



Londonwide LMCs' Workforce Survey

Wave 7, January 2019

An Additional Note on Methodology

- **Patients:** In places where we have made reference to an estimated number of patients, figures have been calculated using the list size as provided by member practices. Where these figures are mentioned, we have taken the mid-point of the stated list size to estimate the number of patients in a given category. These figures are an estimation and, particularly where base sizes are small, should be taken as indicative rather than representative.
- **GP positions:** In places where we have made reference to an estimated number of GPs, figures have been calculated using the number of WTE roles for all GP positions, as provided by member practices. Where these figures are mentioned, we have taken the WTE figures provided by respondents to estimate the number of GPs in a given category. These figures are an estimation and, particularly, where base sizes are small, should be taken as indicative rather than representative.
- **Non-GP positions:** In places where we have made reference to an estimated number of non-GP staff, figures have been calculated using the number of WTE roles for all non-GP positions, as provided by member practices. Where these figures are mentioned, we have taken the WTE figures provided by respondents to estimate the number of non-GP staff in a given category. These figures are an estimation and, particularly, where base sizes are small, should be taken as indicative rather than representative.
- We have marked only those changes between the current and first wave of this research where such changes are at a level that is statistically significant, rather than as a result of sample variance.

Methodology

The Londonwide LMCs Workforce Survey was completed by Practice Managers and Principal GPs from member practices across London.

The survey was conducted online between 21st November – 13th December 2018, with a total of 493 responses from 397 individual member practices. Of Londonwide LMCs' 1,227 member practices that were invited to participate in the research, this represents a response rate of 32%. The previous waves of this research were conducted between 6th and 25th June 2018, 6th December 2017 and 5th January 2018, 31st May and 20th June 2017, 25th November and 12th December 2016, 25th May and 10th June 2016 and 23rd November and 8th December 2015.

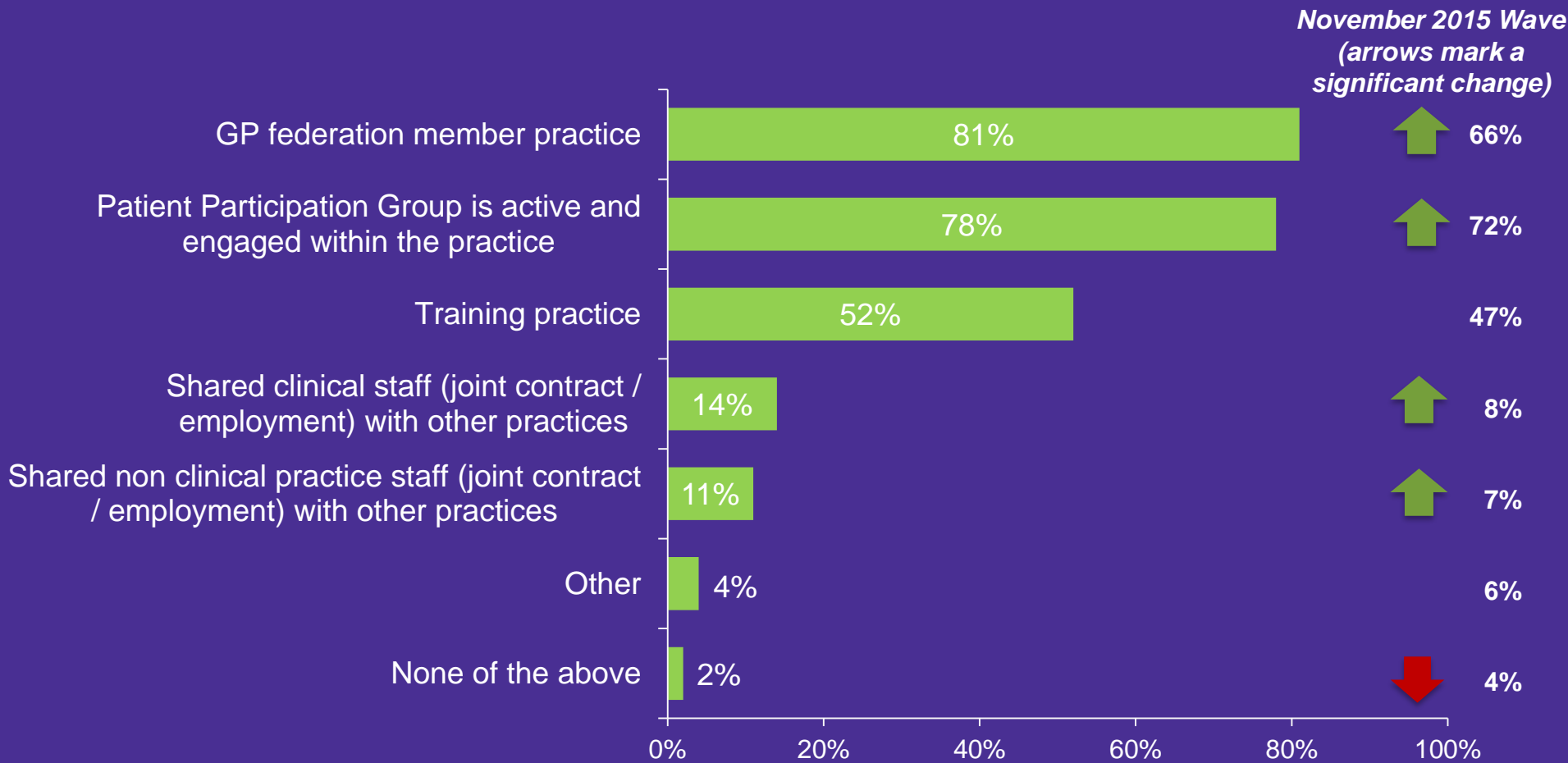
The data have been weighted so that in total each practice counts as one response. Please note that the quoted base sizes refer to the number of practice responses, rather than the number of individual responses.

This survey was conducted by ComRes on Londonwide LMCs' behalf.

Area	No of practices that responded
North East	72
South West*	35
South East	99
North Central	80
North West	111
TOTAL	397

**Where the number of practices in a group mentioned in this report is below 50, findings are marked with an asterisk (*). These results should be treated with caution and should be considered indicative rather than representative. Figures with two asterisks should be treated with extreme caution as they denote a base size of 10 or less.*

The proportion of practices who say they are a GP federation member, that they have an active and engaged patient participation group, that they share clinical practice staff with other practices, or that they share non clinical practice staff with other practices, has increased significantly since November 2015



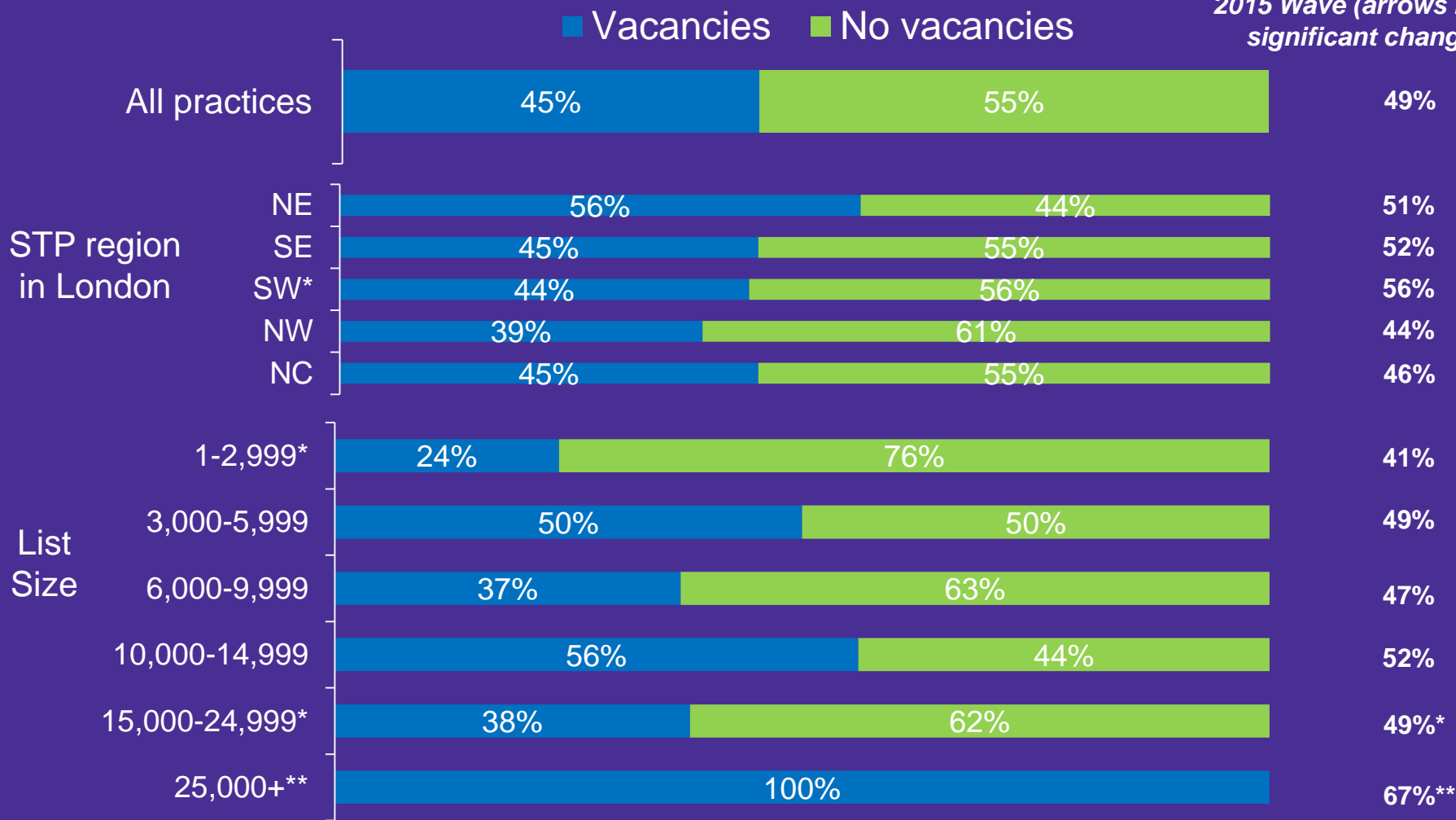
In total, 308 of the member practices that took part in this survey say they have an active and engaged patient participation group; in total these practices have approximately 3,042,903 registered patients.

Q2. Which of the following, if any, applies to the practice? Base: All practices (n=397)



Practices in North East London are the most likely to say they have any vacancies (56%) while those in the North West are the least likely (39%)

Vacancies in November 2015 Wave (arrows mark significant change)

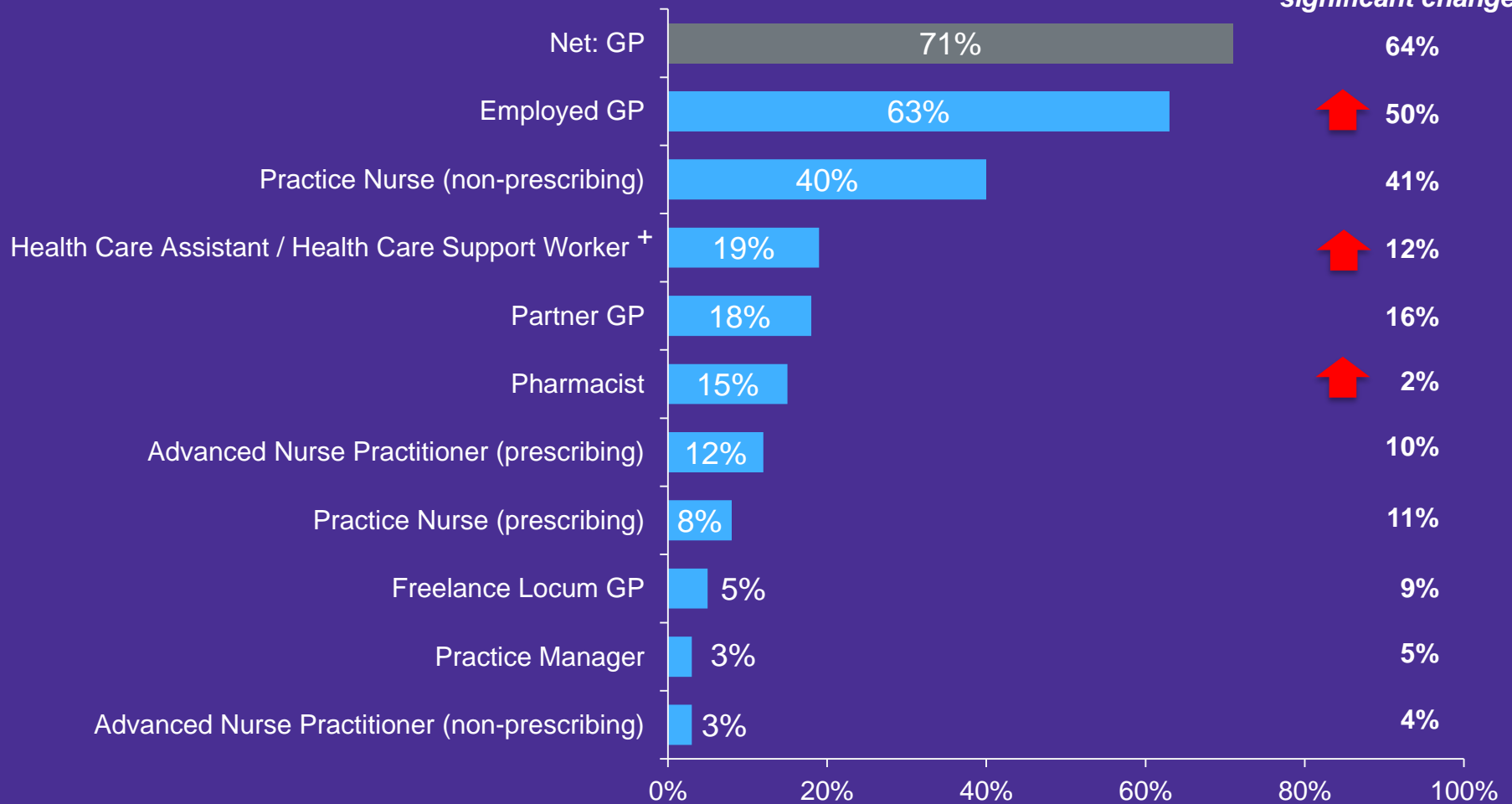


Q5. Does the practice currently have any GP / practice nurse vacancies, or other vacancies? Base: All practices (n=397), SE (n=99), SW (n=35*), NC (n=80), NW (n=111), NE (n=72), 1-2,999 (n=17*), 3,000-5,999 (n=88), 6,000-9,999 (n=145), 10,000-14,999 (n=103), 15,000-24,999 (n=41*), 25,000+ (n=4**)

Practices are more likely to say that they have an unfilled employed GP post than any other position, and this proportion is significantly higher than in November 2015

Showing most common unfilled posts among practices that currently have vacancies

November 2015 Wave
(arrows mark a significant change)

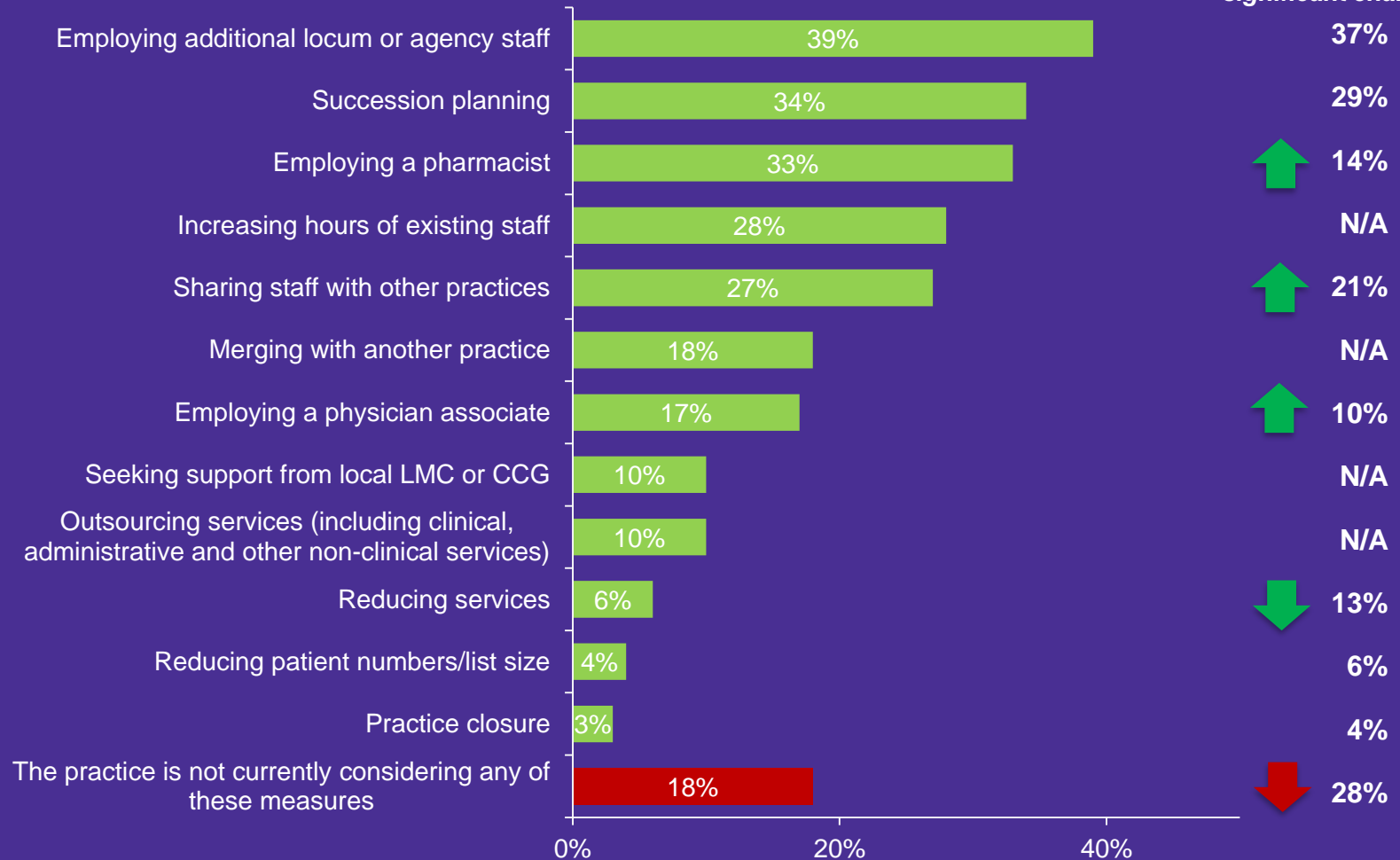


Q6a. What positions, if any, are currently vacant at the practice? Base: All practices that have current vacancies (n=179)

⁺ Updated from 'Health Care Assistant' to 'Health Care Assistant / Health Care Support Worker' in Wave 7

While employing locum or agency staff continues to be the most common action practices are considering to manage vacancies (39%), significantly fewer are considering reducing services for this reason than in November 2015 (6% - was 13%)

*November 2015 Wave
(arrows mark a significant change)*



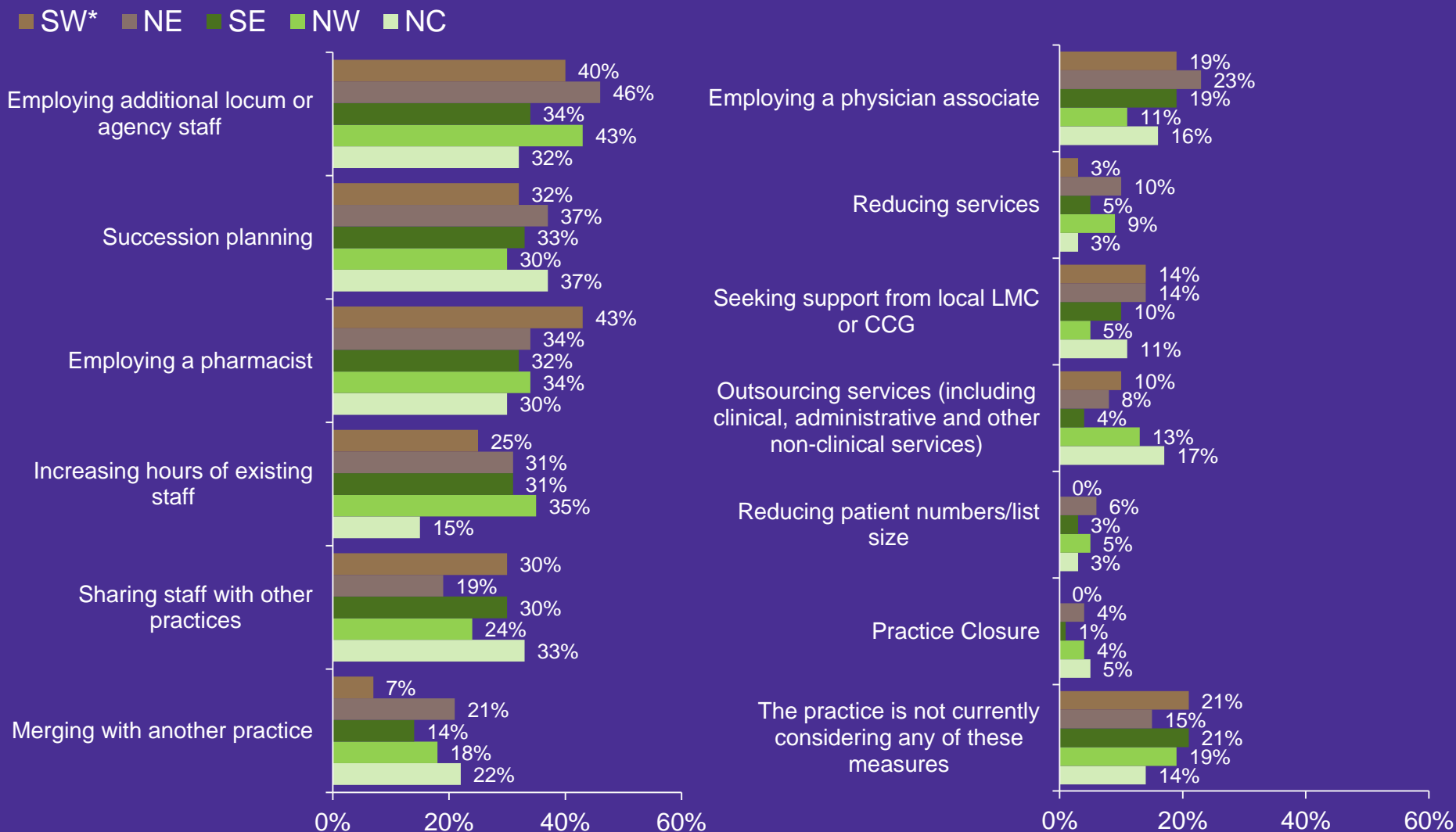
The 3% of member practices currently considering practice closure could impact an estimated 67,788 patients

Q7. What actions are currently being considered within your practice to manage current and future vacancies?

Base: All practices (n=397)



The actions being considered by each practice to manage current and future vacancies vary by region

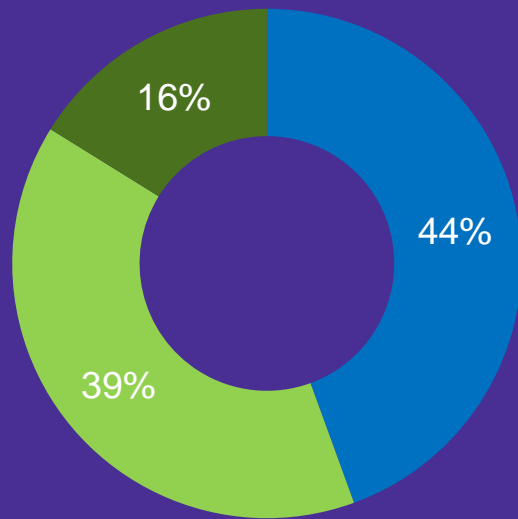


Q7. What actions are currently being considered within your practice to manage current and future vacancies?

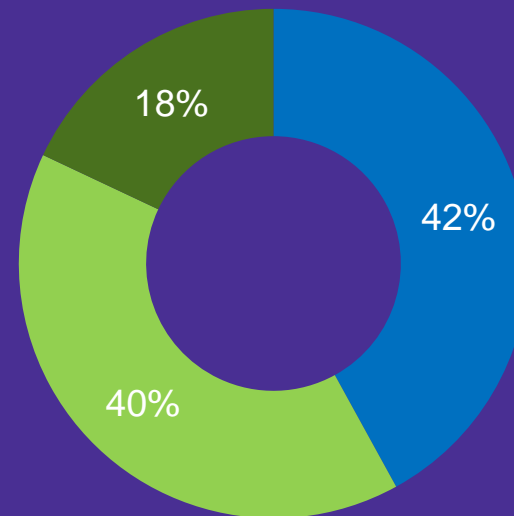
Base: SE (n=99), SW (n=35*), NC (n=80), NW (n=111), NE (n=72)

The proportion of practices that say they have GPs planning on retiring in the next three years has remained broadly consistent between November 2015 and December 2018

■ Yes ■ No ■ Don't know



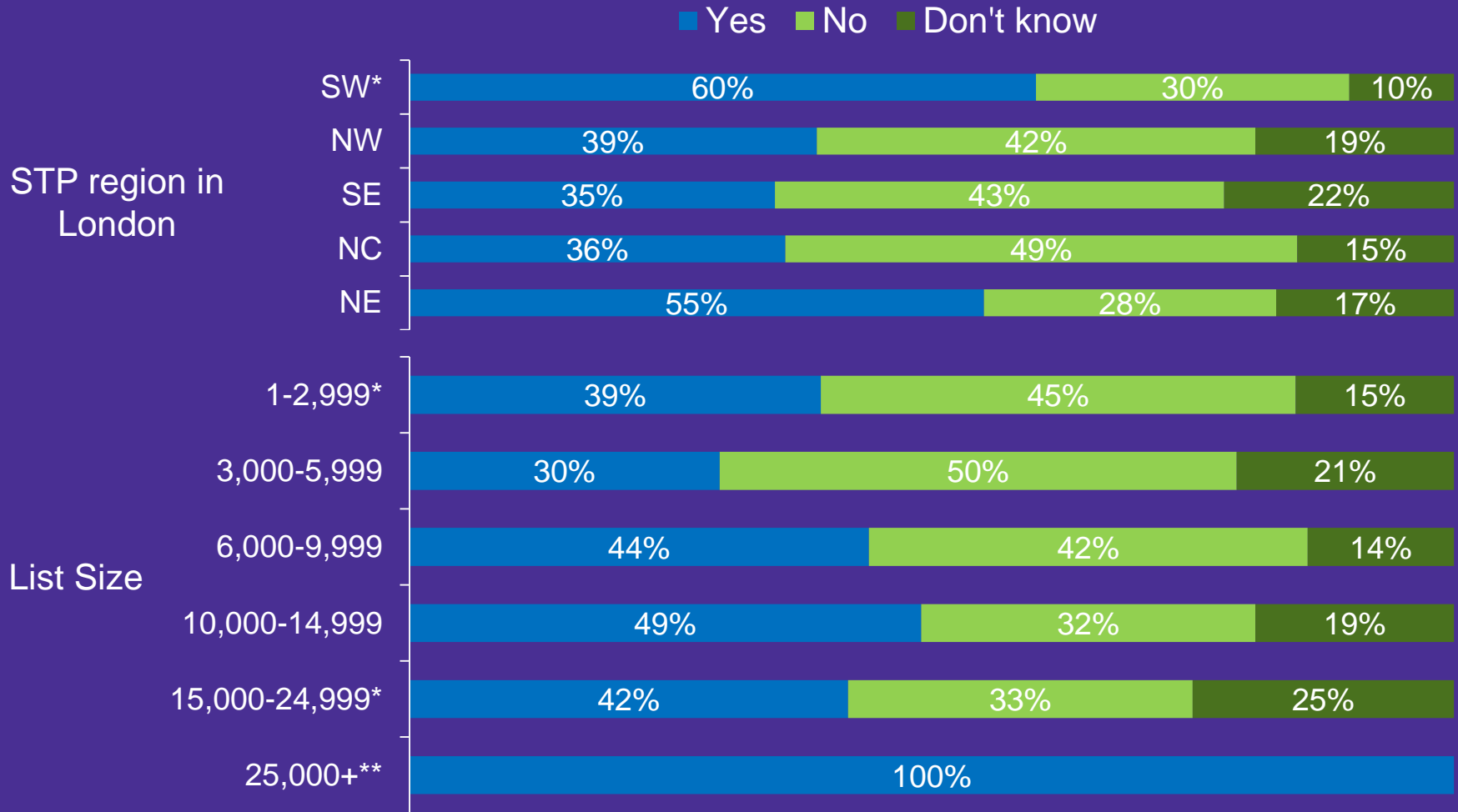
Wave 1, November 2015



Wave 7, December 2018

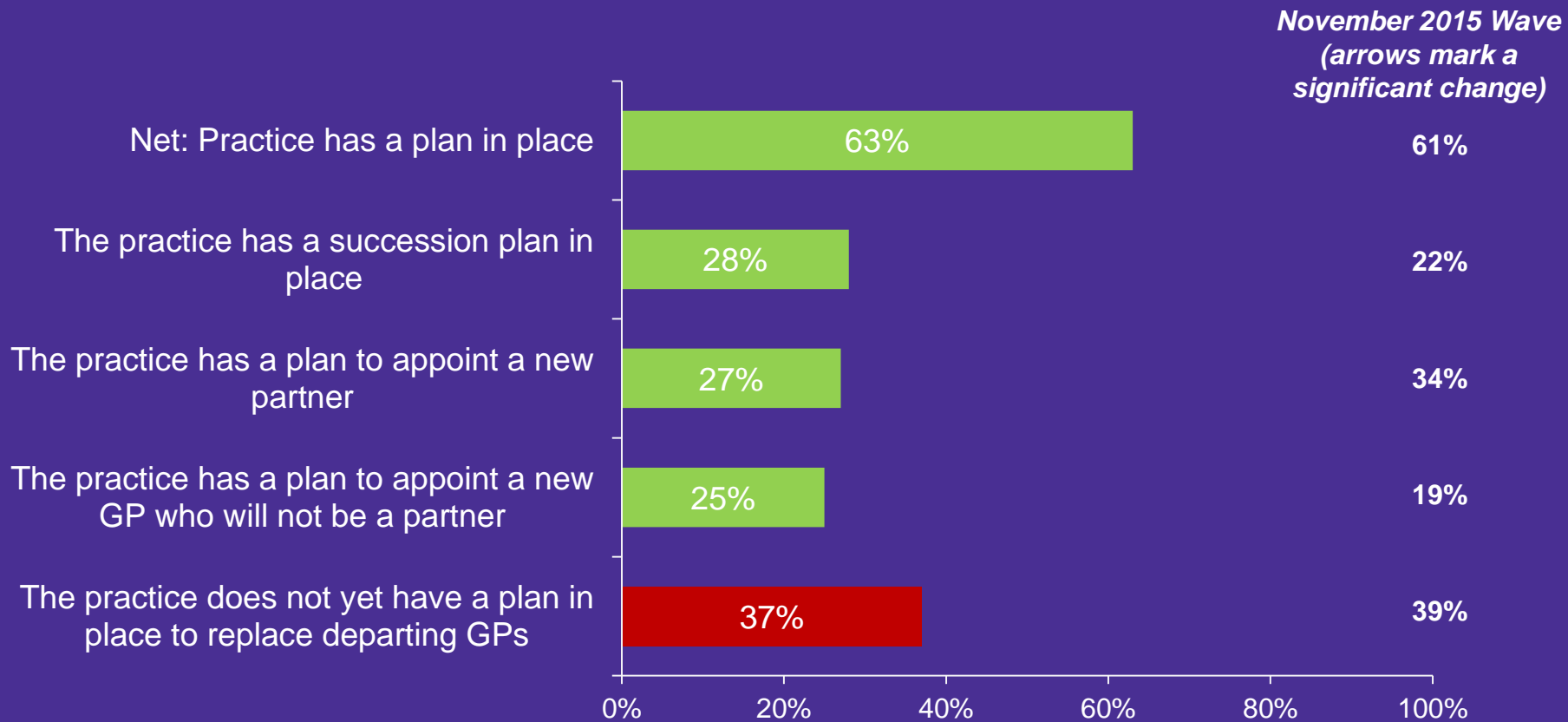
Q8a. Does the practice currently have any GPs planning on retiring in the next 3 years? Base: All practices November 2015 (n=644); All practices December 2018 (n=397).

South West practices are most likely to say they have at least one GP planning on retiring in the next three years (60%*), and South East practices the least (35%).



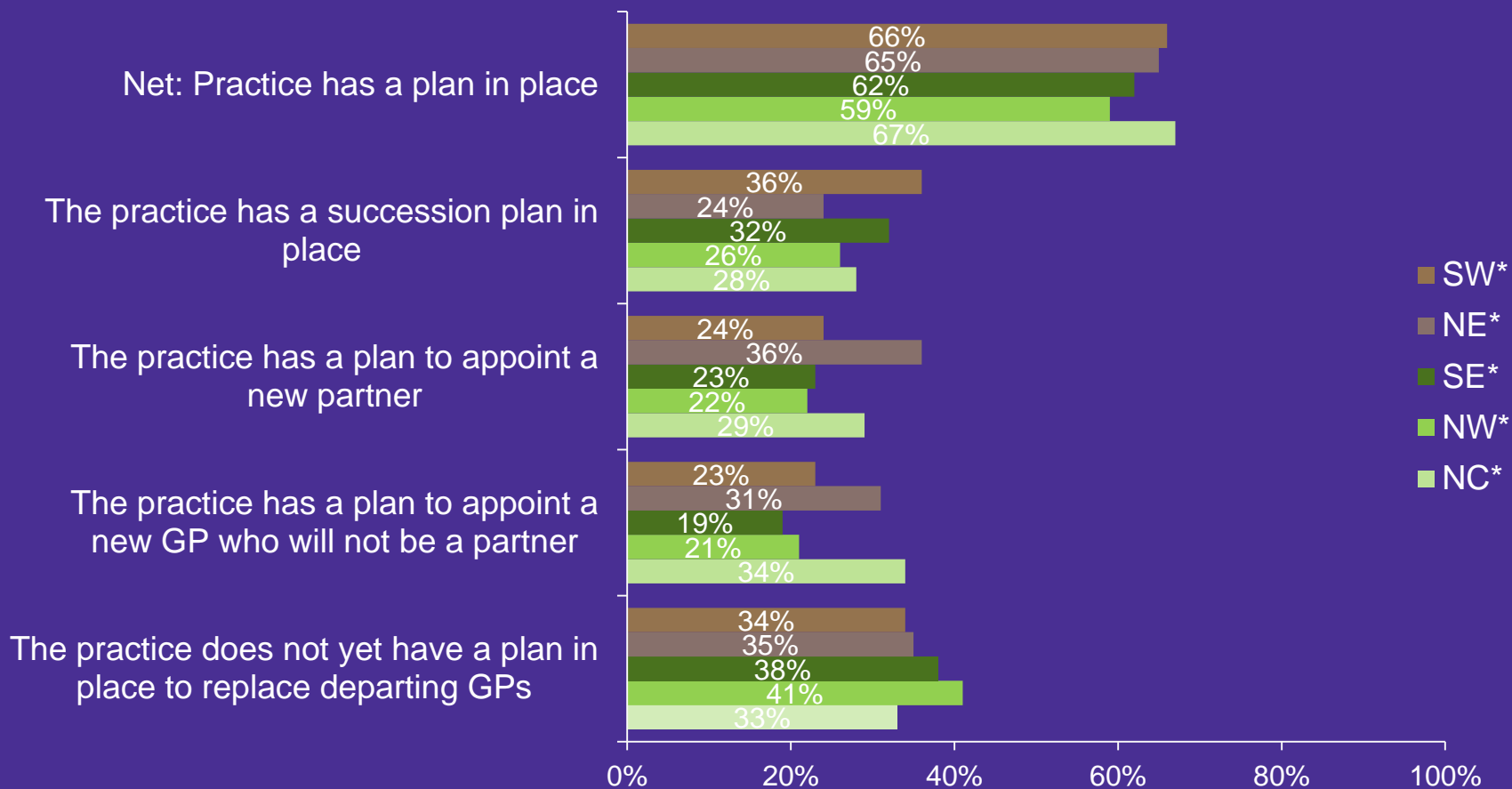
Q8a. Does the practice currently have any GPs planning on retiring in the next 3 years? Base: All practices in; SE (n=99), SW (n=35*), NC (n=80), NW (n=111), NE (n=72); 1-2,999 (n=17*), 3,000-5,999 (n=88), 6,000-9,999 (n=145), 10,000-14,999 (n=103), 15,000-24,999 (n=41*), 25,000+ (n=4**)

Over three in five (63%) practices who say they have GPs planning to retire in the next three years also say that they have a plan in place – consistent with 2015 (61%)



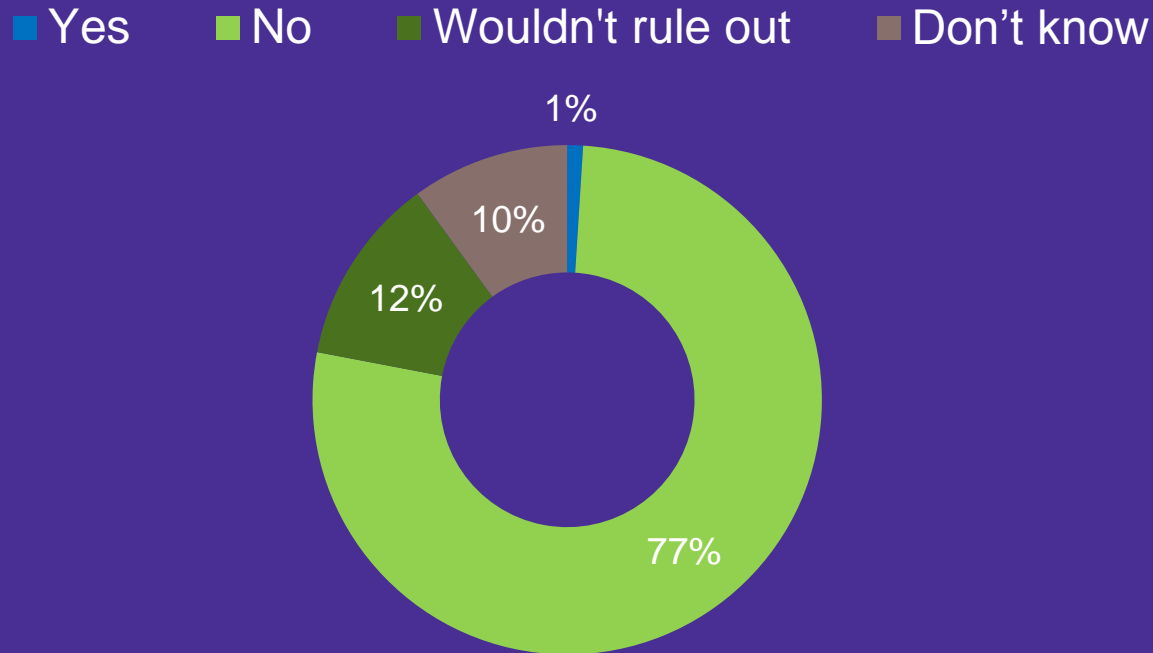
Q8b. You said that the practice currently has GPs who are planning to retire within the next 3 years. Which of the following apply to the practice? Base: All practices who said they have GPs planning to retire in next three years (n=167)

The majority of practices with GPs planning on retiring in the next three years across all London regions say that they have a plan in place



Q8b. You said that the practice currently has GPs who are planning to retire within the next 3 years. Which of the following apply to the practice? Base: All practices with GPs planning to retire; SW (n=21*), NW (n=43*), NC (n=29*), NE (n=39*), SE (n=35*)

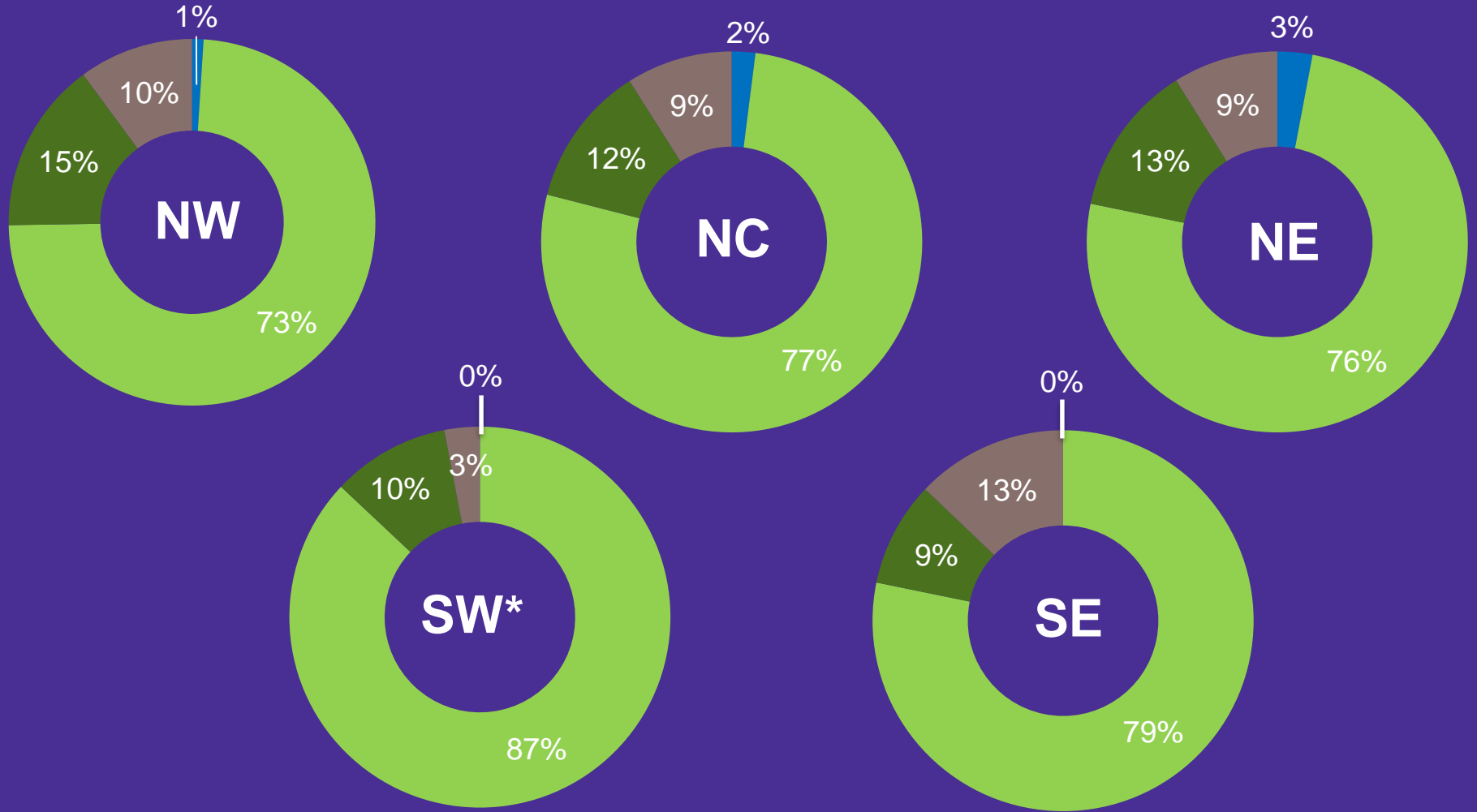
Over three quarters (77%) of practices say they do not have plans to terminate their GP contracts in the next three years, and while just 1% say they have plans to do so, one in ten (12%) say they wouldn't rule it out



Q9. Does the practice have plans to terminate its GP contract in the next three years? Base: All practices (n=397)

The proportion of practices reporting that they have plans to terminate their GP contract in the next three years is consistent across regions

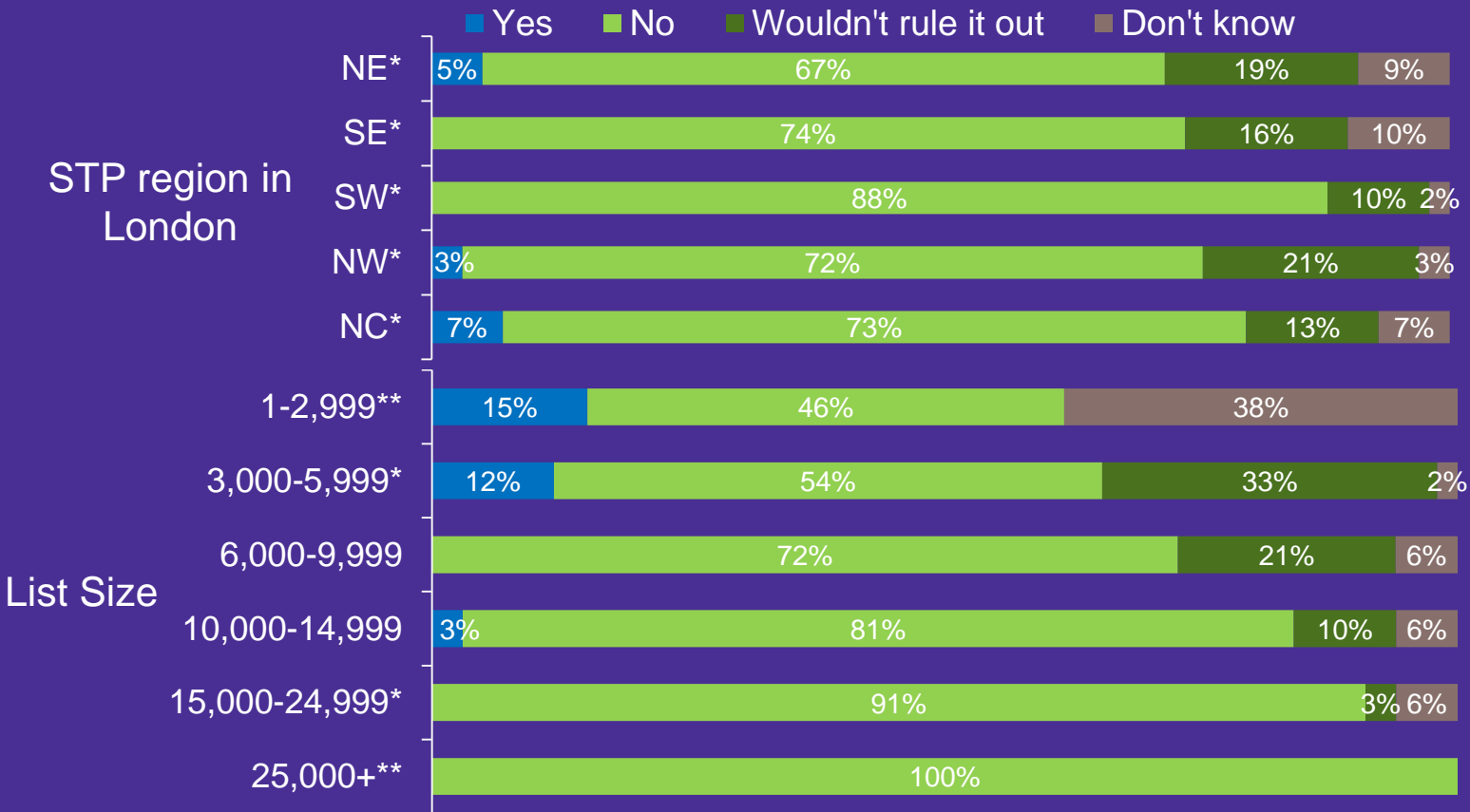
■ Yes ■ No ■ Wouldn't rule out ■ Don't know



Q9. Does the practice have plans to terminate its GP contract in the next three years? Base: All practices in regions; SE (n=99), SW (n=35*), NC (n=80), NW (n=111), NE (n=72)

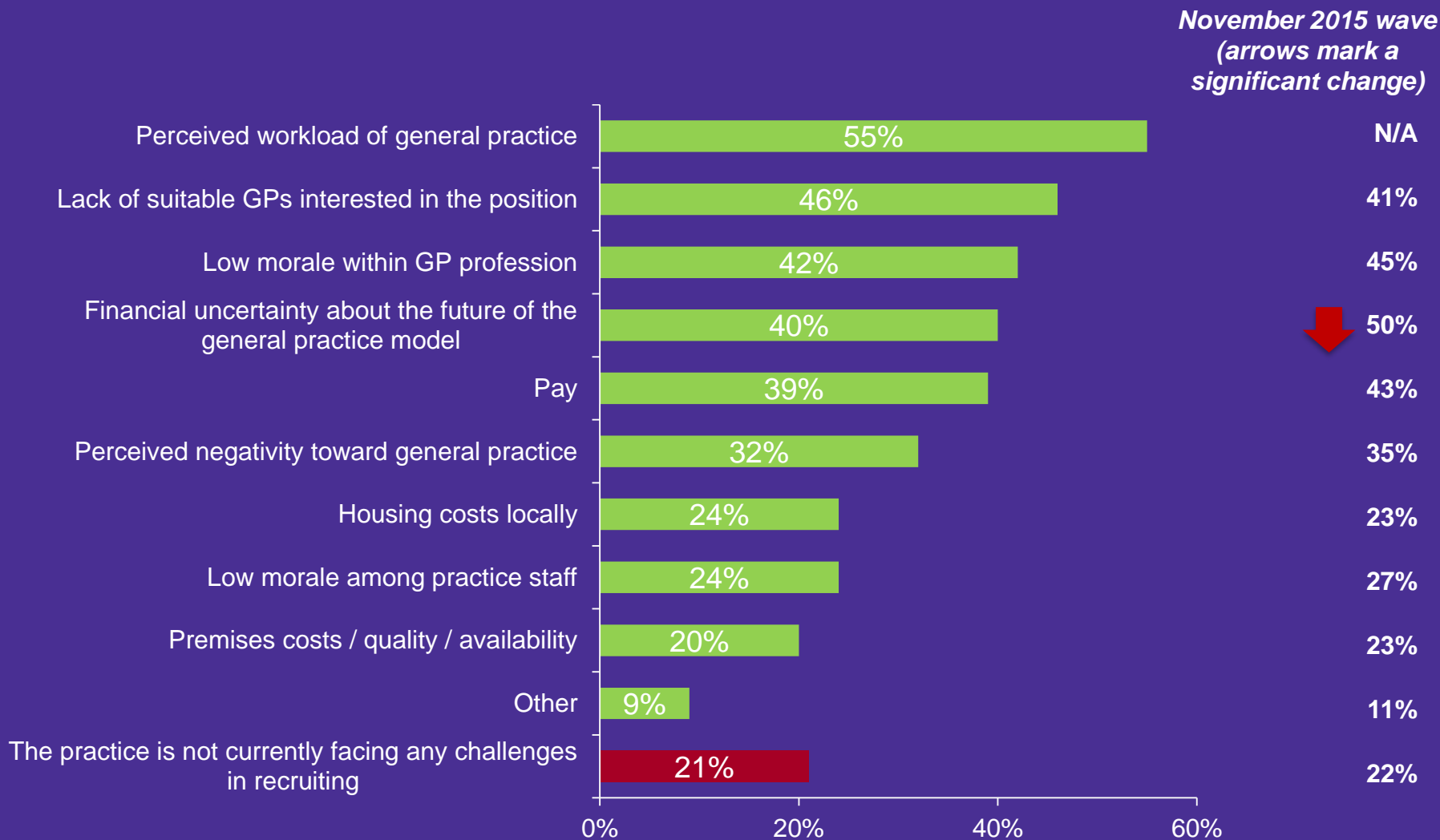
Practices that both have GPs retiring in the next three years and say they are terminating their GP contract in this time are significantly more likely to have list sizes of 3,000-5,999 (12%*) than 6,000-9,999 (0%)

Showing termination of GP contract amongst practices who have GPs planning to retire within three years



Q9a. Does the practice have plans to terminate its GP contract in the next three years? Base: All practices with GPs planning to retire in the next three years in each region; SW (n=21*), NW (n=43*), NC (n=29*), SE (n=35*), NE (n=39*), 1-2,999 (n=7**), 3,000-5,999 (n=26*), 6,000-9,999 (n=63), 10,000-14,999 (n=50), 15,000-24,999 (n=17*), 25,000+ (n=4**)

The perceived workload of general practice remains the most likely factor reported by practices to be preventing/hindering staff recruitment (55%), whilst financial uncertainty about the future of the general practice model (40%) is significantly less likely to be cited than in December 2015 (50%)



Q10a. What factors, if any, are currently preventing / hindering staff recruitment to the practice? Base: All practices (n=397)