

Walton Surgery

Billy McKee, the retiring GP partner at Walton, has had no firm interest from his advertisements locally and in the BMJ for partners to replace him. Therefore the Federation is in detailed discussion regarding taking over his PMS contract and purchasing his building.

We have formed a group, led by Tim Reed (former Chair of the Fed) which is developing a clinical model for how the practice will work and collaborate with other practices in Felixstowe. This includes how we deliver continuity for those who need it, on the day minor illness, home visiting/ care homes and routine LTCs. We are visiting practices so we can incorporate existing best practice from our members.

Super-partnership update

Over the last six months your Federation has led a substantial consultation with members about the future strategic options for primary care. During this period:

- The pressures facing primary care have intensified - in particular, the difficulties in recruiting partners and managing workload.
- NHS England has published its GP Forward View which appears to offer little direct or early support to practices.
- A national trend is emerging for increasing numbers of practices to be taken over by hospitals or community services providers.

Although there is common agreement among Fed members that something needs to happen, there is little consensus on what:

- There is little appetite for mergers, forming networks or moving to a salaried model.
- Some practices have concluded they have sustainable business models and can remain as they are.
- Some practices are interested in the super-partnership model and another group want to observe how one develops before making a commitment.

Federation Board members also hold a range of views on super-partnership, but are supportive of practices who wish to go ahead and form one. Your Board believes it is in the interests of all members that a super-partnership is successful and provides an option for any practice to join later. If practices want the Federation to support the formation of a super-partnership, then it will be available to do so. There will be a meeting of practices intending to join

a Suffolk super-partnership on 23 June at 7pm at a venue in mid-Suffolk (probably Stowmarket) - please note the change of date.

Advanced Leaders Programme

Thirteen GPs (pictured below) attended our inaugural



programme with sessions facilitated by Martin McShane (National Lead for LTCs), a two-day visit to Bromley By Bow with sessions led by Sam Etherington and a simulation exercise running the local health system. Feedback has been really positive and we intend to run the programme every other year.

Attracting younger GPs to stay or move to Suffolk

Last year the Fed developed a suite of services to younger GPs including a revamped website, a Work in Suffolk brochure, a development programme called Leading the Way, Fellowships offering a blend of practice/specialist work and postgrad education, the offer of familiarisation visits and support with secondments to New Zealand. John Cannon and Linda West lead this work and have done a superb job setting it up.

This offer has started to attract a lot of attention, even without advertising, and we have 11 GPs wanting to join the programme next year (5 from outside Suffolk).

As an illustration of how it can work we were contacted by an ST3 in London who was interested in Suffolk after looking at our website. He contacted us via Twitter asking for introductions to local practices and also if we had opportunities to work in sexual health. We introduced him to the local sexual health provider who has offered him work and he is interviewing with Suffolk practices for a permanent role.

Update on GP+

As you will have heard NHS England has confirmed funding for GP+ from June and the service will now last for at least a further five years (a lifetime in the NHS). At this stage there are some uncertainties including whether this also covers the West.

We are now able to move forward with planning how the service evolves and in particular making sure it reflects the future direction of travel of general practice.

We have recently made the following changes:

- We have put in place limits for the number of appointments practices can book during the week. There are no limits to individual practice usage at weekends when we have some capacity and can add more. 40% of appointments are booked two or more days ahead so there is potential to influence patient expectations.
- We are contacting West practices encouraging them to use GP+ and advising we may redeploy the Bury capacity if it remains unused.
- We have reduced 111 allocations.
- We now have a monthly GP+ governance meeting which are part of the Fed's wider system of governance. We will hold meetings for Shift Leads every four months, starting in June, where the learning from incidents can be cascaded.

From this year the East CCG want to formally commission the service and for us to move our main Ipswich site from Riverside to Two Rivers surgery.

For both East and West we are looking at:

- Potentially opening longer hours during the week in Bury and Ipswich, for example starting in the afternoon. This should make evening shifts more attractive for those who have to travel.
- Opening GP+ Local services which serve a locality and are open during weekday evenings (possibly just Monday and Friday) and Saturday morning.
- Changing the composition of each team to include more minor illness nurses.

Generally we have no issues filling with weekend and Bank Holiday shifts but weekday evenings can sometimes be a challenge. Our action plan for staffing GP+ includes:

- Running additional inductions and a VTS induction in September.

- Reminding GPs and NPs who have been inducted about the service.
 - Offering to pay the training costs for nurses wanting to prescribe in return for working in GP+.
- We are currently recruiting a two session GP+ Clinical Lead. If you are interested can you email David Pannell.



West Lymphoedema service

Our contract expires in September 2016 and in the meantime we have experienced significant challenges recruiting Lymphoedema practitioners. The recruitment challenges are a national issue but as a result our waits are now 25 weeks. This is clearly unacceptable and not the level of service we want to provide.

Due to the recruitment and contractual uncertainty we have decided to stop accepting new referrals and are in discussion with the CCG regarding alternative pathways for patients.

Additional Fed clinical leadership

We have made various changes following the incident we had with a nurse earlier this year and also the increasing time pressures on our Chair whose role has vastly expanded.

- We have appointed a three day a week Chief Nurse. This will be Sheila Smyth who currently leads our North Essex Diabetes Service.
- Nick Rayner will do one session a week including leading our work in the West and being a member of our Integrated Governance Committee.
- Dave Ward is leading our Ipswich work.
- We will appoint a two session a week clinical lead for GP+

Physician Associate placements

PAs are trained in the medical model, work under the supervision of a doctor and can obtain medical histories, conduct comprehensive physical exams, request and interpret tests, diagnose and treat illnesses and injuries, and counsel on preventive health care.

UEA is training the first intake locally and is looking for primary care placements—2 PAs per practice. Each placement is for 24 days (10 hour working days). The model used will be similar to that for GP trainees/Foundation doctors including a GP Supervisor (which will require 2 half day training sessions). £5,600 per pair of PAs is the payment. Linda West has details (linda.west@suffolkfed.org.uk).

We believe that if we can offer PAs a good quality placement experience they can be attracted to work in primary care—otherwise they will work in the acutes. The Fed is exploring how we can support this, for example by offering employment opportunities.

Leadership programme for established GPs

Following on from the success of our development programmes for newly qualified GPs, advanced GP leaders and Practice Managers, we are offering another bespoke programme for long-standing and established GPs.

We feel it is vital to harness the wealth of experience held by this group and ensure that their legacy within the local health economy is both impactful and meaningful. We also want to encourage them to stay within the workforce.

The programme is designed for those GPs who are close to retirement age, and/or there is a likelihood they may be experiencing change fatigue or 'burnout'. The key focus centres on the psychological challenges experienced by individuals at this stage of their career.

The programme comprises three 2-3 hour face-to-face coaching sessions for each individual and two intensive leadership development workshops where individuals can benefit from the value of group thinking.

The dates for this course will be published shortly. Places are limited but if you are interested please email linda.west@suffolkfed.org.uk.

Diabetes

For the last two years the Fed has managed an integrated diabetes service in North Essex covering 19,000 Type 1 and 2 patients. Our model has involved transferring nearly all care from Colchester Hospital, developing the capacity of general practice (supported by funding transferred from the hospital) and introducing the evidenced based Year of Care model which helps patients to manage their condition. Our community based Specialist Team supports practices and also provides in-patient specialist nursing for the hospital.

The service has made significant progress over the two years even with a large increase in the register—which is up 8% or 1,468 patients:

- The number of patients receiving all 8 diabetes care processes has grown from 40% to 68% representing an additional 5,866 patients. Nationally North Essex has moved from a ranking of 115th to 4th.
- 70.9% are achieving an HbA1c of ≤ 64 mmol/mol v 69.6%.
- 85.6% are achieving a Chol/HDL ration.
- 79% are achieving BP 140/80 v 78.4% two years ago.
- 80% of patients with foot ulcers and 73% of high risk feet are now being referred to podiatry.
- 61% of patients have Year of Care plans.

Development Programmes for newly qualified GPs and Practice Managers

The Development Programmes 'Leading the Way' for newly qualified GPs and 'Assuring Better Practice' for Practice Managers have now completed Modules 6 (out of ten). Both programmes have been really well received and one attendee has commented 'it is the best training I have ever been to'.

We are delighted to be able to offer these innovative sessions, which have been specially designed for Suffolk, to a further tranche of newly qualified GPs (qualified in the last 4 years) and Practice Managers in 2016/17. The programmes will both comprise 10 modular workshops and will start in the Autumn. Delegate places will be limited.

We are in the process of finalising dates but if you are interested in attending either of these programmes please email: linda.west@suffolkfed.org.uk.

We receive no funding from the CCGs for these programmes so they will be for member practices only.