

**Primary Care Workforce Retention****D****Primary Care Commissioning Committee meeting****19 November 2020**

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<b>Purpose of Paper</b>	
To ask Primary Care Commissioning Committee (PCCC) to approve a proposed approach to managing further requests for funding under the GP Retention Scheme.	
<b>Key Issues</b>	
<p>The role of the Primary Care Commissioning Committee (PCCC) is to confirm if sufficient budget remains to support any application to the GP Retention Scheme once approved by Health Education England (HEE).</p> <p>A recurrent budget of £50k was established in 2018/19. Following the retirement of a retained GP, £10,000 has become available recurrently. On 17 September PCCC asked CCG officers to consider a pragmatic approach to managing the scheme and present recommendations for approval.</p> <p>A process is presented for PCCC approval together with a request to consider two current applications to the scheme.</p>	
<b>Is your report for Approval / Consideration / Noting</b>	
Approval	
<b>Recommendations / Action Required by Primary Care Commissioning Committee</b>	
<p>The Primary Care Commissioning Committee is asked to:</p> <ul style="list-style-type: none"> <li>• Approve the recommended approach to managing applications to the Retained GP Scheme when budget becomes available.</li> <li>• Approve the recommended application to the scheme.</li> </ul>	
<b>What assurance does this report provide to the Primary Care Commissioning Committee in relation to Governing Body Assurance Framework (GBAF) objectives?</b>	
<b>Which of the CCG's Objectives does this paper support?</b>	
<p>Strategic Objectives –</p> <ol style="list-style-type: none"> <li>1. To improve patient experience and access to care</li> <li>2. To improve the quality and equality of healthcare in Sheffield</li> <li>4. To ensure there is a sustainable, affordable healthcare system in Sheffield</li> <li>5. Organisational development to ensure CCG meets organisational health and capability requirements</li> </ol>	

<b>Does this report relate to a formal statutory / delegated Primary Care responsibility of the CCG?</b>
<i>If so please state which function?</i> Yes - planning
<b>Are there any Resource Implications (including Financial, Staffing etc)?</b>
Not for this paper
<b>Have you carried out an Equality Impact Assessment and is it attached?</b>
<b><i>Please attach if completed. Please explain if not, why not</i></b> Not applicable
<b><i>Have you involved patients, carers and the public in the preparation of the report?</i></b>
No

## **Primary Care Workforce Retention Scheme**

### **Primary Care Commissioning Committee Meeting**

**19 November 2020**

#### **1. Introduction**

- 1.1. The purpose of the GP Retention Scheme is to *provide 'a package of financial and educational support to help doctors who might otherwise leave the profession to remain in clinical general practice'*. Applicants may remain in clinical practice for a maximum of four clinical sessions per week, which includes protected time for continuing professional development and educational support.
- 1.2. In September 2018 the Primary Care Commissioning Committee agreed a recurrent budget of £50,000 to fund eligible applications, approved by HEE, to the GP Retention Scheme at a cost of £5,000 per session. Following the retirement of a retained GP £10,000 per annum is available to support a retained GP.
- 1.3. In July 2020 PCCC declined an application to the scheme as insufficient budget was available to fund four sessions per week. Following discussion at the meeting on 17 September 2020, the Committee deferred a decision on two further applicants and asked CCG officers to determine a pragmatic process to manage applications and present this to PCCC for approval.

#### **2. Recommended Process to Manage Applications to the GP Retention Scheme**

- 2.1. A number of possible approaches have been considered on their merits and the proposal below is recommended to PCCC as the most pragmatic and transparent solution.
- 2.2. The CCG will continue to work with HEE to ensure that all potential applicants to the scheme are aware at an early stage in their application process whether funding is available not.
- 2.3. Once the budget for the scheme is fully committed the CCG will ask HEE to inform any applicants that they approve that the CCG is not in a position to approve further applications at that time and to confirm if the applicant and practice wish to be considered when funding becomes available.
- 2.4. The CCG will maintain a holding list of HEE approved applicants and when funding becomes available will contact the applicants and practices in chronological order to confirm if they wish to join the scheme.
- 2.5. Should available funding be insufficient to support the preferred number of sessions the applicant and practice will be asked if they wish to join the scheme on a reduced number of sessions. If the applicant agrees this position will not be reviewed should further funding become available in the future.

### 3. Applications for Consideration

3.1. As a result of the fixed budget established for this scheme, PCCC has in the past turned declined a number of applications. Because of what PCCC has asked us to do it is not proposed to re-visit any of the applications that have been rejected previously but to start with applications open at the present time.

3.2. There are two applications currently open and these are summarised at table 1 below.

*Table 1: Open Applications to the Retained GP Scheme*

<b>New Applicant</b>	<b>Applicant 1</b>	<b>Applicant 2</b>
HEE Approved?	Yes	Yes
Practice	Upwell Street	Page Hall
Number of Sessions	2	4
Cost per year (for up to 5 years)	£10,000	£20,000
Status of application	Decision deferred 19 September 2020	Decision deferred 19 September 2020
Within remaining budget	Yes	No

3.3. It is therefore recommended that PCCC approve applicant 1, the first of the two current applications received, to join the Retained GP scheme for two sessions per week.

3.4. As the budget will then be fully committed PCCC are asked to decline applicant 2.

3.5. HEE will be asked inform applicant 2 of the outcome and ascertain their interest in being added to the holding list which the CCG will then maintain.

### 4. Action for Primary Care Commissioning Committee

The Primary Care Commissioning Committee is asked to:

- Approve the recommended approach to managing applications to the Retained GP Scheme when budget becomes available.
- Approve the recommended application to the scheme (applicant 1) and decline the applicant 2.

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