

How to launch a multidisciplinary Flexible Staff Pool for General Practice in 6 weeks

Hear how Birmingham and Solihull ICS used the NHS England funding to build a system-wide pool in just 6 weeks



Meet the panel



**Ravy
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Head of Transformation
Primary Care



**Jane
Hubble**

Senior Quality
Clinician,
Primary Care



**Dr Natasha
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Clinical Lead
and First5 GP



**Trevorlyn
Kerr**

Practice Manager
and Peer Support
Group member



**Dr Imran
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GP Locum
Champion

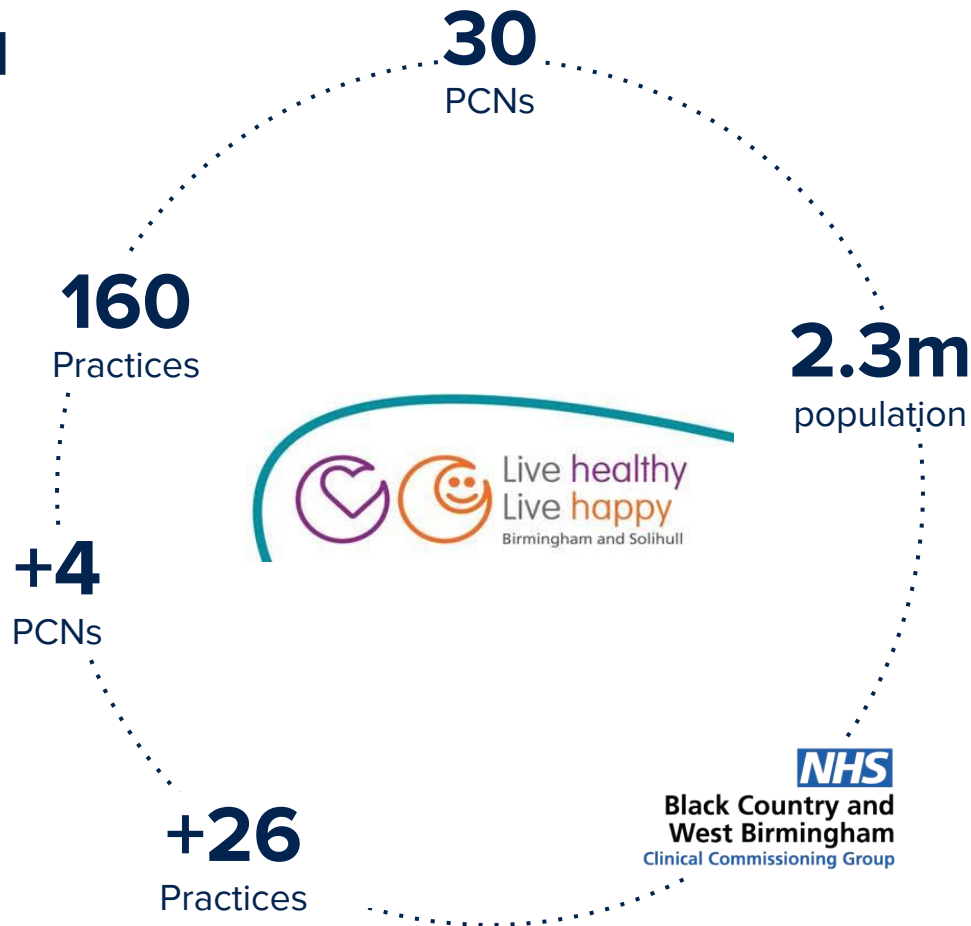


Agenda

1. Background
2. Vision
3. Keys to success
4. What's next?
5. Q&A



Background



BSol's vision

Year 1: Set up digital platform

- Include GP and Nurse workforce roles
- BSol Local Enhanced Offer for Locum Workforce

Year 2: Additional Management Role

- Include PCN Workforce roles (Clinical Pharmacists)
- Include Practice Manager and Admin Staff
- Consider E-rostering solutions
- Consider Remote Consultation solutions

Year 3: Operate Locum Platform in an ICS

- Birmingham and Solihull ICS forms April 2022.

Key results



90% practices
onboarded



184 staff
in the bank



71% fill rate
achieved



Award
winning



Addition of Nursing Workforce to Flexible Staff Pool

Issues

Ageing workforce

Changes in career attitudes; portfolio and flexible working arrangements

Retention issues

High vacancy rates and limited experienced pool of GPNs and ANPs to fill vacancies

Needs of GP Contract, Long Term Plan, QOF, national and local enhanced services, COVID vaccination programme creating extra demands on clinical workforce

Solutions

GPN workforce strategy

Provide multiple opportunities to recruit, develop and retain within the BSol General Practice Fellowship Schemes

Add GPN and ANP roles to the BSol Flexible Staff Bank

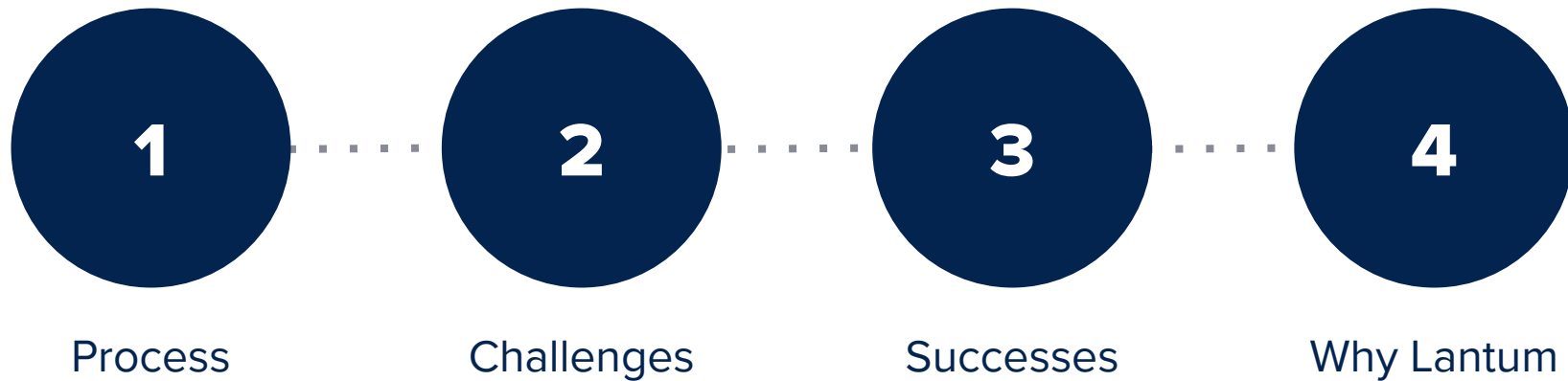
19 recruited to the bank to date
(16 GPNs and 3 ANPs)

Provide opportunities for career development via the champion roles

Provision of peer support and mentorship



Keys to success: Procurement



Keys to success: Resource



Keys to success: Project management



Appropriate
resourcing



Stakeholder
engagement



Partnership
with Lantum



Assigned
roles



Real-time
results tracking



Regular
meetings



NHS England
reports

Tips on how to grow your bank faster

Practice engagement



NHS
Birmingham and Solihull
Clinical Commissioning Group

Lantum

What is Lantum?

Lantum is a healthcare workforce platform that aims to unite all clinicians with their healthcare organisations, so that they can deliver the best patient care.

- Co-hosted Q&A sessions
- Lantum's whatsapp and email comms
- Training sessions
- Champions
- Practice onboarding with Lantum's Support team

A Practice Manager's perspective

PROS

User friendly

Easy and accessible

Allows instant booking

Allows priority access

Messenger to contact locums

Email confirmation of session booked

CONS

Needs a more varied list of staff:

Phlebotomists

HCA's

Nurses (with General Practice experience)

Administrators

Receptionists



Tips on how to grow your bank faster

Clinician engagement



NHS Birmingham and Solihull Clinical Commissioning Group * lantum

What is Lantum?

Lantum is a healthcare workforce platform that aims to unite all clinicians with their healthcare organisations, so that they can deliver the best patient care.

What you need to do:

1. Create your account at www.lantum.com.
2. Upload your clinical governance documents for approval (Passport, CV, DBS).

- Co-hosted Q&A sessions
- BSol enhanced offer
- Advocates
- Locum engagement events
- Clinical onboarding with Lantum's Clinician Engagement team



Birmingham and Solihull
Clinical Commissioning Group

BSol General Practice Flexible Staff Pools Scheme 2021/22

BSol Locum Champions

**We are appointing
3 BSol Locum Champions**

- As advocates for the 'BSol General Practice Flexible Staff Pools Scheme'
- 2 GPs
- 1 Nurse
- Funded for 2 sessions per month
- Provide leadership for Peer Support
- Point of contact for BSol Locums
- You must be a Locum registered on the Lantum BSol Staff Bank
- You must work at least 4 sessions per month via the BSol Staff Bank

To be eligible:

Closing Date
Thursday 12th
August
2021

For more information or to apply, please email kay.chatha@nhs.net

BSol enhanced offer

GP Locums and nurses who join the scheme will:

- be supported to form closer professional links with others working in the same area
- have the added benefits of being part of a formal network offering:
 - CPD
 - Peer support
 - Mentorship

Thank you

If you have any questions, or would like to learn more about how we can support the launch of your flexible staff pool, please email **mary.jackson@lantum.com**.

