

**Item: 8.5**

<b>Report to:</b>	Primary Care Commissioning Committee
<b>Date of Meeting:</b>	Friday 27 April 2018
<b>Title of Report:</b>	GP International Recruitment - Update
<b>Presented by:</b>	Nikki Dunlop, Commissioning Lead - Primary Care
<b>Author:</b>	Nikki Dunlop, Commissioning Lead - Primary Care

**STATUS OF THE REPORT:**

To approve	<input type="checkbox"/>	To endorse	<input type="checkbox"/>
To ratify	<input type="checkbox"/>	To discuss	<input type="checkbox"/>
To consider	<input type="checkbox"/>	For information	<input type="checkbox"/>
To note	<input checked="" type="checkbox"/>		

**PURPOSE OF REPORT:**  
The purpose of this report is to update the Primary Care Commissioning Committee on the progress to date in relation to the GP International Recruitment scheme.

**RECOMMENDATIONS:**  
It is recommended that the Primary Care Commissioning Committee note the progress to date in relation to the GP International Recruitment scheme.

**REPORT EXEMPT FROM PUBLIC DISCLOSURE**      No       Yes

If yes, detail grounds for exemption

*Short summary as to how the report links to the CCG's strategic objectives*

The report outlines the local plans for the NHS E-led GP International Recruitment Programme which is a response to the GPFV commitment to strengthen the primary care workforce by recruiting doctors from the European Economic Area (EEA). The project is STP-wide with local plans for Hull.

**IMPLICATIONS:** (summary of key implications, including risks, associated with the paper),

Finance	National funding of £2,330,000 has been identified for this scheme and is held by Scarborough & Ryedale CCG and managed via the GP International Recruitment Scheme Board.  Within the funding, £5,783 per GP has been identified to support clinical and project support within CCGs.
HR	None specific to this report
Quality	None specific to this report
Safety	None specific to this report

**ENGAGEMENT:**

In January 2017 Hull CCG invited member practices to submit expressions of interest in the scheme. At that time, 15 practices submitted an Expression of Interest to host 19 posts across the city.

The Hull Primary Care Commissioning Committee has received regular updates in relation to the GP International Recruitment Scheme via the NHS England Update Report.

On the 6<sup>th</sup> March 2018, Hull CCG wrote out to member practices asking those that had previously expressed an interest to confirm that this was still the case. The communication also asked if any additional practices wished to submit an expression of interest to be a part of the scheme, either to host an applicant or to provide training support.

ON 8<sup>th</sup> March 2018 an update was taken to the Council of Members.

**LEGAL ISSUES:**

None at this time.

**EQUALITY AND DIVERSITY ISSUES:** (summary of impact, if any, of CCG's duty to promote equality and diversity based on Equality Impact Analysis (EIA). **All** reports relating to new services, changes to existing services or CCG strategies / policies **must** have a valid EIA and will not be received by the Committee if this is not appended to the report)

	<b>Tick relevant box</b>
An Equality Impact Analysis/Assessment is not required for this report.	√
An Equality Impact Analysis/Assessment has been completed and approved by the lead Director for Equality and Diversity. As a result of performing the analysis/assessment there are no actions arising from the analysis/assessment.	
An Equality Impact Analysis/Assessment has been completed and there are actions arising from the analysis/assessment and these are included in section xx in the enclosed report.	

**THE NHS CONSTITUTION:**

The report supports the delivery of the NHS Constitution as the commissioning of primary care services will aid in the delivery of the following principles, rights and NHS pledges:

- 1) The NHS aspires to the highest standards of excellence and professionalism
- 2) NHS works across organisational boundaries and in partnership with other organisations in the interests of patients
- 3) Quality of care

You have the right to expect NHS organisations to monitor, and make efforts to improve, the quality of healthcare they commission or provide.

# GP INTERNATIONAL RECRUITMENT SCHEME

## 1. INTRODUCTION

The purpose of this report is to update the Primary Care Commissioning Committee on the progress to date in relation to the GP International Recruitment scheme.

## 2. BACKGROUND

The General Practice Forward View (GPFV) published in April 2016 sets out the ambition to strengthen and redesign general practice and represents a step change in the level of investment and support for general practice. It includes help for struggling practices, plans to reduce workload, expansion of a wider workforce, investment in technology and estates and a national development programme to accelerate transformation of services.

It is acknowledged that the GPFV cannot be delivered without sufficient recruitment and workforce expansion. The 5 year plan describes several initiatives in relation to expanding workforce capacity and includes the intention to run an international recruitment campaign to attract up to an extra 500 appropriately trained and qualified doctors from overseas.

The GP International Recruitment project is 3 year project focussed on recruiting international GPs from the EU - Spain, Poland, Holland and Sweden.

Phase 1 of the project was the pilot (2017-2018) and involved 4 areas across the country.

Phase 2 (2018-2019) includes Humber Coast and Vale STP. 65 posts have been identified across the patch of which 19 posts are earmarked for Hull.

### **Progress to date:**

- Programme board established
- Templars recruitment agency commissioned to support the programme
- Advertising campaign developed and published including social media
- Recruitment and induction process approved
- Candidates packs developed
- Practice packs developed
- Attendance at local congress in Toledo – 30 applications received
- Taster weekend in Scarborough carried out with a positive response and lessons learned produced
- First “briefing” produced
- 81 candidates currently in the pipeline
- Leads identified for Hull:
  - Clinical Lead & Pastoral Lead - James Crick
  - Project Manager - Nikki Dunlop
  - Project Support - Lucy Pitt
  - Clinical Training Lead - TBC

### **3. INFORMATION**

Scarborough CCG will receive the first cohort of candidates and have been working with Templars to prepare for their arrival. The remaining CCGs are now required to prepare their practices for future cohorts.

It is expected that North East Lincs and North Lincs will hold a taster weekend in June 2018 with Hull and East Riding holding a taster weekend in July.

#### **Project Support**

Funding has been identified to support the project costs within each CCG: £5,783 per GP to be recruited. This funding is required to cover both project support and clinical support costs.

Initial discussions have taken place with East Riding CCG to explore utilising the funding to resource a joint Project Support role across both Hull CCG and East Riding CCG. It is anticipated that the Project Support will need to work with the local GP training leads and understand the local area and therefore a joint approach will make the most effective use of the funding. North Lincs and North East Lincs CCGs have recruited a joint post.

A job description is currently being developed for a clinical training lead and we will seek to identify a lead within Hull CCG to support the scheme.

#### **Training and Non-training Practices**

The International GPs who will be entering the scheme are qualified GPs who have been working in a different country. Therefore, these doctors will be required to complete the Induction & Refresher scheme (I & R scheme) of which the final part is a placement within a GP practice. Normally the placement period will be for six months full time and pro rata if completed part time. Exceptionally strong candidates may be offered a shorter placement.

The aim of the practice placement is to allow the doctor to adapt to working in the NHS. Areas may be identified which require additional support and training. During the practice placement, the doctor needs to have an educational supervisor who will normally be a GP trainer. If there is no GP trainer it is possible for a GP in the practice to undertake a training module to become a clinical supervisor for the doctor. They would support that doctor with the assistance of a GP trainer from another practice in a hub and spoke model.

Within the “Expressions of Interest” received from practices there is a mixture of training and non-training practices, therefore, there is a requirement to “match up” training practices with non-training practices to develop a “hub & spoke” model.

The intention is to utilise the groupings to support the delivery of this scheme by “matching up” non-training and training practices within the groupings. This will build

further on the collaborative working already beginning to evolve through the Integrated Delivery work.

### **Information Evening**

An information evening is being held on 2<sup>nd</sup> May 2018. This will be an opportunity for all interested practices across the STP to hear of the progress to date and to ask any questions in relation to the scheme.

An invite has been sent to all of the practices that have expressed an interest in the scheme.

## **4. RECOMMENDATIONS**

It is recommended that the Primary Care Commissioning Committee note the contents of the report.