

Agenda item: **x**

| | |
|----------------------|--|
| Subject: | Norwich PCN – Recruitment of Additional New Workforce Roles |
| Presented by: | Emma Bugg – Associate Director Primary Care Network Development - Norwich |
| Prepared by: | Jayde Robinson - Senior Primary Care Network Development Manager – Norwich |
| Submitted to: | Primary Care Commissioning Committee |
| Date: | 29th May 2020 |

Purpose of paper:

1. To request approval retrospectively for the recruitment of the following Norwich PCN workforce roles:

- First Contact Practitioners (FCPs) MSK Physiotherapists x 4
- Clinical Pharmacists x 2

2. To approve the recruitment of the following Norwich PCN workforce roles:

- Pharmacy Technicians x 4
- Physician Associate x 1

Executive Summary:

Background

As set out in the Additional Roles Reimbursement Scheme guidance 2019/20, from April 2020 each PCN will be allocated an Additional Roles Reimbursement Sum, which will be based upon the PCN's weighted population share. PCNs will be able to recruit from within the reimbursable roles as they require to support delivery of the Network Contract DES, with a maximum reimbursable amount for each role as set out in Table 1 of the [GP contract update](#).

Norwich PCN weighted population currently stands at 223,903, which provides an Additional Role Reimbursable Roles Sum of £1,596,558.

The Norfolk and Waveney STP Primary Care Workforce Strategy has outlined its 2020/21 trajectory, which is validated by NHSE England. The recruitment of these roles for Norwich PCN will support the STP meeting in meeting its trajectory target.

Current Position:

Norwich PCN are working swiftly to recruit additional GPFV workforce staff, whilst delivering the associated benefits for general practice sustainability and services for patients.

As set out in **Appendix 1**, it illustrates the workforce recruitment plan to secure four key roles based on the demand and capacity requirements of general practice. These roles include Clinical Pharmacist, Pharmacy Technicians, First Contact Practitioners (FCPs) MSK Physiotherapists and a Physician Associate.

The rationale on these roles are set out below:

Clinical Pharmacist

Increasing the number of Clinical Pharmacist will allow for each Norwich neighborhood to align in accordance with the Norwich PCN agreed priorities. As part of this recruitment process, a lead Clinical Pharmacist will be assigned which will provide the clinical leadership required for the management of the Clinical Pharmacist Team and Pharmacy Technicians.

This team will support Norwich PCN in its delivery for the Pharmacist Covid Protect, Enhanced Health in Care Homes DES, Structured Med Review DES, Repeat prescribing project, Ghost Brand Generics, Quality Improvement (QI) Modules, Learning Disabilities, Cancer Screening & Early Cancer Diagnosis

Pharmacy Technicians

Appointing four Pharmacy technicians will play an important role, complementing clinical pharmacists, community pharmacists and other members of the PCN multi-disciplinary team.

Pharmacy technicians' core role responsibilities will cover clinical, and technical and administrative categories. These roles will help support the medication reviews and medicines reconciliation for new care home patients and synchronising medicines for patient transfers between care settings, linking with local community pharmacies.

These Pharmacy Technicians will be supervised and supported through the lead Clinical Pharmacist which includes training, upskilling and increasing workforce capacity when required based on an evaluation process.

First Contact Practitioners (FCPs) MSK Physiotherapists

The First Contact Practitioner (FCP) Programme is part of the national directive of having specialist musculoskeletal (MSK) practitioners working within primary care. These roles will focus on workforce transformation within primary care and the MSK pathway.

This service, which will be delivered by Pure Physiotherapy, will enable patients to access specialist MSK services at the beginning of the pathway.

The following KPI's have been established, as outlined in **Appendix 2** within the Service Specification, which are:

- Reduce secondary care MSK referrals by at least 10% by October 2020
- Deliver training to at least 77% of Norwich PCN practices by October 2020
- Receive referrals and see patients from at least 90% of Norwich PCN practices by October 2020

Physician Associate

Working in primary care involves working with GPs and the wider practice team to provide continuity of care for patients, particularly those with long-term conditions. This role will complement that of a GP by working as part of a multi-skilled practice PCN team, with specific responsibilities including:

- managing patient lists
- providing health promotion and disease prevention advice for patients
- performing physical examinations
- diagnosing illnesses
- seeing patients with long-term conditions
- undertaking residential, nursing and home visits
- taking medical histories from patients
- analysing test results
- making referrals and
- developing management plans.

The view will be to increase the number of Physician Associates across all the four Norwich neighborhoods, which will be included as part of the workforce evaluation process review within Q3.

Funding

The appointment of these roles will be through the financial envelope allocated through these funds.

With the appointment of these roles the current spend proposed will be £897,190 with 2020/21. Leaving a balance of £699,463 within the Additional Role Reimbursable Roles Sum for Norwich PCN.

It is anticipated the remaining funding will be used within Q3 and Q4, once an evaluation and review period is concluded. This will allow for Norwich PCN to determine what additional roles are required to support the GPFV delivery and PCN priorities.

Risk to CCG:

Failure to approve these appointments will result in the Norwich PCN not being able to spend the Additional Role Reimbursable Roles Sum effectively. This will also have a direct impact on the workforce trajectory target not being met for the Norfolk and Waveney STP whilst delivery the associated benefits of sustainability and services for patients.

Recommendation to Governing Body/ Committee:

The CCG is requested to approve **Appendix 1** to support Norwich PCN with the recruitment of these new appointments in line with their workforce plan for 2020/2021

| Key Risks | |
|---|--|
| Clinical and Quality: | N/A |
| Finance and Performance: | Additional Role Reimbursable Roles Sum |
| Impact Assessment (environmental and equalities): | N/A |
| Reputation: | N/A |
| Legal: | N/A |
| Information Governance: | N/A |
| Resource Required: | N/A |
| Reference document(s): | N/A |
| NHS Constitution: | N/A |
| Conflicts of Interest: | N/A |
| Reference to relevant risk on the Governing Body Assurance Framework | N/A |

GOVERNANCE

| | |
|---|--|
| Process/Committee approval with date(s) (as appropriate) | |
|---|--|