Greater Manchester Workforce Project (Primary Care)
Work package 1: Mapping of primary care roles across Greater Manchester

Dr Will Whittaker

Collaboration for Leadership in Applied Health Research and Care (CLAHRC) Greater Manchester & The University of Manchester

Background

- Aim: baseline audit of total staff employed in general practice in GM

  1. What is the current general practice workforce in GM and does this vary across CCGs?

  2. How has the general practice workforce in GM changed over time?

  3. Is the available data representative of all practices across GM?

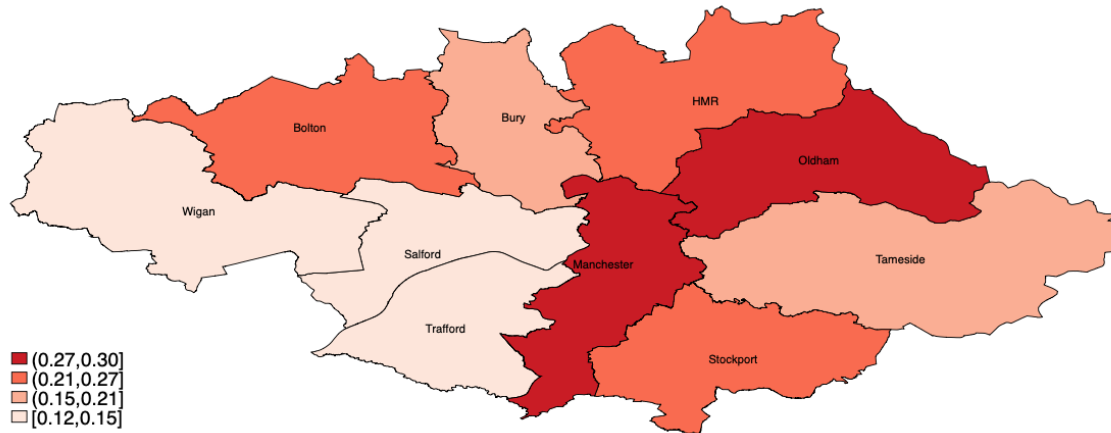   – *General and Personal Medical Services, England* data

Data completeness

Table 1 Practices with complete workforce data in September 2018

CCG	Practices	Complete data	% coverage
NHS Bolton CCG	50	39	78.00
NHS Bury CCG	30	25	83.33
NHS Heywood, Middleton and Rochdale CCG	41	30	73.17
NHS Manchester CCG	89	65	73.03
NHS Oldham CCG	44	31	70.45
NHS Salford CCG	45	39	86.67
NHS Stockport CCG	40	30	75.00
NHS Tameside and Glossop CCG	39	31	79.49
NHS Trafford CCG	32	28	87.50
NHS Wigan Borough CCG	62	53	85.48
Total	472	371	78.60

Figure 1

% practices with missing staff group data

(0.27,0.30]
(0.21,0.27]
(0.15,0.21]
[0.12,0.15]

Data completeness

- *General and Personal Medical Services, England* data give the most complete picture available of staff employed in general practice in GM, however the data is hampered by incompleteness.

  – There is variation in data completeness across CCGs in GM; this variation is not associated with practice characteristics or CCG-specific factors but is associated with patient reported feedback on overall experience with their practice.
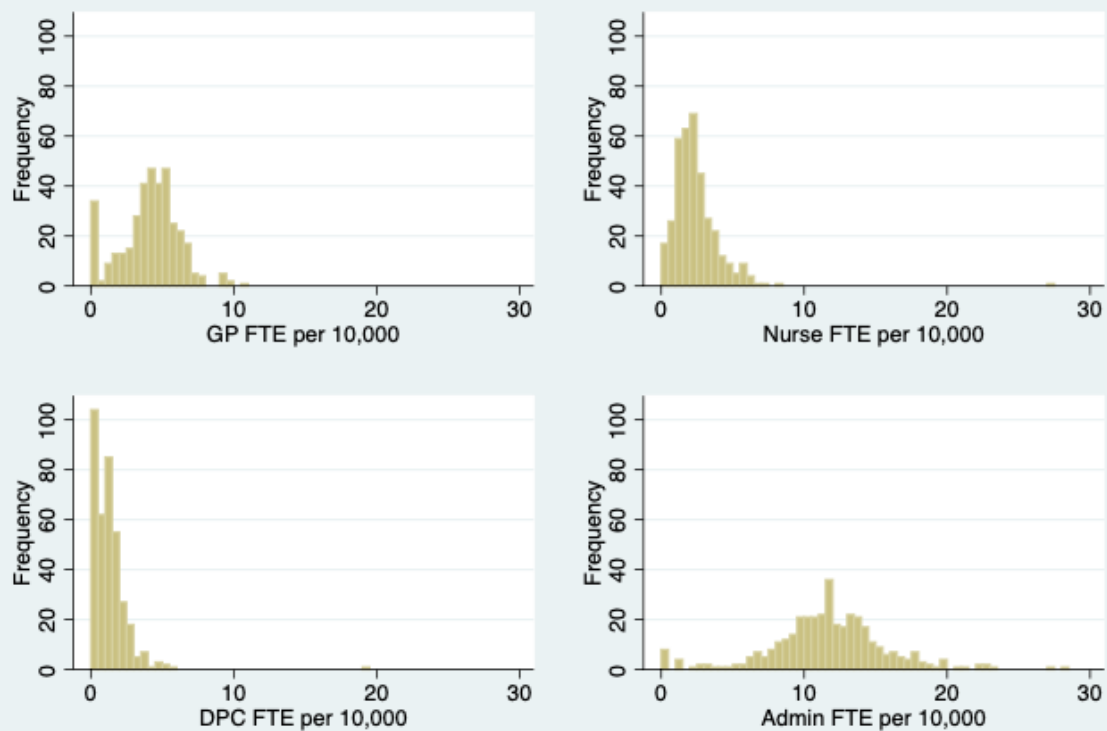
Average staff per 10,000 patients

Figure 3

Average workforce across Greater Manchester practices
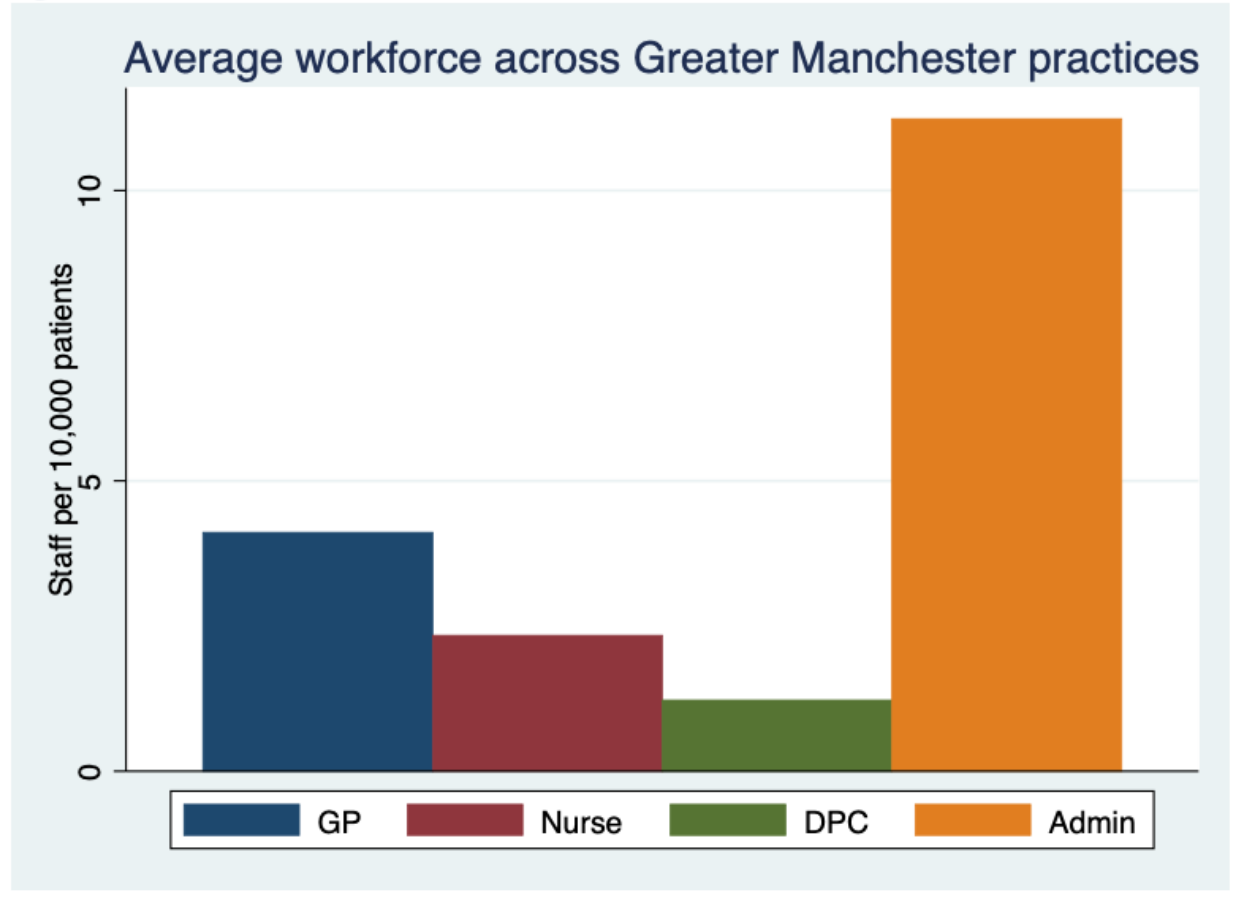
Average staff per 10,000 patients
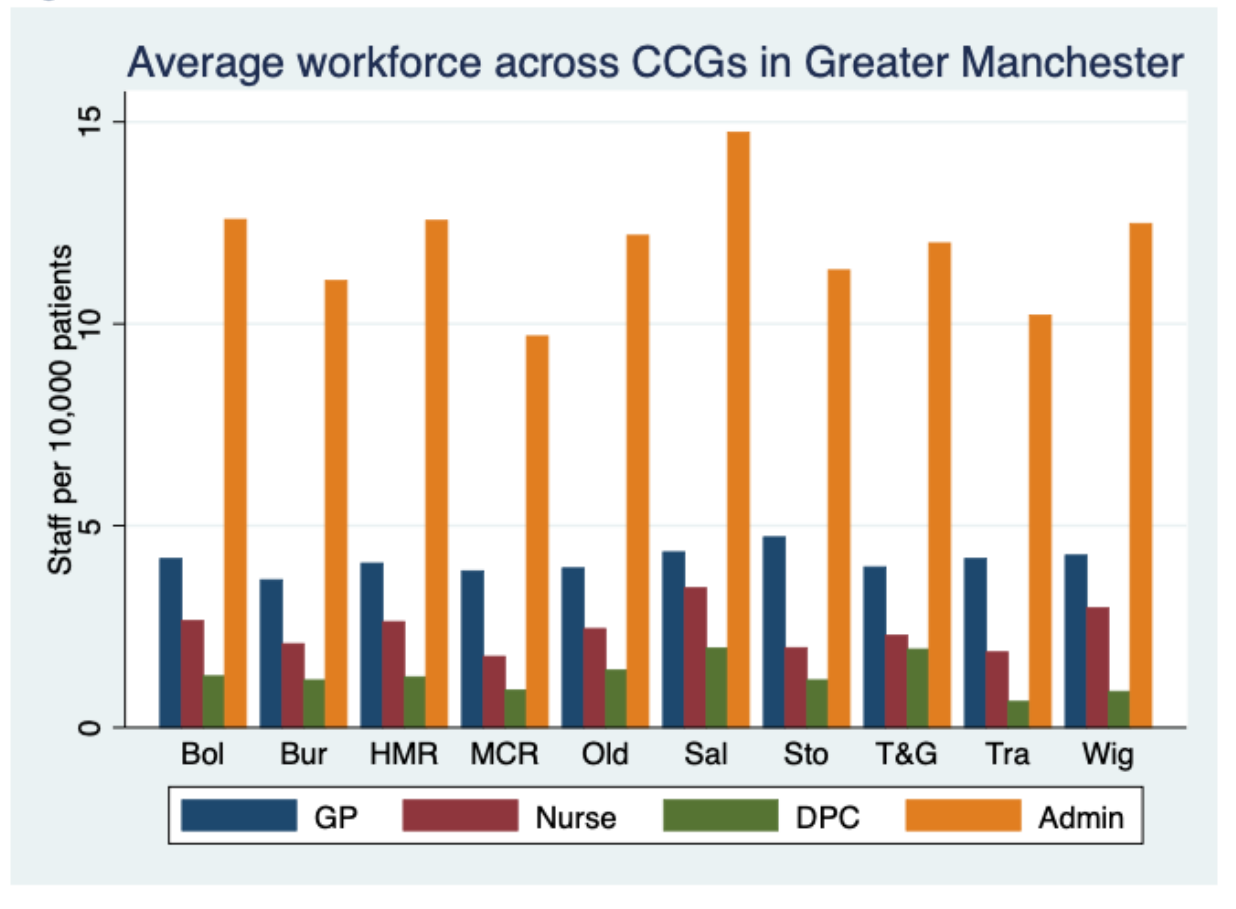

Figure 4

FTE per 10,000 across Greater Manchester (practice variation)

One practice had 70.59 FTE admin staff and is excluded for presentational purposes

Average staff per 10,000 patients

Figure 6

Average workforce across CCGs in Greater Manchester

Average staff per 10,000 patients

- There is variation across and within CCGs in GM and this variation differs by staff role
  - GP FTE appears to not reflect CCG-specific factors, or practice or population differences, suggesting that variations here may reflect local challenges in recruitment and retention
  - We find some evidence that the variations in nurse, DPC and administrative roles are associated with measures of population need (age, deprivation) and also CCG-level factors
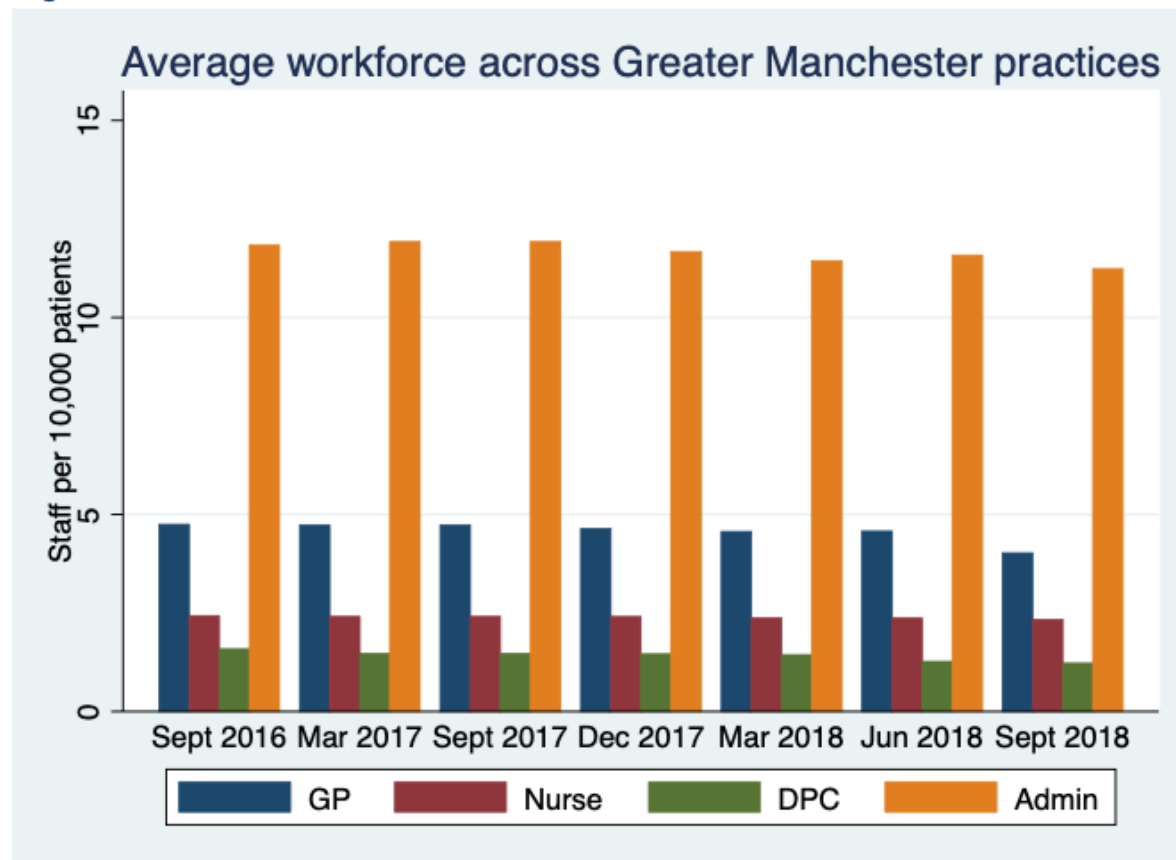
Average staff over time

Table A 2 Practices with complete data for each extract (September 2016 to September 2018)

CCG	Practices	Complete data	% coverage
NHS Bolton CCG	50	22	44.00
NHS Bury CCG	30	18	60.00
NHS Heywood, Middleton and Rochdale CCG	41	20	48.78
NHS Manchester CCG	89	32	35.96
NHS Oldham CCG	44	18	40.91
NHS Salford CCG	45	22	48.89
NHS Stockport CCG	40	22	55.00
NHS Tameside and Glossop CCG	39	29	74.36
NHS Trafford CCG	32	12	37.50
NHS Wigan Borough CCG	62	23	37.10
Total	472	218	46.19

Average staff over time

Figure 7

Average workforce across Greater Manchester practices

Average staff over time

- Staff over time
  - Assessment of the impacts of expanding nurse or DPC staff in general practice in GM is not feasible at present, due to the limited variation in staffing numbers over time.
  - There are representativeness issues with any longitudinal assessment with the current data, suggesting any longitudinal analysis in the future should begin with the June 2018 extract.
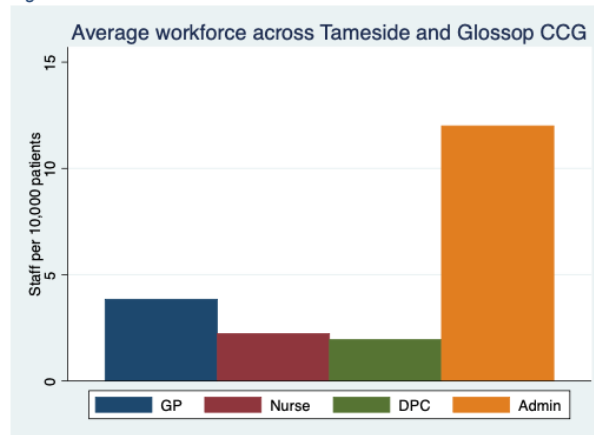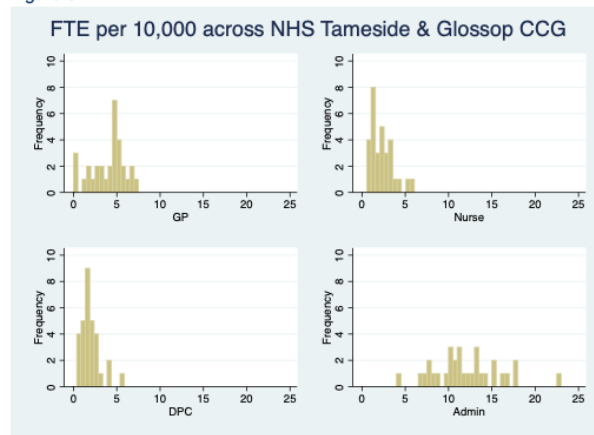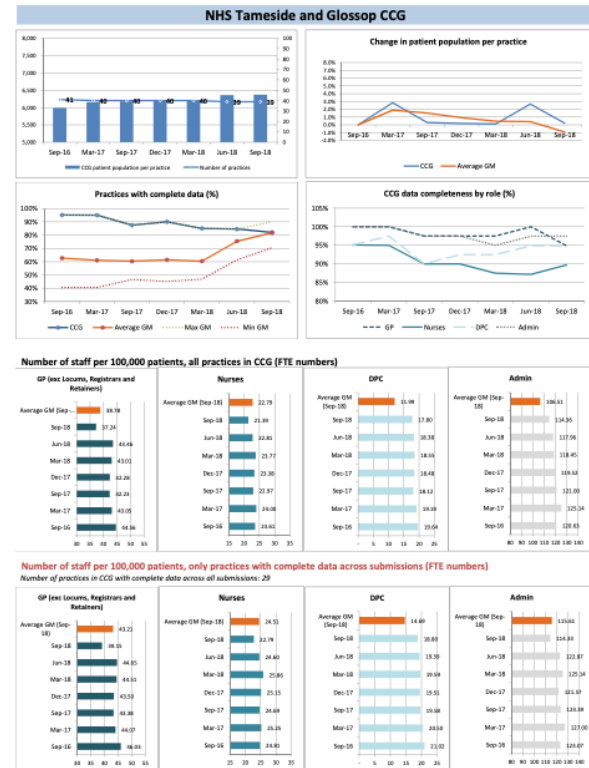
CCG dashboards

Further information

- Sue Howard (CLAHRC):

  Susan.Howard@srft.nhs.uk

- Pauline Nelson (Principal Investigator):

  Pauline.Nelson@Manchester.ac.uk

- Will Whittaker (Methods):

  William.Whittaker@Manchester.ac.uk

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Final Report