

GP International Recruitment Programme (GPIR)

Update Report

October 2018

1. Introduction

The purpose of this report is to update the LMCs in West Yorkshire and Harrogate on the progress to date in relation to the GP International Recruitment scheme (GPIR). The report outlines the local plans for the NHS England led International GP 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 and is managed by the newly appointed Programme Delivery Team at NHS England in conjunction with Leeds CCG who is acting as lead CCG for the STP area.

2. Background

The General Practice Forward View (GPFV) published in April 2016 set out the ambition to strengthen and redesign general practice and represented a step change in the level of investment and support for general practice. It included 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 2000 appropriately trained and qualified doctors from overseas.

The GP International Recruitment project is 3 year project focussed on recruiting international GPs from the primarily from the EU - Spain, Portugal, Italy, Greece, Romania, Poland, Bulgaria, Lithuania, Latvia, Croatia and the Czech Republic. UPDATE: In October, this was expanded to include countries outside the EEA such as Australia.

Phase 1 of the project was the pilot (2017-2018) and involved 4 areas across the country Lincolnshire, Essex, Cumbria and Humber Coast and Vale. Phase 2 of the project (2018-2019) includes Birmingham and Solihull, Cambridgeshire and Peterborough, Devon and Cornwall, East and South East London, Kent and Medway, Norfolk and Suffolk, Staffordshire and Stoke, North East England and Greater Manchester.

In November 2017 West Yorkshire and Harrogate STP submitted a bid to NHS England to recruit 110 GPs by March 2020 which was approved. West Yorkshire and Harrogate is included in Phase 3 which starts from Q3 2018-19.

3. Progress to date

A Programme Steering Group was set up early 2017 with representatives from each CCGs Primary Care Team. The Steering Group worked with NHS England to draft the proposal on behalf of the STP area. Leeds CCG was nominated to act as Lead for the project.

Since the proposal was approved the following progress has been made:

- Programme Management Group established. This has been formed from the Steering Group and will meet regularly and feed up to the newly formed West Yorkshire Primary Care Workforce Steering Group which in turn reports to the Local Workforce Action Board (LWAB) and the Primary and Community Care Services Programme Board at STP Level.
- ID Medical Group recruitment agency commissioned by national team to support the programme for the North of England
- Advertising campaign developed and published including social media
- Recruitment and induction process approved (see Appendix 1)
- Candidates packs in development
- Practice packs in development
- Open Weekend events in development – lessons learned from other areas
- First “practice briefing newsletter” produced (see Appendix 2)
- 2 candidates currently in the pipeline
- Leads identified for West Yorkshire & Harrogate
 - Clinical Lead/Advisor – Dr Andrew Sixsmith/Dr Cathy Twomey
 - Clinical Oversight – Dr Paul Twomey (NHSE Regional Medical Director/RO)
 - Programme Delivery Manager – Lindsey Bell appointed to NHSE on secondment
 - Project Support Officer – Melissa Wild appointed to NHSE on fixed term contract
 - Clinical Training Lead – Dr Gareth Harrison (HEE)

4. Information

4.1. Uptake from practices

In 2017, a total of 65 practices across West Yorkshire and Harrogate expressed interest in participating in the GP International Recruitment Programme.

CCG	No of Practices	No. of GPs required immediately	No. of GPs required by 2019/20	Total Request
Airedale, Wharfedale & Craven	7	3	5	8
Bradford	18	14	22	36
Calderdale	5	5	2	7
Greater Huddersfield	5	2	3	5
Harrogate	2	0	5	5
Leeds	22	10	28	38
North Kirklees	4	5	3	8
Wakefield	2	2	1	3
Total	65	41	69	110

Practices were asked to identify immediate need and longer term need. This resulted in a requirement of 41 GPs immediately plus an additional 69 over the next 2-3 years. Practices have been asked to reconfirm their involvement in the project as there is an appreciation that things may have changed since they initially expressed interest. 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 a recruit or to provide training support through a hub and spoke model.

4.2. Project support

Funding has been identified via NHS England to support the project costs at a regional level. This funding is required to cover project management, project support and clinical support costs. Discussions have taken place with Leeds CCG as the Lead CCG, to explore utilising the funding to initially resource a full time Project Manager (Band 8a) and a full time Project Support Officer (Band 6). These roles will be employed by NHS England but co-hosted between NHSE and Leeds CCG Primary Care team.

It is anticipated that the Project Team will need to work with the Primary Care managers across the region, Local GP training leads and other stakeholders to understand the local area and therefore a joint approach based closely with CCGs will make the most effective use of the funding.

A job description is currently being developed for a Clinical Advisory Lead and we will seek to identify suitable GP within West Yorkshire and Harrogate to support the scheme.

4.3. 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 supervised placement within a GP practice. Initially international GPs will be required to undertake an observership placement of a minimum of 3 months. This allows them to observe patients and staff within the practice, learn about how the NHS operates, undertake additional study and English language support in order to prepare them to take the Multiple Choices Questionnaires (MCQs) and Simulated Surgery assessments required to join the National Performers List with conditions.

Normally the supervised 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 supervised placement is to allow the doctor to adapt to working in the NHS. Areas may be identified which require additional support and training. At the end of the 6 month supervised placement the doctor will be signed off and the conditions removed.

During both the observership and supervised practice placement, the doctor needs to have an Educational Supervisor who will normally be a GP trainer. If there is no GP trainer in the practice, it is possible for a GP in the practice to undertake a training module to become a Clinical Supervisor for the international doctor. They would support that doctor with the assistance of an Educational Supervisor (GP Trainer) from another Training 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.

4.4. Information webinars

A number of information webinars are being planned for November/December 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.

Invites have been sent to all of the practices that have expressed an interest in the scheme. Details of the webinars and booking information can be found on the GPIR website detailed below.

5. Next steps

- Phase 3 of the GP International Recruitment programme launched on 1 October and the Recruitment Agency is now actively looking for candidates interested in relocating to West Yorkshire. As such the Project Team will be working through a Statement of Readiness for both the project and each individual practices involved in the programme.
- Open Weekends for potential recruits will need to be planned potentially for November/December.
- Date of the next GPIR Programme Steering Group is 19 November 2018.
- A simple website has been set up for the project to allow information to be shared quickly and easily with practices and other stakeholders. This will be <https://sites.google.com/view/gpir-wyh>
- A number of webinars for interested GP practices and CCG staff is being planned for November/December 2018 to explain what is expected from participating practices and answer any questions.
- Information webinars will also be run on specific aspects of the programme.

Report Author

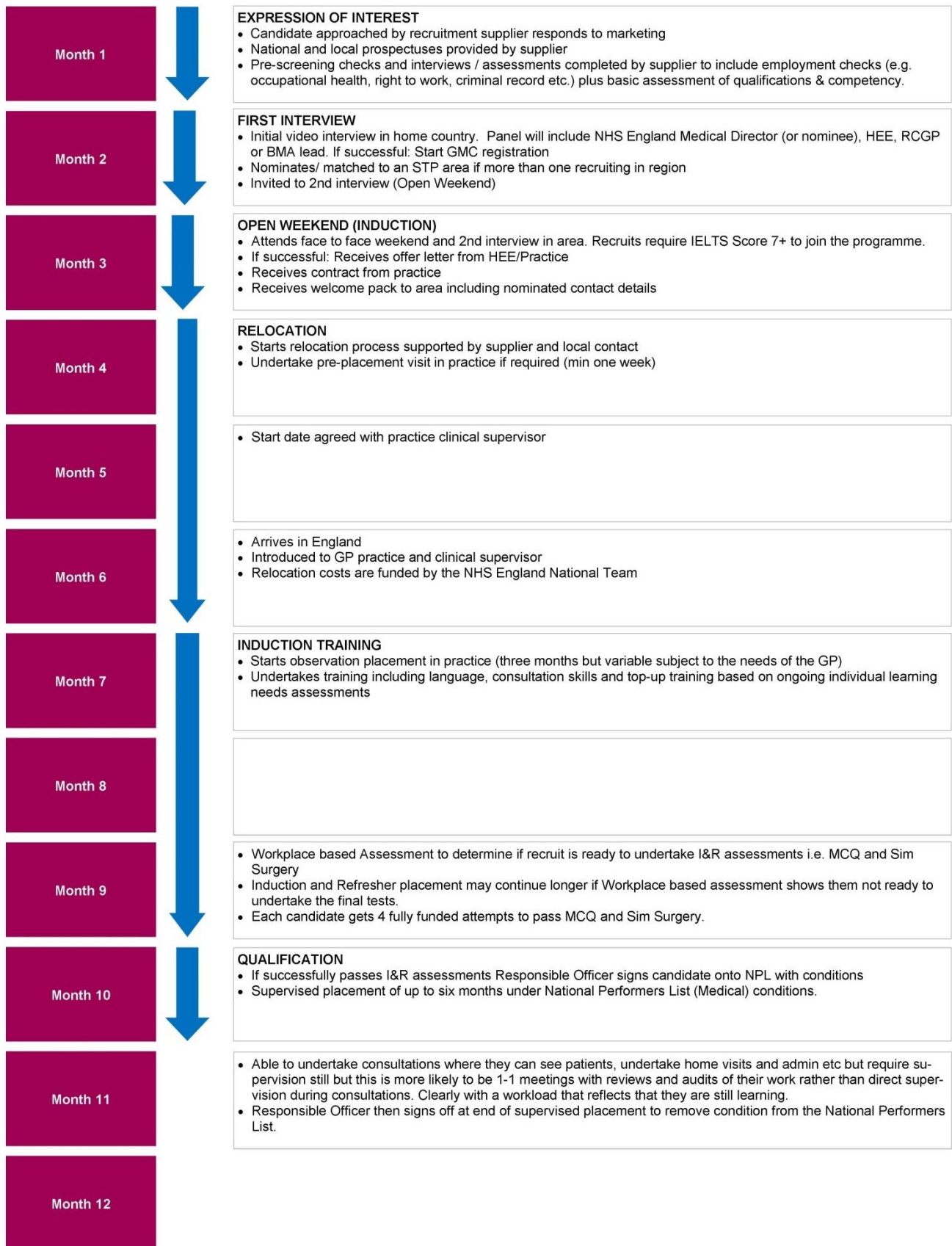
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Appendix 1 – GP International Recruitment – Applicant Pathway



Appendix 2 – GP International Recruitment – Programme Newsletter September 2018



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