locality.



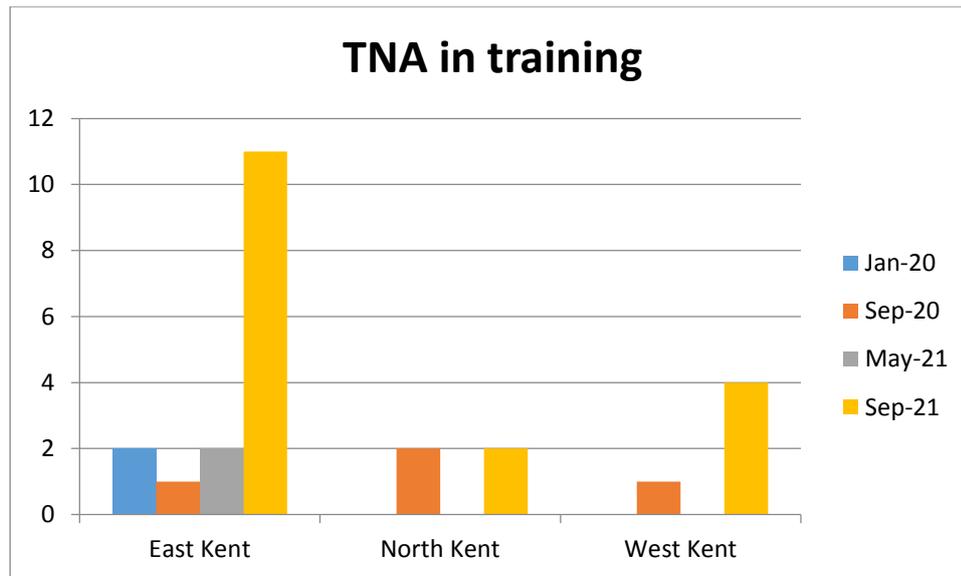
Documentation is currently being developed to support Practices to access apprenticeships and understand how to obtain a digital apprenticeship account and draw down funds from the government to support co-investment for the courses (non-levy paying organisations can access 95% of the course fees from the government).

Functional skills flyer updated; aimed at those wishing to undertake any apprenticeship course enabling trainees to have the required basic academic qualifications.

6.2 Nursing Associates

Continued progress has been made in the recruitment of Trainee Nurse Associates (TNA)

Currently there are 25 are TNAs undertaking their training across Kent and Medway Primary Care



Since September 2021 17 (11 EK, 2 NK and 4 EK) TNAs have commenced their 2 year training at Canterbury Christ Church University (CCCU). Due to an administration error 3 TNA's have not been able to commence as planned this September due to non-completion and return of the mandatory Nursing and Midwifery Council (NMC) form. One EK practice successfully appealed to the NMC and the decision was overturned and their TNA has since commenced the programme. CCCU have since altered their processes to avoid this occurring again. The Primary Care Workforce Support is setting up a support group for the affected apprentices and will actively engage with them all until they commence the course in January 2022.

Two NAs qualified August 22 (1 EK and 1 WK) and have secured permanent roles within Primary Care.

6.3 Associate Practitioners to Nursing Associate Transition

Currently work is in progress to convert Associate Practitioners (AP) into Nurse Associates (NA) via a portfolio and 1 year transition programme; 1 EK trainee commenced her transition

training January 2020, 1 NK commenced September 2021 and 1 person in EK has completed her portfolio and is undertaking her Functional Skills prior to commencing 2022.

Additional funding is available for any APs to commence the programme January 2022 and work is ongoing to identify people who would like to undertake the training

6.4 Registered Nurse Degree Apprenticeships

Registered Nurse Degree Apprentices commenced training September 2021 (1 EK, 2 NK and 3 WK); 6 are undertaking their training at Canterbury Christ Church University and 1 via the Open University.

Conversations have commenced to support a self-funding Student Nurse who has moved into EK to transfer onto the RNDA from February 2022.

6.5 Advancing Clinical Practice

6.5.1 Celebrating Advanced Clinical Practice

Kent and Medway Training Hubs are working collaboratively with Canterbury Christ Church University and East Kent Hospital University Foundation Trust to organise a system wide 'Celebrating Advanced Clinical Practice' conference, due to winter pressures this has been rescheduled to 18th March 2022 at the Ashford International Hotel.

6.5.2 West Kent - Advancing Practice Information event

West Kent is delivering an 'all you need to know' event to support recruitment and retention of Advanced Clinical Practitioners in October 2021.

6.5.3 Advanced Clinical Practice Development Groups

Supervision –ensure ACPs and Trainees have both work based and peer supervision

- Development groups and Train the Trainer programmes are continuing across East and North Kent.
 - To date 4 PCN localities across EK have implemented this programme following completing the training.

6.5.4 Leading Excellence in Advanced Practice

Kent and Medway Training Hubs have commissioned Manager to Leader programme specifically for Advancing Clinical Practitioners. Recruitment onto the programme is currently in progress.

6.5.5. Advanced Clinical Practice Trainees

Since the MSc in Advanced Practice Programme commenced in January 2018 49 trainees commenced the program prior to September 21; 45 funded by HEE KSS (25 EK, 12 NK and 8 WK) and 4 via the apprenticeship route (EK). To date 8 have passed the full MSc (7EK and 1NK). Out of the 49 trainees, 7 have successfully completed the MSC qualification.

23 Trainee ACPs are due to commence training 2021-22, 19 (13 EK, 2 NK and 4 WK) are receiving the full commission from HEE and 4 (EK) are undertaking the apprenticeship programme and receiving a supervision grant from HEE

Primary Care Workforce Programme Managers are working with Practices / PCNs to identify suitable candidates for ACP commission places for 2022-23 and request for applications will be going out beginning of September for interviews November 2022.

6.5.6. Primary Care Guidance

Primary Care Workforce Programme Managers are working across the HEE KSS system to develop an Advancing Clinical Practice Strategy for Primary Care that meets the expectations required by the Centre of Advancing Practice

6.6 Musculoskeletal Ultrasound

4 trainees are currently undertaking their PGCert in MSK Ultrasound at Canterbury Christ Church University (2EK, 1 NK and 1WK). Training hubs are recruiting for 3 funded places commencing January 22.

6.7 Mental Health Practitioners

Work is currently underway with the Programme Manager within KMPT to support the recruitment of Mental Health Practitioners for the Trailblazer PCNs across Kent and Medway. In addition the PCN resource booklet has been adapted to reflect benefits and skill set of Mental Health Practitioners.

Current discussions to facilitate the opportunities for pre registered mental health practitioner placement within primary care with the potential for recruitment opportunity

6.8 Supervision

Kent and Medway Training Hubs are currently recruiting to a 2 year 0.5 Fulltime Equivalent (FTE) Band 7 post to develop and implement Clinical Supervision across Primary Care. Interviews end of October 2021.

7 Additional Roles Reimbursement Scheme

Promotion of the value and variation of the ARRS roles, with advice and guidance on expansion, recruitment and ongoing support, supported by the Training Hub's AHP Advisor.

- Kent Surrey and Sussex wide AHPs in Primary Care event being held on 13th October 2021 to raise awareness of the benefits of the roles to Primary Care colleagues
- Current discussions to standardise roles, skills and competency levels and apply the HEE Roadmaps to Practice. Summary document on completing Stage 1 Roadmap accreditation.
- Collation of training hub roadmap database i.e. First Contact Practitioner stage 1 completers and accredited roadmap supervisors.
- Additional funding allocated by Primary Care Workforce Implementation Group to each PCN to support the recruitment of Locums for sessions to backfill GPs to provide Supervision / Action Learning groups for the multi professional roles.
- Recruitment underway to the Jan 2022 HEE fully funded commissions for Muscular Skeletal ultrasound training for Physios.
- Ongoing discussions with Head of Clinical Development (Primary and Urgent Care) College of Paramedics to ensure support for Paramedics in Primary Care

8. Professional Nurse Advocates

3 Nurses from East Kent have been onto the Professional Nurse Advocates Programme sponsored by NHS England and NHS Improvement - South East. 1 commenced the programme Sept 21 and 2 October 21.

9. Clinical Placements

The Training Hubs, supported by the Primary Care Workforce Programme Managers, continue to work with local Higher Education Institutions (HEIs) to develop core placement capacity, including identifying alternative settings in the community. Placement activity is returning to near pre-pandemic levels.

Initial conversations have started with Social Prescribers in one EK PCN to look at adapting WKs alternative placements into a 'Community Learning Opportunities Profile' for all trainees within the PCN.

Discussions are currently ongoing looking at unconventional placement opportunities: One practice in EK is supporting pre-registration Physiotherapy placements, students spend 3

days in Primary Care and 2 days with another provider. Similar models are currently being explored for pre-registration Occupational Therapists and Social work students.

3 return to practice 'nurses' commenced their placements within Kent & Medway practices September 21 (2 in EK and 1 WK).

10. Educational Events

Following on from July's Protected Learning Time event, where a few areas across Kent and Medway had these sessions cancelled at the last minute due to system pressures for 111, Kent and Medway Training Hubs and the CCG Senior Leadership team have been in discussion in order to support these Protected Learning Time events. The events are invaluable to the workforce not only for development and staying up to date but also to support wellbeing of staff, and therefore the teams are working closely to ensure staff have access to opportunities whilst ensuring the delivery of care continues.

11. Macmillan Primary Care development update

The Kent and Medway Primary Care Macmillan team consists of six Macmillan GPs and two Primary Care Nurse Facilitators. We have just recruited to a Macmillan Primary Care workforce support role to enable us to have a wider reach with engagement across Kent and Medway, in particular focusing on the PCNs with needs for education and support for their workforce regarding cancer. We are currently scoping the PCN data in regards of cancer prevalence, age of population, smoking prevalence and deprivation to help to identify where the need is greatest.

We are continuing to deliver a vibrant education scene and have outreach to many health care professionals working in Primary Care. The following is a summary of the work delivered over the past two months. The plan is to now evaluate the impact this training has had on patient care and experience.

11.1 Cancer Lunch and Learns

Acute oncology for Primary Care was delivered virtually to over 50 GPs, Nurses and other Health Care Professionals working in primary care in September. The evaluation from this event demonstrated the key points which practitioners took from the session and will embed into practice to make a positive impact on patient care. Breast cancer awareness for Primary Care will be delivered in October, in line with breast cancer awareness month.

11.2 Social prescribing module

This has continued to run over the summer and has dates booked up until the end of the year. Engagement has been wide across Kent and Medway and inclusive of Imago, Evolve,

Age UK, Community Wardens and Red Zebra, as well as PCN employed social prescribers. An evaluation of the impact of the training will be prepared for the next PCCC report.

11.3 PCN led PLTs

Over June and July the Macmillan Primary Care team delivered nine PCN led PLTs, collaborating with the CEF leads to ensure each session was bespoke and met the needs of the PCN. We were able to use data to demonstrate the needs of the communities and how PCNs could prepare themselves to address these needs. This also supports the PCN DES and the Kent and Medway Cancer Alliance priorities. These were well received with 85% of participants feeling as if the content in the PLT would have an impact on patient care and 95% recommending the training to other health care professionals. More PCNs have booked a cancer PLT for the November dates.

11.4 The Macmillan Practice Nurse Course

The fourth Practice Nurse course will be completed in October. The offer to primary care will now be revised to be inclusive of all health care professionals willing to be established to deliver this long term condition review. This will include Paramedic Practitioners, Clinical Pharmacists and to continue to embrace Advance Nurse Practitioners. This aims to meet the needs of the patients needing a cancer care review but adapting to the evolving workforce available in Primary Care. The course will also become a consecutive offer rather than an annual offer, making the training more accessible and flexible.

11.5 QoF Cancer Care Review update for Nurses

There have been recent changes regarding QoF and the cancer care review. Two short virtual meetings have been held to inform nurses who have previously completed the cancer care review training. This has ensured they have the available resources, links and support within their practices. We have also designed a survey for Primary Care to identify how each PCN has responded to the changes and if further education and training is required in this area.

11.6 Health Care Support Worker Cancer Awareness

The work force leads have supported us with this engagement and two lunch and learn dates (part one and two) have been arranged for October and November. The objective of the training will be to empower HCSWs with knowledge and resources regarding cancer prevention, screening, signs and symptoms and people receiving cancer treatment. These sessions were previously delivered face to face in East Kent prior to the pandemic and had good uptake.

11.7 Care Home Cancer Awareness

Ashford Medical Partnership PCN have requested cancer awareness training for the care homes they support. The PCN have engaged with the care homes on our behalf and we have two training events booked in for the end of September and early October. If these events are evaluated as useful and have an influence on Patient care then we will aim to roll out to all care homes across Kent and Medway with the support of PCNs and the CCG.