

**NHS Heywood, Middleton and Rochdale Clinical Commissioning Group (HMR CCG)
Chair's responses to public questions for Primary Care Commissioning Committee
during November and December 2019**

	Question	Response
	Questions submitted on behalf of Better Health4Middleton, following the Governing Body meeting on 15 November 2019, relating to Primary Care.	
1	What is happening with HIVE Surgery? The area has been cleared for the new build but building has not commenced yet, the build was supposed to be completed by January 2020.	The CCG is working closely with the practice to support progression of the new build and agree new timeframes, the CCG will provide / share updates as and when available.
2	In a recent conversation with a member of staff at Woodside Surgery, I was informed that there is a reduction in GPs across HMR, stating Woodside only has one full time GP now. Is this correct? What are HMR doing to address the issue?	<p>There has been a reduction of GPs across HMR largely due to retirement. This is experienced both across Greater Manchester and nationally.</p> <p>Recent financial implications with pensions for GPs has resulted in staying on beyond retirement age less attractive.</p> <p>Currently we have approximately 20% of GPs that are in the 55-year-old bracket and above.</p> <p>There is no current recruitment issue at Woodside Practice and they currently have 5 GPs, 2 full time and 3-part time and one full- time Advanced Nurse Practitioner in post.</p> <p>HMR CCG developed and commissioned a Primary Care Academy to help address recruitment and retention issues.</p> <p>The provision of a Primary Care Academy within HMR was established on 1st April 2018 as a proactive, creative response to the HMR Workforce strategy 2017. The Academy is a new initiative for HMR and a commitment to ensure that the local conurbation will receive high quality care when it is required. The Primary Care Academy is being delivered at scale across the borough of Heywood, Middleton and Rochdale. This is a key enabler to a competent, sustainable and adaptable workforce and as a unique institute it is the driver in creating a sustainable and resilient workforce. It will ensure HMR attracts recruits and retains a high-quality workforce that is able to deliver effective patient-</p>

centered care to the meet the needs of the population of HMR.

Examples of this include:

Promoting HMR general practice as an employment destination by engaging with medical schools, increasing medical student placements and recruiting GP Fellowes.

As part of the Primary Care Academy outcomes activities have been and will continue to be carried out to ensure HMR has a future workforce that is equipped with the right skills, at the right time and in the right place.

The challenge for all healthcare organisations is finding sufficient numbers of people with the right skills and training required for the changing health care environment. To try and address this HMR CCG has commissioned the PCA to take an innovative approach to the development of new roles within primary care and neighbourhood working. Future primary care teams will be working at scale and at neighbourhood level and supporting patients between 30k-50k populations. The CCG is committed to seek opportunities in new roles and support skill-mix within GP practice. Skill-mix allows roles to be enhanced, substituted, delegated or innovated in General Practice.

With the gap in demand versus supply of critical talent and skills appears to be particularly acute for GPs, pharmacists and advanced practice nurses we are aware that the Provider will need to take a proactive approach in building a wider non-medical workforce.

3 What is happening with the Primary Care Academy?

The Primary Care Academy (PCA) has been commissioned from 1st April 2018 until March 31st 2021. Current work is focussing on how this will be self-sustaining in year 2021/22.

The PCA has made great progress on achieving the outcomes set out by the CCG and is being used as an exemplar across Greater Manchester in addressing projected workforce issues that will be experienced both locally and nationally.

	Question	Response
	The following questions were submitted by Healthwatch Rochdale in December following an engagement event:	
4	Do GPs have a maximum capacity of patients they can hold? Could a surgery be full and unable to take on anymore?	<p>There is no nationally defined maximum capacity and quantifying safe working is complex as determining appropriate limits on workload will depend on the unique circumstances of each practice. It will take into account list size, patient mix and complexity, estates issues and workforce among other factors.</p> <p>Practices are able to apply formally to temporarily close the practice list, and may choose to do so if they find their level of workload is jeopardising their ability to provide safe care for their registered patients, or to carry out their contractual obligations to meet their patients' core clinical needs.</p> <p>The CCG would work closely with the practice to ensure that alternatives had been explored before considering a list closure. Even if approved, a list closure would only be a temporary measure until the current pressures and issues had been resolved, usually no longer than 12 months. During the list closure, the practice would not be able to take on any new patients.</p> <p>During this time the CCG would support the practice to ensure plans were in place to alleviate the difficulties mentioned in the application while the list of patients is closed so the list can reopen at the end of the proposed closure period.</p>
5	The GPs are talking about stopping home visits is this true? Can you raise this is an issue, some people just aren't well enough to attend their GPs.	<p>This concept was being put forward at a conference of the British Medical Association (BMA) with further discussion at a conference of local medical committees (LMCs). Doctors are voting on a proposal to remove home visits from the core GP contract. If this change was supported, there would be a requirement for a separate service to be created for those in need of urgent visits. The CCG will ensure they are kept abreast of discussions and any planned changes, however, nationally an alternative solution would have to be found to ensure those in need of medical care at home could receive it before such a change to the GP contract was implemented.</p>
6	Is there a shortage of GPs in Rochdale? What is the plan in Rochdale to increase GPs if there is.	<p>There has been a reduction of GPs across HMR largely due to retirement. This is experienced both across Greater Manchester and nationally.</p>

Recent financial implications with pensions for GPs has resulted in staying on beyond retirement age less attractive.

HMR CCG developed and commissioned a Primary Care Academy to help address recruitment and retention issues.

The provision of a Primary Care Academy within HMR was established on 1st April 2018 as a proactive, creative response to the HMR Workforce strategy 2017. The Academy is a new initiative for HMR and a commitment to ensure that the local conurbation will receive high quality care when it is required. The Primary Care Academy is being delivered at scale across the borough of Heywood, Middleton and Rochdale. This is a key enabler to a competent, sustainable and adaptable workforce and as a unique institute it is the driver in creating a sustainable and resilient workforce. It will ensure HMR attracts recruits and retains a high-quality workforce that is able to deliver effective patient-centered care to the meet the needs of the population of HMR.

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