


Essex NHS and General Practice Workforce



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Staff in Post (SIP), Full Time Equivalent							Annual Change (SIP), %		
Broad Group	Professional Group	Mar-16	Mar-17	Mar-18	Sep-18		Mar-17	Mar-18	Sep-18
Professionally Qualified Clinical Staff	Doctors	2,575	2,595	2,695	2,695		1%	4%	0%
	Qualified nursing, midwifery & health visiting staff	7,570	7,565	7,430	7,040		0%	-2%	-5%
	Qualified scientific, therapeutic & technical staff	2,645	2,700	2,905	2,820		2%	8%	-3%
Support to clinical staff	Support to doctors & nursing staff	6,315	6,480	6,380	6,295		3%	-2%	-1%
	Support to ST&T staff	1,365	1,390	1,550	1,500		2%	12%	-3%
NHS infrastructure	NHS infrastructure support	4,040	4,195	4,210	4,105		4%	0%	-2%
	Total (including other staff)	24,510	24,925	25,170	24,455		2%	1%	-3%

Note:

Organisations included are Anglian Community Enterprise CIC, Basildon and Thurrock University Hospitals NHS Foundation Trust, Colchester Hospital University NHS Foundation Trust, Essex Partnership University NHS Foundation Trust, Mid Essex Hospital Services NHS Trust, Princess Alexandra Hospital NHS Trust, Provide, Southend University Hospital NHS Foundation Trust. Source: ESR DW

**Vacancies Filled with Temporaty Staff, forecast outturn as at March 2019,
NHSI/HEE Workforce Plans Collection**

Staff group	Bank and Agency Use, Full Time Equivalent	% of All Staff
Doctors	348	13%
Qualified nursing, midwifery & health visiting staff	1,154	17%
Qualified scientific, therapeutic & technical staff	128	6%
Support to clinical staff	1,043	15%
NHS infrastructure support	343	9%
Total (including other staff)	3,016	13%

Note: Vacancies data includes 5 organisations: Basildon and Thurrock University Hospitals NHS Foundation Trust, Mid Essex Hospital Services NHS Trust, Essex Partnership University NHS Foundation Trust, Princess Alexandra Hospital NHS Trust, Southend University Hospital NHS Foundation Trust.

General Practice Workforce in Essex (data includes 7 CCGs in Essex)

Staff group	Sep-15	Sep-16	Sep-17	Sep-18	Change % during period Sep-15 to Sep-18
All Admin Non Clinical	1,914	1,940	1,881	1,959	2.3%
All Direct Patient Care	267	289	363	405	51.5%
All Nurses	470	489	482	493	4.9%
GP practitioners	906	866	841	833	-8.1%
Total General Practice Workforce	3,558	3,584	3,567	3,690	3.7%

Note:

Source: NHS Digital collection of GP workforce;

numbers include 7 CCGs in Essex

GP Practitioners group includes GP providers, Salaried GPs, GP Retainers and GP Locums, excludes GP Registrars

GP Trainees ST1-ST3, HC			
Date of Census	Dec-16	Dec-17	Dec-18
General Practice - Basildon	40	32	36
General Practice - Chelmsford	61	68	73
General Practice - Colchester	55	38	26
General Practice - Colchester and Ipswich	n/a	20	56
General Practice - Harlow	62	70	73
General Practice - Southend	63	60	61
Total	281	288	325
Source: HEE TIS database			

Forecast output of GP CCTs			
Calendar Year	Year 2019	Year 2020	Year 2021
GP CCTs	107	106	104

Note: year of output is based on Program Completion Date, does not take into account attrition during training

Individual level staff in post statistics for GPs was published by NHS Digital (NHSD) for the first time in February this year detailing position for December 2018. This dataset allows to examine working patterns (part-time and full time) by age.

Key findings are as follows (Data tables are sown on the following page)

- As at December 2018 the seven CCGs in Essex submitted data for 1110 GPs in post, equivalent to 812 full time (Note this number excludes estimates for non-submissions, the total estimated FTE number as at December 2018 is 826 FTE)
- Of 1110 GPs, 387 GPs work full time (35%) and 723 GPs work part time
- The proportion of GPs working full time varies across age groups: GPs aged 31-40 have the lowest average proportion (32%) of GPs working full time (except for GPs aged 71+ with 27%) ; the proportion of full time GPs tends to increase with age. Young GPs under the age of 30 also have a higher propensity (35%) to work full time than those aged 31-40.
- The average participation rate for all GPs (full and part time) is 73%;
- The average participation rate for part-time GPs is 53%. Part time GPs under the age of 30 and those aged 51-60 contribute proportionately more hours (at the rate of 57%)

The trend data is scheduled for publication by NHSD at the end of April. This data will allow to examine changes over the period 2015 to 2018.

At present it is not possible to track those who converting from full time to part time work. Publication of further datasets with past years data is scheduled for the end of April 2019, analysis of this data will allow to identify GPs converting from full time to part-time work.

GPs Participation Rate



Health Education England

General Practitioners (GPs), Staff in Post: GP partners/providers, GPs salaried, GP retainers and GP locums

	Working Full Time	Working Part Time	Total GPs
Headcount	387	723	1110
Full time equivalent number	426	386	812

Headcount of Part Time GPs and Full Time GPs by Age Group

Age group	Full Time GPs, HC	Part Time GPs, HC	Total HC
up to 30	7	13	20
31-40	83	180	263
41-50	120	231	351
51-60	111	182	293
61-70	56	76	132
71+	10	27	37
unknown		14	14
	387	723	1110

% of GPs working Full Time
35%
32%
34%
38%
42%
27%
0%
35%

Average Participation Rate of GPs

Age group	Part Time GPs	All GPs
up to 30	57%	73%
31-40	54%	71%
41-50	55%	74%
51-60	57%	77%
61-70	48%	74%
71+	35%	58%
unknown	29%	29%
	53%	73%

Source: NHSD December 2018 position, provided data only, excludes estimates

GP Retainers

The numbers of GP retainers are small and volatile. As at December 2018 there were 3 Retainers within the seven CCGs in Essex , providing 1 full time equivalent of service. As GP data at the level of unique identifier is only available for December 2018 it is not possible to identify movements of GPs from other roles to retainer role and the resultant change to full time equivalent. As mentioned above, further data will be available in the future that will allow to examine trends more closely.

GP retainers, Staff in Post					
	Sep-15	Sep-16	Sep-17	Sep-18	Dec-18
FTE	0.6	1.6	0.5	1.2	1.0
Headcount	1	3	1	4	3
NHSD Interactive Tool, data sourced: 27 March 2019					

- The Training Hubs across Essex (Mid and South Essex/North East Essex as part of Suffolk/NEE STP and West Essex as part of Hertfordshire and West Essex) were established to bring together all involved with education and training in Primary Care within a specified geography to: deliver and coordinate education and training, promote multi-professional learning, respond to and plan for local priorities and workforce needs, work across health and social care, support improvements in the quality of education, develop local education capacity and provide continued professional development.
- The benefits of the training hub enables Essex to attract, recruit and retain staff across the STPs to develop a sustainable workforce. The Training Hub provides a system-wide co-ordinated approach to delivering an integrated multi-professional workforce able to best meet the needs of its local population.

- The Training Hubs across Essex are involved with some or all of the following programmes around attraction and recruitment of GPs and the wider workforce: Coaching 1:1 for GPs, Next Generation GP, an innovative development programme for GP Trainees and newly qualified GPs aimed at energising, engaging and empowering emerging GP leaders. Piloting 15 minute appointments, which provides more time for patients and greater satisfaction for GPs. The Single Point of Access initiative aims to provide GPs with clinical leadership and a 'go to' clinical lead. The Clinical lead acts as a champion to support identification and engagement with initiatives that will further support and develop retention of clinical staff. A dedicated telephone number and email account has been created for individuals to have an impartial discussion about their future aspirations.
- Network opportunities for GPs to work in a dual role (salaried GP and in a local provider e.g. acute trust or in the community). This is a unique opportunity to work at a strategic leadership level in a supported environment, providing mentorship and support from senior staff for one session per week.

- To encourage return to work during maternity leave, there is a programme where GPs can work up to three sessions for a 12 month period as part of their maternity keeping in touch days. GP Fellowship programmes, a programme that provides additional support and development for newly qualified GPs or those in their first few years of practice. The Fellowship programme directly contribute to the transformation of the primary care workforce by supporting both the acquisition of clinical maturity in general practice and extended development in specific clinical or professional areas, furthering both local workforce capability and the career aspirations of the GP fellows themselves.
- In partnership with Essex Primary Care Careers, the Training Hubs have a dedicated website to promote Essex as a place to work for clinical careers, allied health careers, business management careers and medical careers. The Training Hubs arrange and participate in GP Trainee recruitment fairs. At the GP Trainee recruitment fairs, there are facilitated workshops e.g. improving CV and interview techniques, pensions and planning for the future, benefits of coaching and mentoring, introduction to portfolio careers. A scheme to directly re-introducing GPs back in to a primary care/ general practice setting following a period of absence and the GP Portfolio Career supports GPs early in their careers and returning back to work.

- There are also international GP recruitment initiatives currently taking place across Essex with Mid and South Essex being part of the national programme
- 3-4 West Essex GP practices are collaborating to utilise the skills of a paramedic through a shared post. This post is providing increased resource to carry out homes visits freeing up GP time and providing effective care to patients.
- West Essex are part of the Hertfordshire and West Essex clinical pharmacy pilot to develop clinical pharmacists in primary care, a role that will enhance the service to patients and increase GP capacity.

How to request information from NHSD



Health Education England

- NHS Digital supplies information and data to the health service, provides vital technological infrastructure, and helps different parts of health and care work together.
- NHS Digital runs services which support the NHS. You can find information on the services which we run on this website, including information which solves most queries.
- If you cannot find the information you need about a specific service, our customer service centre may be able to help. We cannot help with enquiries about the wider NHS.
- Email enquiries@nhsdigital.nhs.uk or telephone us on **0300 303 5678**.
- The customer service centre is open 9am - 5pm, Monday to Friday, except on public holidays.