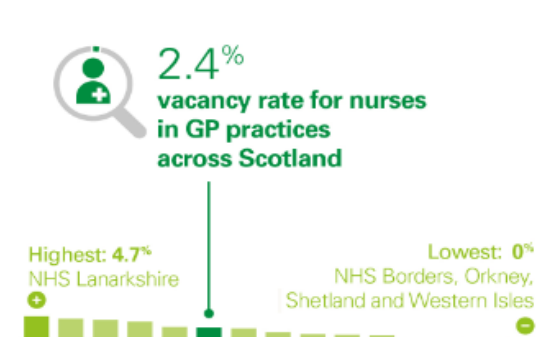
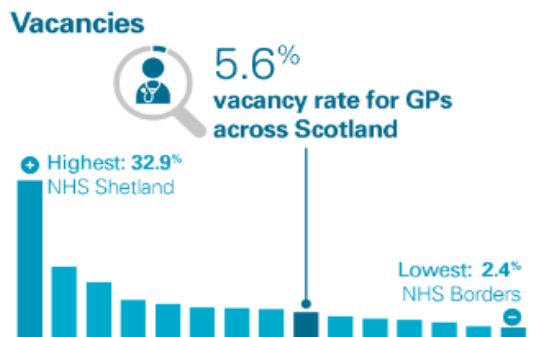


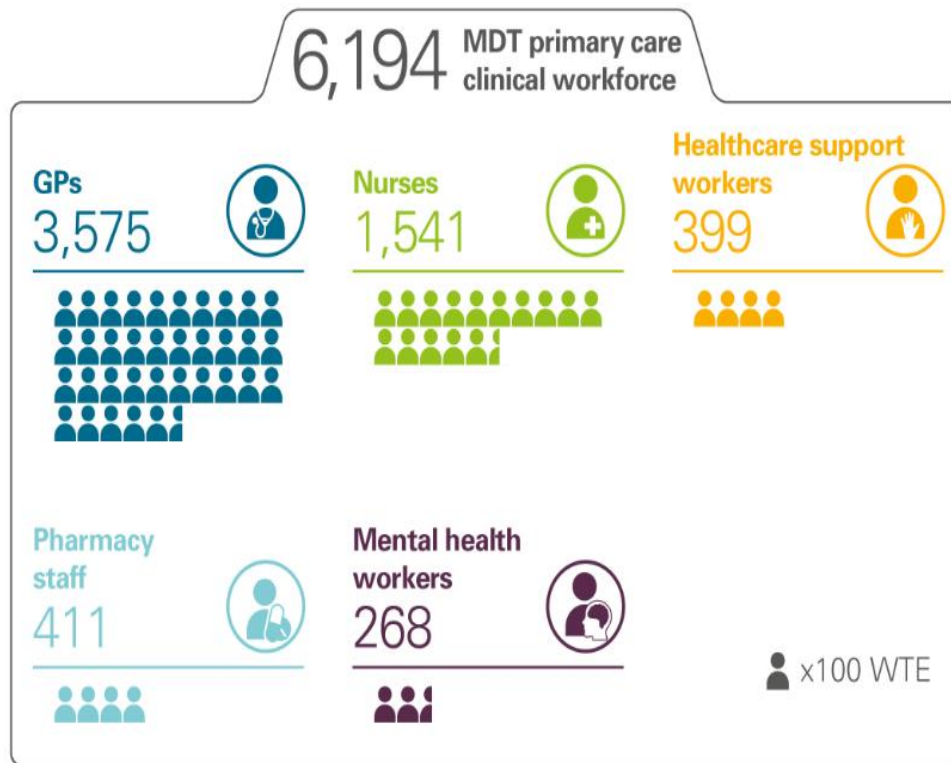
NHS workforce planning part 2 – The clinical workforce in general practice

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- Aim of the audit to examine how effectively the Scottish Government is planning and developing the primary care clinical workforce to meet the needs of the Scottish population
- Part 1 published in July 2017 – this focused on the secondary care workforce
- This audit focused on the general practice-based workforce of GPs and the wider multi-disciplinary team – key to implementation of the new GP contract

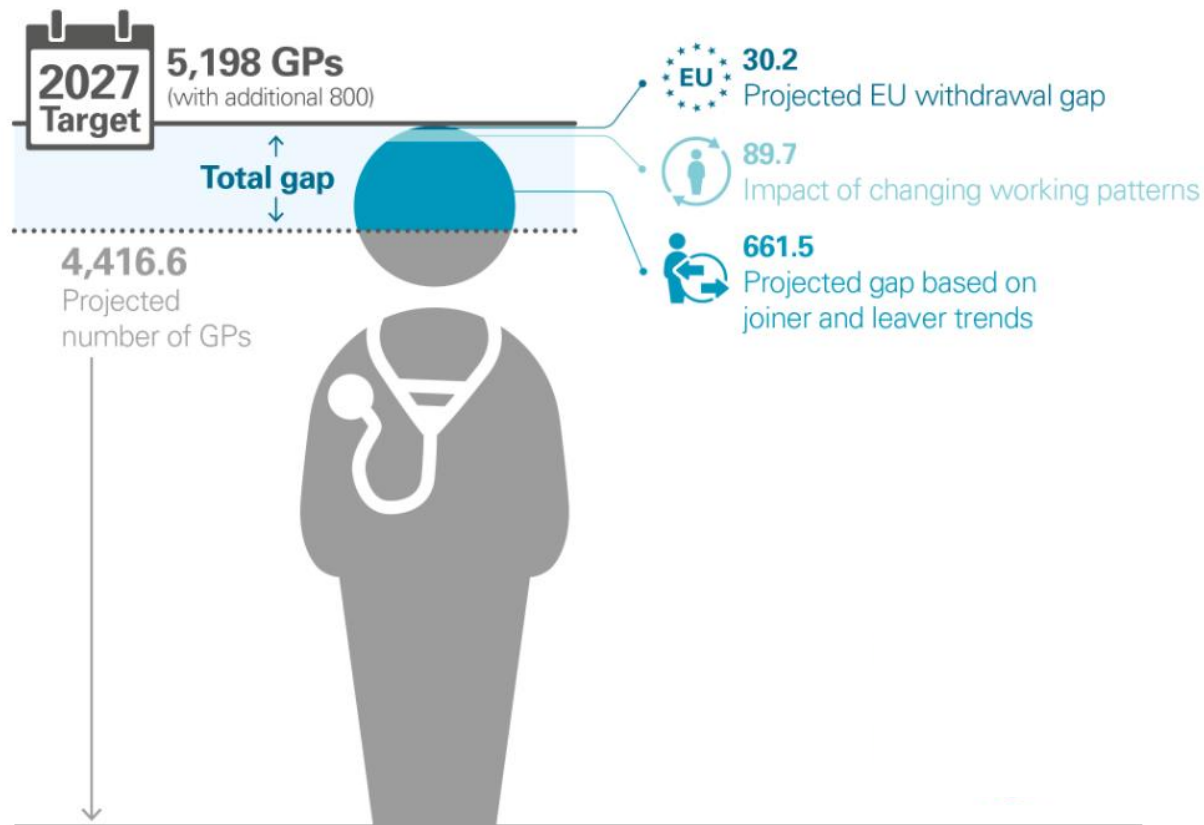


- There is a lack of data on workforce numbers, costs, activity and demand
- Lack of data makes it difficult to understand the current workforce or to assess the impact of policy changes like the new GP contract
- Collecting primary care data has been challenging because most GPs are independent contractors
- There are various improvements underway but not yet fully in place

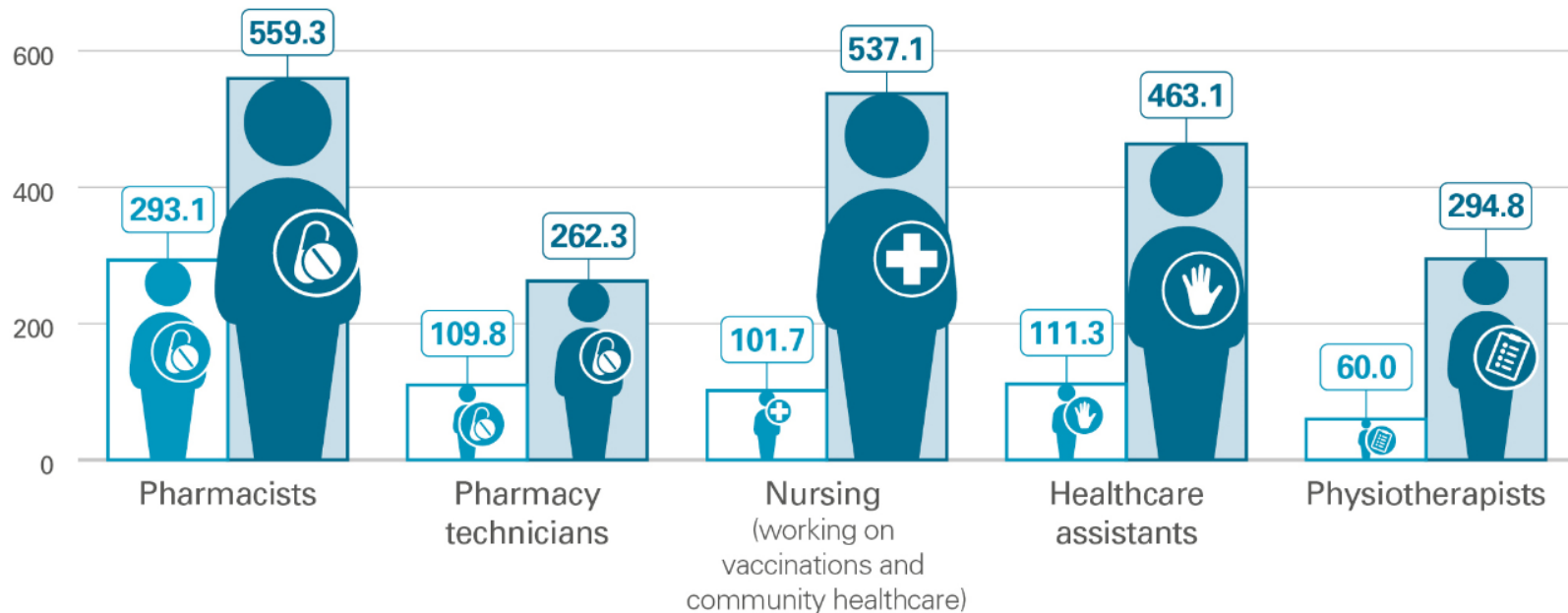



- The Scottish Government has made commitments to train and recruit a range of professionals to increase the primary care and wider NHS workforce
- Commitments to train additional paramedics, mental health workers, nurses and midwives are on track, but it is not clear how many of these will go on to work in primary care in Scotland
- The most ambitious commitment is to have an additional 800 GPs by 2027
- The Scottish Government has not set out the basis for this commitment or how it anticipates it will reach this target


Potential shortfall in GP numbers



Integration authority projections



 Projections based on past trends

 What the PCIPs have projected

The report includes recommendations that the Scottish Government should:

- undertake scenario planning for all staff groups
- work with NHS boards and integration authorities to model how training and recruitment numbers will meet future demand
- improve data collection and use data to underpin workforce planning
- monitor the impact of the GP contract on both staff and patients
- develop a national approach to engaging with the public about changes to primary care
- simplify the workforce planning governance structure