	Implementation Plan for PC WF task and Finish group																										
					March 2016		April 2016		lay 2016	June	2016	July 2016		Aug 2016		9 9	Oct 2	2016	Nov 2	<b>016</b> 9	Dec 201	0 9	Jan	2017	Feb 20		March 2017
	Action		t Date 1 of ne	Milestone Action Completed -	07 March 2016 14 March 2016 21 March 2016	2016 2016 2016	2016	2016	2016	2016	2016	2016	2016 t 2016	t 2016 t 2016 t 2016	ber 2016	ber 200	October 2016 October 2016	er 2016 er 2016	7 November 2016 4 November 2016	oer 201	ember 2016 ember 2016 per 2016	per 201	y 2017 y 2017	y 2017 y 2017 7 2017	February 2017 February 2017	ry 2017	2017 2017 2017
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	Milesi		Weel Du	Future Not Required											05	193	103		0	2	0 7 7		00	7 2 8	13	27	
1 Wor	rkforce Scoping and Planning				14 15 16	17 18 19	9 20 21	22 23 24	4 25 26	27 28	29 30 3	32 33	34 35 3	6 37 38 3	9 40 41	42 43	44 45 4	6 47 48	49 50	51 52	53 54 5	5 56 5	57 58 5	9 60 61	62 63 6	4 65 6	6 67 68 69
	General practice workforce scoping						ТП					TT		$\Box$	ТТ		TT	П		$\Box$	$\top$	П	$\top$	TT	ПП	TT	
l ŀ	Workforce data validation Key issues for practices higlighted Opportunities for development			yes																							
,	Analysis and report on findings of workforce mapping exercise			YES																							
F	Report to Task and Finish Group			YES																							
	Report to Primary Care Programme Board Review WF returns to HSCIC – completion of returns	LC		YES Future											++	+++				+	+	+	+	+		++	
	Status report of WF numbers for CCG at with HSCIC returns	LC		Future				+	++		++	++		+++	++	+ + +		+		+	++			++		++	
	WF HSCIC Reports to WF T & F group	LC		Future													R										R
	Maintain links with HEWM re - new policy changes for PC workforce	LC		Future																							
-	- national funding for primary care workforce investments			rutule																							
	t mapping Skills for new PC Service Provision model Identifya locality	BW													T T											T T	
	Map PH data – GP data – WF numbers Workshops with identified teams	BW BW																									
	Secure resources and tools for scoping skills and workload	BW																									
	Scope skills for disease areas / teams Monthly progress reports to group	BW					+													+		+					
$\overline{}$	ot new roles/New Ways of working Identify locality / vanguard site/practice	RK																					$\overline{}$				
l l	Identify new role to be adopted and resouces neededeg Care Navigator, Clinical Pharmacist, Mental Health Workker	RK																									
	Nursing Assocate Scope new skills needed	RK																									
	ldentify learning methodologies for new role Monthly progress reports to group	RK RK																		$\pm$							
_	eloping a leadership culture within primary care  Scope leadership skills withi GP teams (Helen Ryan)	LC					<del></del>	$\overline{}$	<del> </del>		$\overline{}$	<del> </del>		<del> </del>	Т	Т	$\overline{}$	Т		$\overline{}$	$\top$		$\top$	TT		$\top$	<del>                                     </del>
-	Identify leadership courses and resouces to support them Increase uptake of leadership courses/programmes by teams	LC LC																									
	Identify evidence to be collected for evaluation  Monthly progress reports to group	LC																									
_	verhampton a place to work	LC																									
-	Development of a promotional campaign in partnership with partners ( Acute LA private sector)  Ensure recruitment and retention strategy/policies in place in practices	TBC																		+							
	Work with HEWM re recriutment and retention of GP trainees (Dr Agarwal)  Work with partners for opportunties for cross organisational careers eg Primary/Acute	LC																									
	Monthly reports to group seer development for clinical and non clinical staff	LC																		ш			ш				
9	Support implementation of career pathways in general practice and new models of care for:	LC													T					T		T	T				
1	Apprenticeships (Helen Ryan) Assistant/ associate roles	LC LC																		$\pm$							
-	Advanced clinical practice (Masters) Non academic development opportunities (Helen Ryan)	LC LC					$+ + \bar{1}$	+			$+$ $\mp$			++						$+ \mp$	$+ \mp$	$+ \mp$	$+ \mp$	$+\Gamma$	++		$++ \overline{+}$
_	Working across organisational boundaries (RWHT) roving and improving standards of practice	LC									ш				Щ			Щ			Ш			Ш	ш		
F	Professional accreditation /validation - for all clinicians	LC									TT				TT					T	TT		T	TT			
8. Incre	Standardise practice – for non clinical workforce <b>(Helen Ryan</b> ) ease training capacity in primary care	LC																			<del></del>			<del>     </del>			
	Work with Wton Uni and Walsall CEPN to increase clinical placements in primary care and ensure payment structures are in place  Ensure clinical placement models in primary care are sustainable	LC																$\bot \bot$		$\perp \mid$							
١	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 ruitment and Retention	LC																									
$\overline{}$	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													<del></del>					+		<del>     </del>	$\overline{}$			<del></del>	
ŀ	HEWM	SS/LC																		+						$\pm$	
!	NHS E KEY	SS/LC																									
	LC - Liz Corrigan BW - Barry White RK - Ranjit Kular																										
	SS - Sarah Southall					Ш																					