



STP GPFV Programme Plan Highlight Report for November to December 2019

November to date Highlights:-

- **Physician Associates** – a successful workshop was held to promote the role to Clinical Directors across the STP and agree an STP wide approach to their recruitment and integration into PCNs
- **GPN National Retention Pilot** – the STP has been invited to participate in a national piece of work aimed at the piloting and subsequent development of GPN retention initiatives. This was as a direct result of the successful launch of our GPN Strategy and work to date on our retention programme. The involvement will include a visit by the national team early in the New Year which represents good publicity for the STP and an opportunity to show case the progress made.
- **GPN Specialty Training** – The STP has been successful in bidding to HEE to fund 10 newly qualified GPNs. Recruitment and expressions of interest from practices are now underway. The STP is one of only 2 who have been successful the Region.
- **GPN Retention Schemes** – The STP has successfully appointed a GPN Professional Lead to provide clinical leadership for the retention schemes and champion the implementation of the Nursing Strategy. Mobilisation of schemes is underway and there have been 10 PCN GPN Champions appointed across the STP – only area of the STP where no expressions were received was Walsall. Training Hubs continue to work towards the commencement of GPN Networks with first events planned for January 2020. Expressions of interest for GPN Peer Mentors has been publicised with a closing date of 13/12.
- **STP Primary Care Website and Workforce App development** – the new website project has been planned with a go-live planned for end of Feb 2020. In the interim, the existing website hosted by SWBCCG has been refreshed. The APP content has been further developed and will be rolled out internally at the First 5 Celebration event and more widely as soon as Purdah restrictions are lifted
- **GP Mid-Careers Scheme** – Phoenix GP programme now marketed and out with GPs for expression of interest. Flyer and website developed and the programme of events and speakers are planned.
- **GP Legacy/Welcome Back Scheme** – mobilised and flyers produced and communicated to GPs and practices
- **GP Portfolio Careers, First 5 Scheme and Mentoring Support Offer** – all schemes continue to attract GPs and the numbers participating continue to grow. There are currently 19 GPs working towards Portfolio Careers in the 19/20 cohort with more applications to be considered over the coming months. Peer mentoring numbers have significantly surpassed those from 2018/19 with really positive feedback from GPs who have gone through the scheme. The First 5 scheme has a celebration event planned for 11th December to mark the completion of those on cohort 2 and also to demonstrate the ongoing support that the STP will continue to offer them moving forward in their career.
- **Training Hub development** – first Organisational Development session with training hubs and STP was held during the reporting period with an agreement reached on a high level plan for the next 2 to 3 years. A significant amount of work has been identified to be done over the next few months. Further planning and Organisational Development sessions are booked to progress the work
- **PCN Development** – PCN development continues across the STP with CCG leads working closely with Clinical Directors to support plans. The Dartmouth Programme is approaching conclusion for those PCNs that have participated and feedback has been positive. Plans are in place for STP wide commissioned development support for Workforce Planning, Leadership and Acquisitions/Mergers going forward.
- **PCN Analytics** – a workshop was held where presentations on progress from each CCG area were delivered and good practice shared. An action plan has been developed and will be reported to Board in December
- **Group Consultations** – the STP has successfully bid for funding and support from HEE to pilot Group Consultations across 4 practices within the STP – mobilisation begins in January 2020.
- **Caretaking and Collaborative Payments** – successful workshop held to develop an STP wide policy and process

Key Planned Activity for December/January 2020

- **Primary Care Networks** – Dartmouth Programme completes and STP wide CD development masterclasses planned
- **GP Trainee Tracking** – City VTS visit complete and focus group arranged with volunteer trainees to explore key lines of enquiry from visits.
- **New to Practice** – proposals to be developed for GPs and GPNs new into practice including a workshop planned for December to explore how PCNs can encourage GP trainees into their PCN and support to stay
- **GP Locum Bank** – decision is made and implementation plan developed for the chosen solution
- **GPN Retention Schemes** – peer mentors appointed and scheme launched to practices. First network events in Dudley, Walsall and Sandwell/WB to take place in January along with the National Team visit.
- **GPN Specialty Training** – recruitment process completed by end of January 2020. Event to match recruits with PCNs to be held in January
- **Physician Associates** – co-design event taking place in December and recruitment event planned for late February/early March 2020. A support offer will be produced with a proposal to be prepared for Board in February 2020
- **Website and App Development** – App roll out completed and website development progresses.
- **Training Hubs** – project planning complete and further progress made on future functions and form
- **GP First 5 Scheme** – new programme launched on 30th January 2020
- **Medical Education** – a medical education programme to be developed in line with clinical priorities identified by the Clinical Leadership Group. Event planned for 10th December to explore opportunities with a range of key stakeholders
- **Pharmacy** – Pharmacy co-design event to planned for late January 2020 with a Board proposal to be developed for February Board
- **PCN Analytics** – further workshop held to continue progress
- **Caretaking and Collaborative Payments** – progress made on action plan and policy development underway.