

PART 1 Primary Care Commissioning Committee 2019/20

Date of Meeting:	08 November 2019
Agenda Item:	3.7
Subject:	Primary Care Academy
Reporting Officer:	Sarah Crossley
Aim of Paper:	To inform the progress of the Primary Care Academy following the submission of Q3 report

Governance route prior to Primary Care Commissioning Committee	Meeting Date	Objective/Outcome
Primary Care Commissioning Committee	Select date of meeting.	Click to Select
Primary Care Assurance Sub - Committee	Select date of meeting.	Click to Select
Primary Care Innovation and Transformation Sub-Committee	Select date of meeting.	Click to Select
Other	Click here to enter text.	

Primary Care Commissioning Committee Resolution Required:	For Information Only
Recommendation	The committee are asked to note the contents of this paper

Link to Strategic Objectives	Contributes to: (Select Yes or No)
SO1: To be a high performing CCG, deliver our statutory duties and use our available resources innovatively to deliver the best outcomes for our population.	Yes
SO2: To deliver on the outcomes of the Locality Plan in respect of Prevention and Access (Prevention and Self Care)	No
SO3: To deliver on the outcomes of the Locality Plan in respect of Neighbourhoods & Primary Care (Getting help in the Community)	Yes
SO4: To deliver on the outcomes of the Locality Plan in respect of In Hospital - Planned (Getting more help)	No
SO5: To deliver on the outcomes of the Locality Plan in respect of In Hospital - Urgent Care (Getting more help)	No
SO6: To deliver on the outcomes of the Locality Plan in respect of Children, young people and families	Yes
SO7: To deliver on the outcomes of the Locality Plan in respect of Mental Health	Yes

Risk Level: (To be reviewed in line with Risk Policy)	Not Applicable
Comments (Document should detail how the risk will be mitigated)	To successfully support and deliver the HMR Locality Plan and the Primary Workforce strategy the provision of a Primary Care Academy was established on 1st April 2018. This is a proactive, creative response to ensuring the HMR general practice workforce can respond to the delivery of future health care needs for the patient population.

Content Approval/Sign Off:	
The contents of this paper have been reviewed and approved by:	Head of Primary Care, Sarah Crossley
Clinical Content signed off by:	Not applicable
Financial content signed off by:	Not Applicable

	Completed:
Clinical Engagement taken place	Not Applicable
Patient and Public Involvement	Not Applicable
Patient Data Impact Assessment	Not Applicable
Equality Analysis / Human Rights Assessment completed	Not Applicable

Executive Summary

Background

The Primary Care Academy (PCA) is a key enabler in creating a competent, sustainable and adaptable workforce. This initiative helps to ensure HMR attracts, recruits and retains a high-quality workforce that is able to deliver effective patient centred care.

The PCA was established through co-production between the local GP Federation – Rochdale Health Alliance (RHA) and the CCG to ensure that by 2021 the workforce is equipped with the right skills to meet the needs of the population of HMR.

The PCA has 4 domains which are aligned to the HMR Primary Care Workforce Strategy, each domain has several outcomes which will support the delivery of a sustainable and adaptable workforce.

Reporting and Monitoring

Following commencement of the contract the Provider has submitted a report of activity and progress of achievements to HMR CCG at the beginning of each quarter. Regular reviews take place monthly to assess whether progress is being made and whether outcomes, objectives and measures are being achieved. This meeting also provides the forum for a discussion whether there is a need for outcomes to be adjusted and the evidence required to support this. Templates are provided for each quarter and final submission which the PCA are expected to complete as part of the assurance process.

The purpose of this paper is to update the committee on the process undertaken to ensure PCA is progressing, objectives are being met and continue to be fit for purpose.

Update following Q3 submission

Following the receipt of Quarter 3 submission from RHA, contained is an update for each domain for July – September 2019 inclusive.

Activities/Progress under each section is progress that has been made in achieving the annual outcomes that have been set for each domain.

Making Primary Care Attractive and Growing Our Own

- Promotion of HMR Primary Care and what it has to offer continues through various social media forums and platforms, these include twitter and Revolution Radio.
- A work experience pilot has completed enabling 8 students to be placed within HMR general practices.
- A successful RCGP summer school has taken place within the last quarter with an increase in numbers on the 2018 programme.
- A HMR administrative traineeship programme has completed for 8 individuals which has resulted in 2 people successfully securing an apprenticeship programme within HMR.
- Preparation work has started with HMR general practices for the introduction of Paramedics and Pharmacists into the workforce as part of the NHS Long Term Plan.
- HMR is now able to accommodate pre-registration nursing students which will commence late November.
- Collaborative work and engagement with the University of Salford has resulted in several final placement counselling students being accommodated with HMR general practice. This has supported GP's in managing patients requiring low level mental health interventions.

Promoting Education and Training for the Primary Care Workforce

- Engagement continues with the International General Practitioner Recruitment scheme however progress has been slow and hindered by Brexit.
- An educational calendar is now available for all general practice staff – this enables staff to plan training accordingly.
- Career progression opportunities for HCA's and Practice nurses are available and supported through the PCA.
- HMR are part of the GM development programme in the accommodation of the Primary Care Trainee Nurse Associate programme with anticipated commencement early 2020.
- The PCA is supporting the implementation of the HMR self-care strategy.
- Preparation work is taking place to enable a pilot to take place with 5 HMR general practices in the delivery of 'group consultations' early 2020.
- An effective and creative way of collecting local workforce data is being explored as current processes are proving challenging, results expected last 2019.

Introduce new Roles in Primary Care

- Engagement is taking place with the Primary Care Networks and general practices in identifying roles to commence April 2020 as part of the NHS long term plan which will complement and enhance care delivery.
- Information is being shared with general practice via pod casts and literature on how different roles can contribute to future health care delivery.

Support future leadership, training and research in primary care

- To support targeted and specific education, links have been established with mental health, end of life, cancer and sepsis leads. This will facilitate the development of future education programmes.
- Current engagement with the prescribing leads is supporting educational needs for antibiotic prescribing.
- The appointment of the Clinical research fellow has enabled engagement with practice nurses and practice managers to establish baseline understanding of what research is and its value within general practice.
- Activities are currently taking place in determining how engagement with general practice can be optimised across HMR to support health care delivery of the future.

All areas are progressing well and activities to date have given assurance that annual targets are on track to achieve, however it is acknowledged that there are several factors that could and potentially will influence the achievement of some outcomes.

Recommendation

The committee are asked to note the contents of this paper which outlines the activity of the PCA that has taken place July 2019 – September 2019 inclusive.