

<b>Title of meeting:</b>	Primary Care Co Commissioning	<b>Date</b> 17/03/21
<b>Title of report:</b>	GP recruitment attraction package for Medway, Swale and Thanet (pilot proposal)	
<b>Reporting Officer:</b>	Dr Simon Dunn, Sharon Lee	
<b>Lead Member:</b>	Dr Simon Dunn, Workforce Lead	
<b>FOI status:</b>	This paper is disclosable under the FOI Act	

**Purpose:** This paper is for

Assurance		Approval	x	Decision		Information	
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### Report Summary:

GP recruitment attraction package for GPs in Medway, Swale and Thanet for consideration as part of a recruitment campaign for GPs.

### Proposal and/or Recommendation:

The committee is asked for a decision on the recommendations within the paper:

- Support and comment for the process as a whole.
- Agreement that we can use the PCCC budget to fund up to a maximum of £250,000 per annum for a period of two years to a maximum in total of £500k
- That we work with our partners to develop a concordat that would confirm our joint commitment to collaboration on supporting this initiative.

### Identified Risks and Risk Management Action:

N/A

### Resource Implications and Finance approval:

Requires £250,000 per year for two years from PCCC budget.

### Public and Patient Engagement Considerations

CCGs communication and engagement team have been involved  
 No engagement with patients and the public has been undertaken or planned in connection with this paper.

### Equality and Diversity Assessment

Has an equality assessment been undertaken?

Yes (please append the action plan to this paper)

Not applicable – *should recommendations be approved an assessment will be carried out if required.*

**Legal Implications**

N/A

**Report History / Committees Reviewed**

First report submitted

**Next Steps:**

Implementation if agreed

**Appendices:**

None

**List staff contributing to the paper and any Conflicts of Interest identified:**

Bill Millar

Mayur Vibhuti

Sharon Lee

No conflicts of interest identified.

**For further information or for any enquiries relating to this report please contact:**

Dr Simon Dunn

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## GP recruitment attraction package for Medway, Swale and Thanet (pilot proposal)

### Situation:

Patient: GP ratios in Kent & Medway are on average higher than in the rest of the country. As of Sept 2021 national average was 1GP:2200 patients, in Kent & Medway the similar figure was 1:2600.

### Background:

The average ratio of GP:patient in Kent & Medway hides a variation from around 1:1600 in our best provided areas to around 1:7000 in the most challenged. This situation has led to increased pressures from general practice to maintain business continuity along with concerns expressed by patients about access to their GP. The areas with lowest GP numbers tend to be in areas of high socioeconomic deprivation and health need exacerbating the challenge of providing high quality primary care to a population most in need of this.

As a result the Kent & Medway Workforce team have been working with three areas in the Integrated Care System (ICS), Medway, Swale and Thanet, who historically have had the lowest numbers of GPs. Conversations with GPs, practice managers and patient representatives have sought to explore possible solutions to our difficulties. We have also been in contact with colleagues at Hope Citadel, a primary care organisation in Oldham who have addressed similar challenges.

### Assessment:

In an era when the general practice team is expanding in terms of non-doctor roles the narrative has to change from “how many GPs do we have” to “how do we provide quality general practice to our population”. However GPs remain the foundation of a general practice, important for senior clinical opinion, driving development, maintaining public confidence in a service and providing support and mentoring for a wide range of clinical colleagues. We recognise that there are three areas that we need to address:

- Attracting new GPs
- Retaining existing GP colleagues
  - Both of these aim to maintain the foundation of a general practice upon which the third area rests
- Attract, retain & build our multiprofessional clinical workforce as well as non-clinical staff

NHS England New to Partnership schemes aim to attract GPs to practices as partners with a financial package as well as educational support. This, however, is not available to anyone who has been a GP partner previously nor to those who wish to be salaried doctors.

Kent & Medway are developing a scheme of Recruitment Attraction Packages for GPs focused on the Medway, Swale and Thanet areas, which have the lowest number of GP per head of population according to Sept 2021 data. The packages we are developing have four facets:

- Financial: £250k has been identified from the PCCC budget to finance this each year for a maximum period of two years at a total cost of £500k
- Discussions with Medway Council have identified the possibility of help with school places and accommodation for GPs coming to the area. They are happy to discuss other offers that may prove attractive. We have also had similar conversations with

Swale Borough Council and Kent County Council and similarly will be talking to Thanet borough council.

- Training Hubs: we recognise that a practice with a thriving educational culture is often a more attractive place to work and therefore we would link these GPs in with the work of the local training hub with mentorship opportunities as well as supporting successful applicants to undertake Clinical Supervisor training resulting in the practices becoming educationally accredited environments and offer training placements for at least some out of the range of clinical learners that now enter general practice.
- Practice/Primary Care Network (PCN): a supportive working environment with flexible arrangements is one of the most important factors when people look for jobs. We would expect the practice/PCN to design an attractive package of support for an incoming GP.

This scheme is a pilot and the intention, if successful, would be to develop it across Kent & Medway beginning with other areas with low numbers of GP per head of population but eventually offering across the whole system. We would look at how we could adapt this scheme to both GPs and multiprofessional clinicians.

**Recommendation:**

We would ask for:

- Support and comment for the process as a whole.
- Agreement that we can use the PCCC budget to fund up to a maximum of £250,000 per annum for a period of two years to a maximum in total of £500k
- That we work with our partners to develop a concordat that would confirm our joint commitment to collaboration on supporting this initiative.

Simon Dunn  
February 2022