Training Hubs Workshop

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Developing people for health and healthcare

www.hee.nhs.uk
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Health Education England
Building the Workforce – the New Deal for General Practice

The GP Ten Point Plan

Announced in January 2015, an initial investment of £10million of funding to establish initiatives in the ten point plan.

**Training Hubs** - Point 3 of the 10 point plan.
Aggressive cancer which claimed life of woman who visited doctors FIFTY-EIGHT times before she was diagnosed was 'undetectable,' coroner rules.

Newlywed, 25, dies from cervical cancer after visiting her GP TEN times - and being told her stomach cramps were due to a urine infection or bowel problems.

Daily Mail invites readers to submit their 'GP crisis' stories.
The five global drivers of change

- Demographics (population profiles)
- Technology and innovation
- Social, political, economic and environmental
- Current and future service models
- Expectations (patients/staff)
The future of primary care: creating teams for tomorrow

Report by the Primary Care Workforce Commission

“With its highly skilled workforce, effective multi-disciplinary teams and well-developed IT systems, the NHS is in an unparalleled position to develop a modern primary care system that is truly world class”

Key Messages

• Sufficient staffing working in a multi-professional environment
• Appropriate education and training
• Building on access from well developed IT systems
• Delivering high quality patient safe services
• Reducing administration burden
• Building stronger organisational relationships
“Community Education Provider Networks provide a model that promotes inter-professional learning based around the needs of local populations. This model forms part of the concept of a training hub in the Ten Point Plan and should be developed further in order to meet the educational needs of multi-disciplinary primary care teams.”
Number of staff 000's

- Infrastructure support: 321
- Hospital and community central functions and estates: 182
- GP practice staff: 101
- Managers and senior managers: 38
- GPs: 106
- Qualified nursing, midwifery & health visiting staff: 370
- Support to clinical staff: 347
- Other qualified scientific, therapeutic and technical staff: 171
- Hospital and community medical and dental staff: 40
- Professionally qualified clinical staff: 686
Building the Primary Care Workforce

HEE, the BMA GPC, the RCGP and NHS England are working together to ensure that we have a skilled and motivated workforce in General Practice.

In line with the NHS Five Year Forward View and the New Deal for Primary Care, we have jointly produced a ten-point action plan.

This plan will both address immediate issues whilst taking the initial steps in building the workforce and models of care necessary for the future NHS.

These actions are designed to complement some of the local initiatives already underway, which will also be accelerated through the development of co-commissioning of primary care by CCGs and NHS England.

There are three key strands to this work:

• Improving recruitment into General Practice
• Retaining doctors within General Practice
• Supporting those who wish to return to General Practice
General Practice Forward View

Joint plan by NHS England & HEE

• The General Practice Forward View, published in April 2016, sets out a plan, backed by a multi-billion pound investment, to stabilise and transform general practice.

• £3.5 million investment in multi-disciplinary training hubs in every part of England to support the development of the wider workforce within general practice.
Dr Andrew Frankel
Postgraduate Dean South London and National Training Hubs Lead
Health Education England
Training Hub Implementation

Core Functions

Training hubs will deliver the following core functions (national principles):

• support for workforce planning and development to respond to local needs and enable the redesign of services within primary care and the community to better support general practice

• improve education capability and capacity in primary and community settings through the development of multi-professional educators and the creation of additional learner placements

• improve education quality and governance and act as a local coordinator of education and training for primary and community care to support general practice.
Across The Country

Further faster funding allocated to:

- Yorkshire and Humber
- East Midlands
- West Midlands
- South London
- Kent, Surrey & Sussex
- North, Central and East London

Establishment funding allocated to:

- North West
- North East
- East of England
- Thames Valley
- Wessex
- North West London
- South West
Training Hub Implementation

Risk
• Potential for local offices to develop and act in 13 separate ways which will not deliver economies of scale and efficiencies required in the system.

Mitigation
• Formed a Training Hubs Working Group bringing together leads of the hubs to develop, learn and share good practice
• Each local office receives further developmental support as appropriate to enable successful implementation
• Move to national core model with local flexibility
• Evaluation of the process and development to focus on best practice