

OVERVIEW: ENABLING WORKFORCE TRANSFORMATION IN GENERAL PRACTICE

Enabling Workforce Transformation in General Practice was hosted by Health Education North West at the Halliwell Jones Stadium, Warrington on 29 January 2015. A total of three sub-regional events were held, with additional events in Preston and Manchester. Each event was attended by approximately 70 healthcare professionals, including practice managers and general practitioners.

Transformation of the workforce is an essential component of Health Education England's vision. In the North West this means "Developing a workforce responsive to changes in care, now and in the future". Health Education North West (HENW) supports transformation by:

- Ensuring a sufficient supply of highly skilled staff; both more of the same and more of something new
- Enabling up-skilling of the current workforce
- Developing and promoting new ways of working

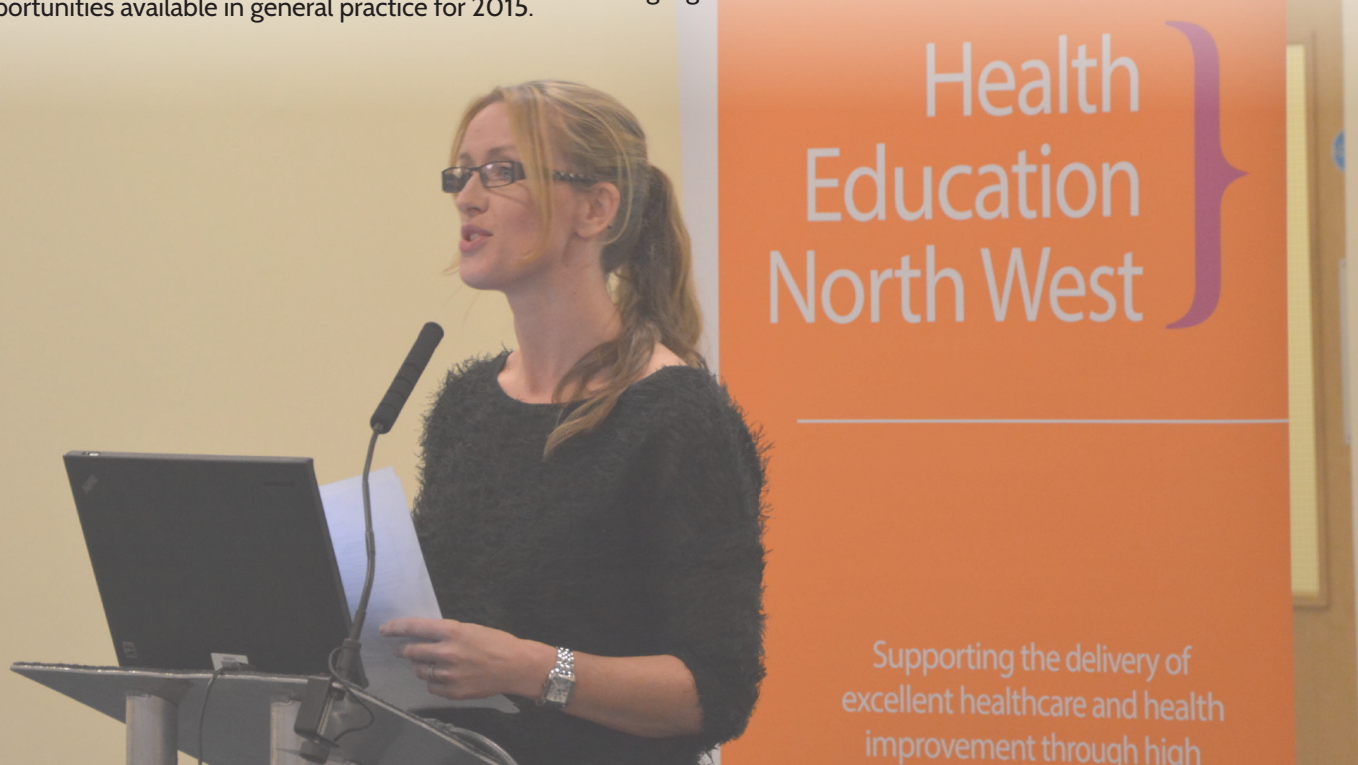
The 'Enabling Workforce Transformation in General Practice' event was set up to increase awareness of and engagement in the work of HENW, to share information on the courses and emerging roles the organisation invests in, and to showcase the opportunities available in general practice for 2015.

There were numerous stalls at the event with representatives from:

- Health Education North West Workforce Transformation Team
- Liverpool John Moores University School of Nursing and Allied Health
- Placement Development Network
- Skills Academy for Health
- University of Bolton
- University of Chester
- Work Based Education Facilitator Network
- Workforce Repository and Planning Tool (WRaPT)

Key Speakers

The event began with an introduction from Kirstie Baxter, Head of Workforce Transformation, HENW. Kirstie outlined the profile of the North West's general practice workforce, which has been determined using information from the team's primary care data capture exercise. The general practice profile presented revealed a workforce of predominantly admin and clerical staff, largely female, with a large proportion of staff approaching retirement age. This highlights the need for transformation of the General Practice





workforce, in order to serve an expanding ageing population with increasingly complex needs.

The introduction was followed by a presentation on apprenticeships from the Invest in Health Team, Skills for Health Academy North West. This organisation manages funding from HENW and the Skills Funding Agency and provides current and comprehensive information, advice and guidance on all aspects of funded workforce development opportunities for NHS staff across the North West in bands 1-4 (or equivalent). Three current finance apprentices from NHS Wigan Borough CCG shared their successful experience of the programme and answered questions from the audience.

The second presentation was 'The Assistant Practitioner Role', given by Sharon Poll, Senior Nurse, NHS Liverpool Clinical Commissioning Group. Sharon introduced the Assistant Practitioner role into her workplace and she shared her experience, the impact of the role and its benefits to general practice. Sharon introduced Lin Linford, who presented on her motivation for becoming an Assistant Practitioner in the Practice Nurse Development Team at Liverpool Community Health NHS Trust, details of the course, and her current work in the role.

Following a short break the audience watched a video presentation on Advanced Practitioners, delivered by Lorinda Swift, Advanced Practitioner (AdP) at The Village Surgery, Liverpool. The presentation discussed the drivers behind the development of the AdP, the role of the AdP in practice, reflections on the implementation of the role, and measuring its impact.

For more information contact:

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The final presentation introduced to the UK the role of Physician Associates, a relatively new role being introduced into the NHS. Karen Robinson, an Advanced Nurse Practitioner from Bolton Community Practice CIC has had experience of working with a Physician Associate (PA) and explained what the role is, what the benefits of a PA are and how their work is delivered in practice.

The event was concluded with closing remarks from Dr Nadim Fazlani, Chair of NHS Liverpool CCG, who shared his insights on 'The Future of General Practice and Workforce Development'.

Next Steps and Future Events

The event was well received with attendees commenting: *"It raised my awareness of the support and funding available to transform and improve the workforce. Opportunities to develop a different skill mix to reshape the way the practice delivers services"* and it was described as *"Interesting and thought provoking - enabling us to think about how to re-engineer the primary care workforce"* on the feedback form from the event.

The event also had a good response on social media and a [summary of the Twitter activity can be found on Storify](#).

Following the event the Workforce Transformation Team is hoping to see an increased interest in new ways of working. They are also encouraging practices to engage with their primary care data capture exercise so the North West can build a reliable General Practice workforce profile. For more information on the Primary Care Workforce Data Collection and news on the Workforce Transformation Team's key activities [click here to download their December 2014 update](#).

Useful Links and Resources

- Agenda
- Speaker biographies
- Welcome and introduction
- Apprenticeships
- Assistant Practitioners
- Advanced Practitioners
- Physician Associates
- The Future of General Practice and Workforce Development
- Workforce Transformation brochure
- Watch videos from the event