Implementation Plan for PC WF task and Finish group

Ref	Milestone Action	Owner	Week Start Date	Duration of Milestone	Milestone Action Completed - YES NO Future Not Required
1. Workforce Scoping and Planning					
	General practice workforce scoping • Workforce data validation • Key issues for practices highlighted • Opportunities for development				yes
	Analysis and report on findings of workforce mapping exercise				YES
	Report to Task and Finish Group				YES
	Report to Primary Care Programme Board				YES
	Review WF returns to HSCIC – completion of returns	LC			Future
	Status report of WF numbers for CCG at with HSCIC returns	LC			Future
	WF HSCIC Reports to WF T & F group	LC			Future
	Maintain links with HEWM re - new policy changes for PC workforce - national funding for primary care workforce investments	LC			Future
2. Pilot mapping Skills for new PC Service Provision model					
	Identifya locality	BW			
	Map PH data – GP data – WF numbers	BW			
	Workshops with identified teams	BW			
	Secure resources and tools for scoping skills and workload	BW			
	Scope skills for disease areas / teams	BW			
	Monthly progress reports to group	BW			
3. Pilot new roles/New Ways of working					
	Identify locality / vanguard site/practice	RK			
	Identify new role to be adopted and resouces neededeg Care Navigator, Clinical Pharmacist, Mental Health Workker Nursing Assocate	RK			
	Scope new skills needed	RK			
	Identify learning methodologies for new role	RK			
	Monthly progress reports to group	RK			
4. Developing a leadership culture within primary care					
	Scope leadership skills withi GP teams **(Helen Ryan)**	LC			
	Identify leadership courses and resouces to support them	LC			
	Increase uptake of leadership courses/programmes by teams	LC			
	Identify evidence to be collected for evaluation	LC			
	Monthly progress reports to group	LC			
5. Wolverhampton a place to work					
	Development of a promotional campaign in partnership with partners (Acute LA private sector)	LC			
	Ensure recruitment and retention strategy/policies in place in practices	TBC			
	Work with HEWM re recruitment and retention of GP trainees **(Dr Agarwal)**	LC			
	Work with partners for opportunties for cross organisational careers eg Primary/Acute	LC			
	Monthly reports to group	LC			
6. Career development for clinical and non clinical staff					
	Support implementation of career pathways in general practice and new models of care for:	LC			
	Apprenticeships **(Helen Ryan)**	LC			
	Assistant/ associate roles	LC			
	Advanced clinical practice (Masters)	LC			
	Non academic development opportunities **(Helen Ryan)**	LC			
	Working across organisational boundaries **(RWHT)**	LC			
7. Improving and improving standards of practice					
	Professional accreditation /validation - for all clinicians	LC			
	Standardise practice – for non clinical workforce **(Helen Ryan)**	LC			
8. Increase training capacity in primary care					
	Work with Wton Uni and Walsall CEPN to increase clinical placements in primary care and ensure payment structures are in place	LC			
	Ensure clinical placement models in primary care are sustainable	LC			
	Work with HEWM and Deanery to ensure GP trainees allocations are spread across all areas with WCCG footprint	LC			
	Explore incentives for GP trainee recruitment in Wolverhampton	LC			
9. Recruitment and Retention					
	Ensure retetion strategies are in place that support innovative ways of retaining the workforce				
	Work with neighbouring employers to standardise employment practice and opportunities				
10. Budget					
	HEWM- CPENS	LC			
	HEWM	SS/LC			
	NHS E	SS/LC			

KEY

LC - Liz Corrigan
BW - Barry White
RK - Ranjit Kular
SS - Sarah Southall