



Welcome to the Member Practice Update

<http://education.worcestershire.nhs.uk/weekly-brief/20-march-2019/>

This weekly member practice update is produced by NHS Redditch and Bromsgrove, NHS South Worcestershire and NHS Wyre Forest Clinical Commissioning Groups for circulation in your practice, to provide you with essential guidance, information and useful support.

Your views and feedback are very much appreciated. If you have any comments, suggestions or contributions for inclusion in the Member Practice Bulletin, please e-mail the [communications team](#).

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Find out about local and national events and training [here](#).

Relaunch of the GP Induction and Refresher Scheme

NHS England and [Health Education England](#) (HEE) have produced a new brochure for GPs considering a return which details the improvements that the [NHS Long Term Plan](#) will deliver for general practice, with billions in extra funding and plans to recruit 22,000 health professionals to support GPs that will improve services for patients while also easing the GP workload. The Induction and Refresher (I&R) Scheme will also be promoted through a digital, social media and print advertising campaign.

The [Induction and Refresher Scheme](#) was upgraded in 2016 with a new package of support to make it easier for doctors to return to the profession and a target of recruiting 500 GPs by 2020. By the end of 2018 a total of 785 GPs had applied to join the scheme. Of these, 279 have now fully completed the programme and joined the GP workforce in England.

Now NHS England and HEE are looking to recruit hundreds more to help deliver the ambitions of the NHS Long Term Plan.

Dr Nikita Kanani, NHS England's acting medical director for primary care and a south-east London GP said:

"We're delighted to see how many GPs have returned via the scheme, with more than 50% of the recruitment target already achieved."

“General Practice is the bedrock of the health service and is a priority as part of the NHS Long Term Plan. We understand the pressures GPs are under, and have invested an extra £978million in core general practice funding by 2023-24 as part of the GP Contract, together with a pledge to recruit more than 20,000 healthcare workers to support family doctors over the next five years.

“This is just one of several plans we have underway to recruit more GPs, including having more trainees in place than ever before. So, it makes sense to raise the profile of a scheme that we know works and allows colleagues to return to practice safely and confidently.”

The [brochure](#) reinforces the message about an extra £1 billion a year going into core general practice funding by 2023-24 and many areas are starting to work in primary care networks with growing multi-disciplinary teams.

December 2018 Workforce Survey Summary

Thank you to all 83 practices across Herefordshire and Worcestershire for completing the December Quarterly Workforce Survey. The data each practice has submitted was compiled and assessed. Based on the trends found, the CCGs formulated responses to challenges noted in the workforce. The full summary of data and responses can be found within the [summary report](#).

The biggest headline from the report is a decline in number in the GP workforce from the previous report (August 2018). This is concerning as these numbers are meant to be increasing in line with the workforce trajectories that have been targeted for the STP. To counteract this decrease, a number of initiatives have been put in place to help retain our existing workforce and encourage new GPs into the area.

Since January the following local and national programmes have been put in place or are in the process of being implemented to support our GP workforce, details of these programmes can be found in the report:

- GP Portfolio Roles
- First 5 Mentorship Network
- GPs with Extended Roles
- Practice Based Support for GP Trainers

The local programmes of work have been developed based on feedback received from our GPs at various events and interactions across the STP. This information has been fed into the GP Retention Task and Finish Group. The team made up of GPs, members of NHSE, the CCGs, the Training Hub and HEE work through the feedback provided to develop and implement the programmes which are deemed to be most likely to have a positive impact on the workforce. The following programmes are currently with the team for future consideration:

- GP Workforce Champion
- Introduction of a GP Retention Protocol
- Mentorship for experienced GPs
- GP Pre-retirement Forum
- GP Support Hub

The next Quarterly Primary Care Workforce Survey will be sent out once the CCGs receive the updated practice list numbers from NHSE, we expect this to be mid-April with practices' responses being due back by mid-May. Practices will receive their spread sheet pre-populated with the previous data submitted, they will need to review this data and make any adjustments to reflect the changes in their workforce.

Any queries regarding the data in the a summary report, the workforce programmes that are in place or in development or the workforce survey itself can be directed to the STP workforce team at sowoccg.workforce@nhs.net

Flash Glucose Monitoring (FlashGM, specifically Freestyle Libre®) and MCN

In line with national guidance, arrangements for accessing FlashGM in Worcestershire have now been finalised. Full details are provided in this weeks [Medicines Commissioning News](#). The arrangements mean that we do not expect any GP prescribing of FlashGM during the first 4 to 6 months of the financial year as assessment and initiation ([following referral using the EMIS form](#)) will be undertaken by specialist diabetes teams. Patients who have previously self-funded will be managed in the same way.

The agreed policies for use of FlashGM in adults and children and young people are available here:

- [Adults](#)
 - [Children & Young People](#)
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NHS Health Checks 5 year Audit Report

First of all, thank you for your ongoing support with the delivery of the NHS Health Checks service. Since 2014/15 more than 47% of eligible Worcestershire patients have attended an NHS Health Check, which is significantly higher than the national average of 40.9%. This means that more than 80,000 patients have accessed an NHS Health Check in Worcestershire during this time, received information about their health and wellbeing and had the opportunity to make improvements to their lifestyle.

It is important that we have a clear understanding of the population that are accessing NHS Health Checks, their demographics and the ongoing impact of interventions to improve their health and wellbeing. To enable this and as part of a wider review of NHS Health Checks we are asking each GP Practice to run an EMIS report which will provide data from the last 5 years of delivery. This will help us to identify where the service has been particularly successful and any potential areas for further development.

[Report Information is available here](#). Could you please return the completed dataset in a spreadsheet to aboote@worcestershire.gov.uk before 18 April 2019.

[Download the Audit Report](#).

Please note this EMIS search does not replace your standard quarterly returns which should be submitted as usual.

GP and Hospital/Healthcare provider Portfolio Working opportunity

Herefordshire and Worcestershire CCGs with support from NHS England, local Trusts/Healthcare Providers and the Local Medical Committee are seeking to develop GP portfolio roles. These roles are aimed at providing interesting, varied and supportive ways for GPs to work both within General Practice and a local hospital or community healthcare setting.

We have previously circulated a number of opportunities for GPs in Herefordshire and Worcestershire, this is the last role to be advertised as part of this scheme.

We would welcome expressions of interest from all GPs.

Role offered

A detailed Job Plan for the opportunity [can be found here](#). Adult Mental Health, Worcestershire Health and Care Trust.

Please note we are waiting for potentially three additional roles to be confirmed by other Providers across Herefordshire and Worcestershire, further details on these roles to follow in a future communiqué.

If you are interested in the Adult Mental Health role, please complete the [expression of interest form](#) via e-mail and send to the Herefordshire and Worcestershire Primary Care Workforce Team sowoccg.workforce@nhs.net by 5 April 2019. Interviews and appointment to the roles will take place directly by the Providers.

PCE End of Life Audit – Due 31 March 2019

Practices are reminded that one of the requirements of PCE 2018/19 is to complete and return the End of Life audit by 31 March.

Details of this were emailed to Practice Managers on 31 January 2019 and the process has been automated in EMIS as far as possible.

Completed audits should be emailed to sowoccg.worcestershireprimarycare@nhs.net by **31 March 2019**. Practice findings will form part of the discussion at the next IQSP meeting.

If you have any queries concerning this please do not hesitate to contact carolinesalmon@nhs.net or raygiles@nhs.net

Community Stoma Care Pathway

Worcestershire CCGs have a Partnership Agreement with Coloplast Ltd to provide a team of Stoma Nurse Specialists to deliver a community stoma care pathway. The pathway ensures patients are receiving appropriate support and advice to manage their stoma. The nurses will also assist practices in ensuring that all products are efficiently prescribed. Information about how to refer patients to this service is [provided here](#).

To ensure consistency and compliance with local prescribing guidance, practices are asked to use this as the preferred pathway for the care of their stoma patients, while respecting patient choice.

Strength and Balance classes for Falls Prevention

The current contract for the delivery of Strength and Balance classes ends on 31 September 2019 and a new service will begin on 1 October 2019. Therefore, please note that as of 1 May 2019 there

will be no new Strength and Balance classes set up. This will ensure that all classes that begin under the current contract will have been completed by 1 October.

We will continue to accept referrals ahead of the new contract beginning on 1 October 2019. All participants will be contacted and informed of this arrangement.

If you have any questions, please get in contact with Sports Partnership Herefordshire and Worcestershire on 01905 855498 or email Worcestershire County Council hwbadmin@worcestershire.gov.uk

Victim Advice Line

The victim advice line will be going live on 1 April 2019. This is a free and confidential service for anyone who has been a victim of crime.

[Download promotional materials and more information here.](#)

NSPCC harmful sexual behaviour resources for health professionals

[These films](#) have been created as part of a wider toolkit of resources that will help health professionals improve their response to children and young people who display harmful sexual behaviours.

You can access these resources for free on the [NSPCC Learning website](#).

Reducing Parental Conflict Conference

Conflict is a normal and necessary part of family life. However, when conflict between parents is handled in destructive rather than constructive ways, it can have negative consequences both for parents and their children. It is important to acknowledge that children are vulnerable to the impact of conflict whether their parents are together, apart, or in the process of separation.

Worcestershire County Council are pleased to welcome Honor Rhodes, OBE, Director of Strategy at Tavistock Relationships, as guest speaker at a conference on Reducing Parental Conflict to be held on Friday 12 April 2019 from 9am – 4.30pm in the Council Chamber, County Hall, Spetchley Road, Worcester, WR5 2NP.

Honor studied ancient and medieval history before training and practising as a social worker, she now works at Tavistock Relationships exploring her fascination about human relationships, troubled and healthy. Honor's particular interest is in effective interventions and how trusting relationships can be made. She writes for practitioners, including 'Knowing what you do works: measuring your own effectiveness with families, parents and children' (FPI 2009) and 'A short guide to working with co-parents: why we don't, why we should and how we could' (TR 2012). Honor is a NHS CCG Board Member in City & Hackney, a Founding Trustee of the Early Intervention Foundation and is an adviser on children's viewing to the British Board of Film Classification.

The conference is intended to help understanding of parental conflict and support working collaboratively with families to lower the impact on children's physical and emotional wellbeing.

[Book a place](#)