



Londonwide LMCs' Workforce Survey

Wave 13, June/July 2022

Selected slides for external circulation

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.
- For this wave, rather than marking statistically significantly different changes between the current and first wave of this research per slide, as we have done previously, we have created a slide (4) to show specific changes over time.

Methodology

The Londonwide LMCs' Workforce Survey was completed by Practice Managers and Principal GPs from member practices across London. This survey was conducted by Savanta ComRes on Londonwide LMCs' behalf.

The survey was conducted online between 15th June – 5th July 2022, with a total of 346 responses from 292 individual member practices. Of Londonwide LMCs' 1,137 member practices that were invited to participate in the research, this represents a response rate of 26%. Of Londonwide LMCs' total universe of 1,137 member practices, this represents a response rate of 26%. The previous waves of this research were conducted between 29th November – 17th December 2021, 8th June – 27th June 2021, 24th November – 14th December 2020, 18th November – 13th December 2019, 28th May and 21st June 2019, 21st November and 13th December 2018, 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.

Area	# of practices that responded
North East	55
South West*	25
South East	56
North Central	52
North West	104
TOTAL	292**

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 less than 10.*

***Methodological note on data disparity: in this report, the specified total # of practices that responded (292) can differ slightly from the manually calculated sum of the individual STP area totals. This reflects the rounding used by the survey to accommodate multiple practice responses and is **NOT** an error.*

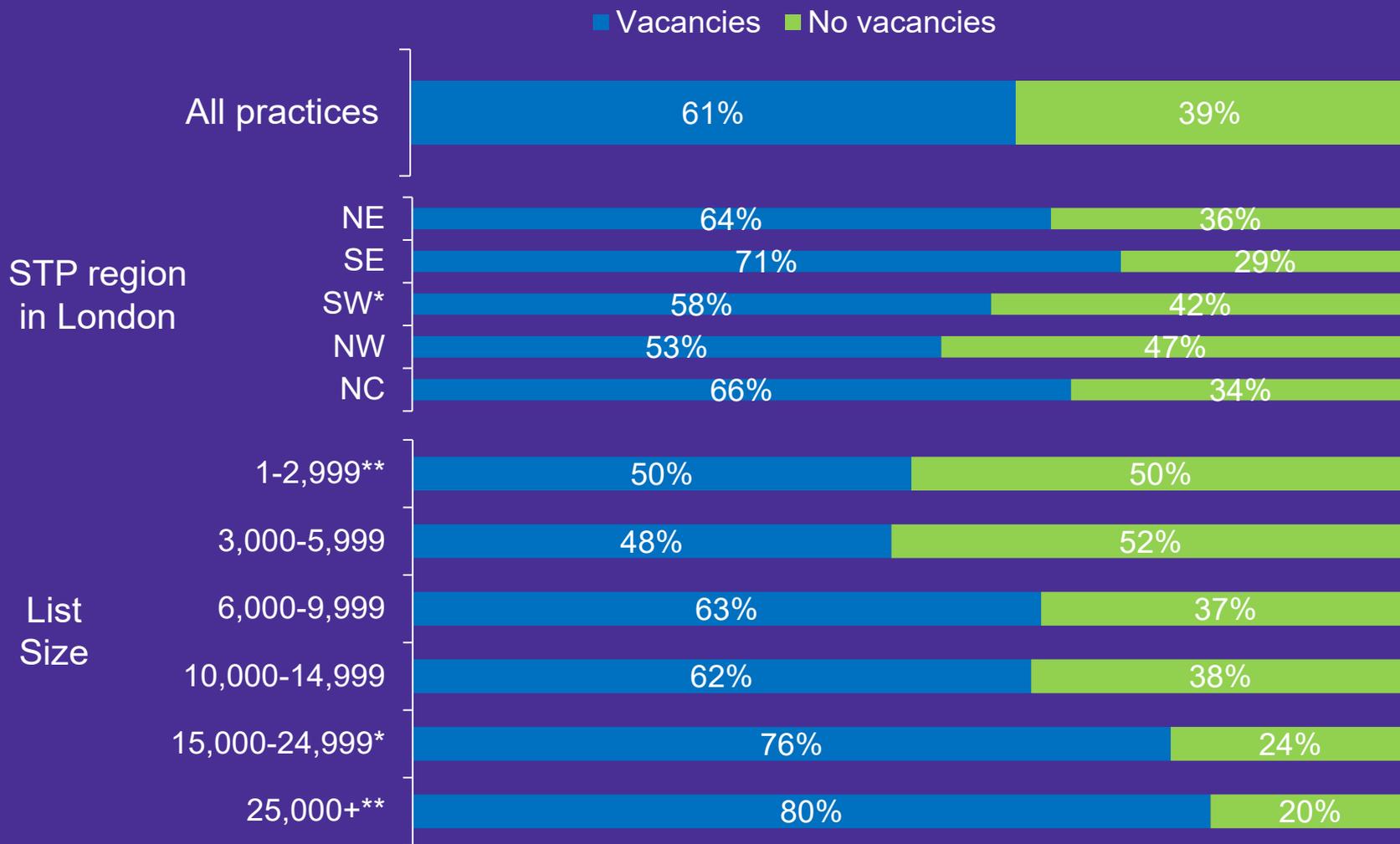
Nearly all practices are PCN members, and almost two thirds are GP federation member practices. Around three in five, respectively, have an active and engaged Patient Participant Group and are a training practice.



In total, 170 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 1,849,583 registered patients.

Q2. Which of the following, if any, applies to the practice? Base: All practices (n=292)

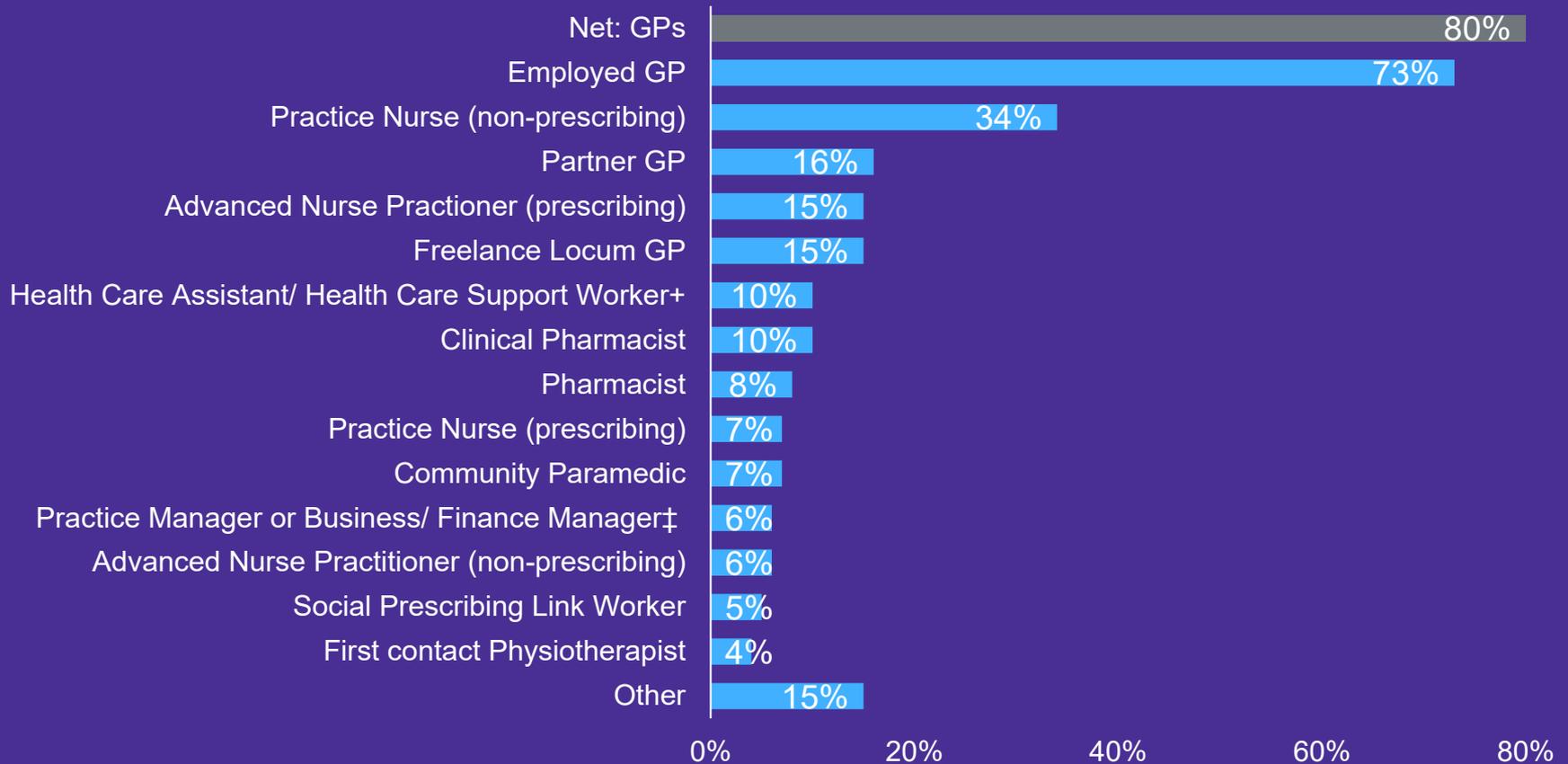
Three in five practices have current vacancies. Vacancies tend to be higher in the Eastern and Central STP regions, and among practices with 25,000+ patient lists (to be taken as indicative due to the very low sample size).



Q5. Does the practice currently have any GP / practice nurse vacancies, or other vacancies? Base: All practices (n=292), SE (n=52), SW (n=25*), NC (n=52), NW (n=104), NE (n=55), 1-2,999 (n=6**), 3,000-5,999 (n=62), 6,000-9,999 (n=110), 10,000-14,999 (n=72), 15,000-24,999 (n=38*), 25,000+ (n=5**)

Current vacancies are most common among employed GPs and non-prescribing practice nurses, with four in five practices reporting any type of GP vacancy.

Showing most common unfilled posts among practices that currently have vacancies



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

‡ Updated from 'Practice manager' to 'Practice Manager or Business/Finance Manager' in Wave 8

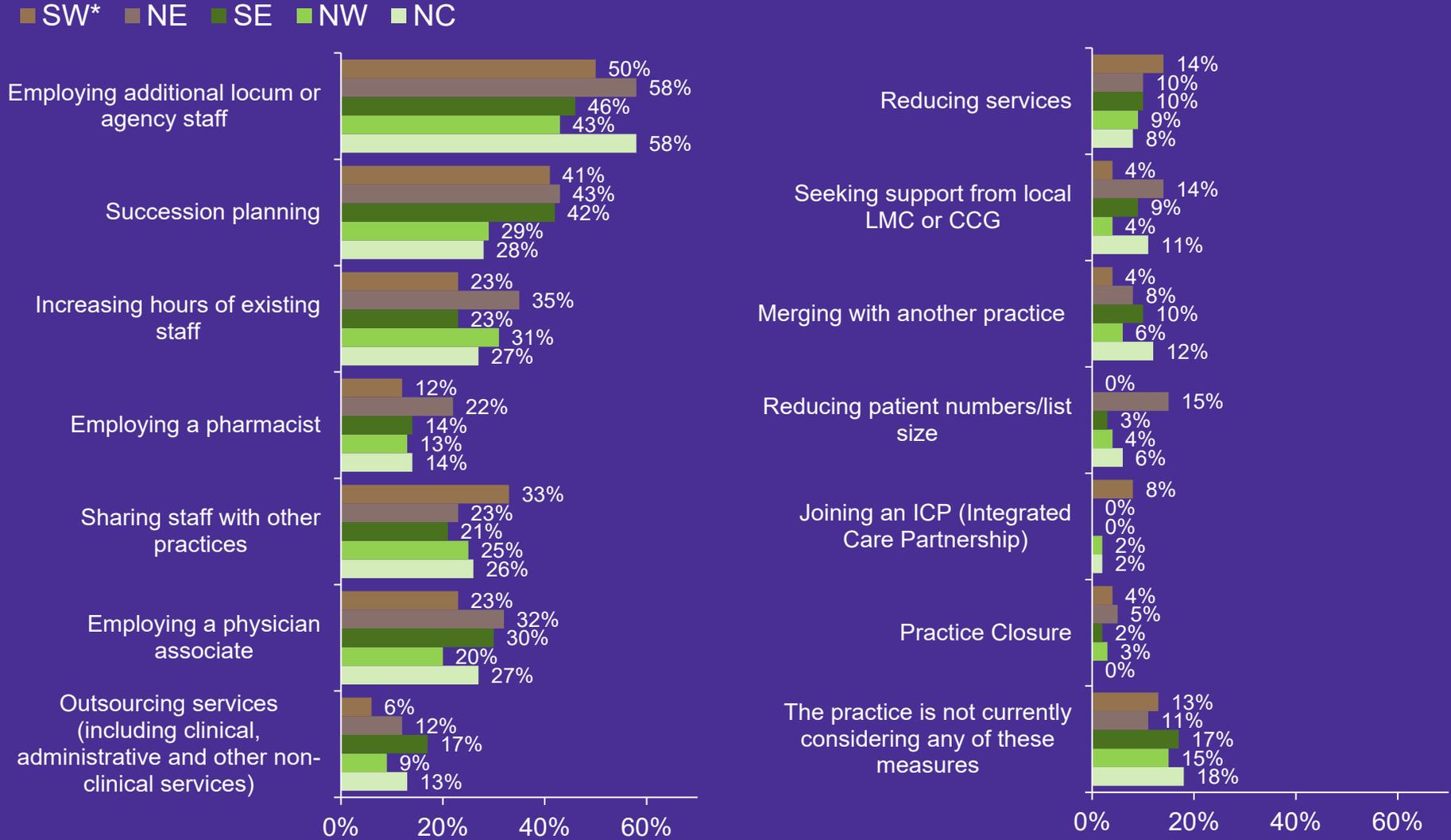
Half of practices are considering employing additional locum or agency staff to manage future and current vacancies, with one in six practices not considering any of the provided measures.

The 3% of member practices currently considering practice closure could impact an estimated 40,500 patients



Q7. What actions are currently being considered within your practice to manage current and future vacancies? Base: All practices (n=292)

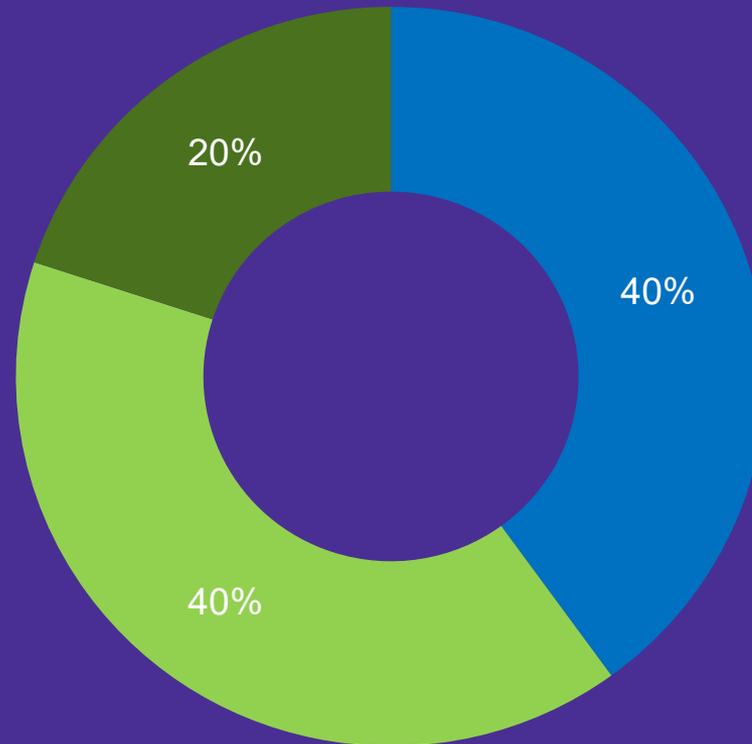
Practices in the North East STP area are least likely to say they are not considering any of the actions tested as a way to manage current and future vacancies; those in the North Central area are most likely to say this.



Q7. What actions are currently being considered within your practice to manage current and future vacancies? Base: SE (n=56), SW (n=25*), NC (n=52), NW (n=104), NE (n=55)

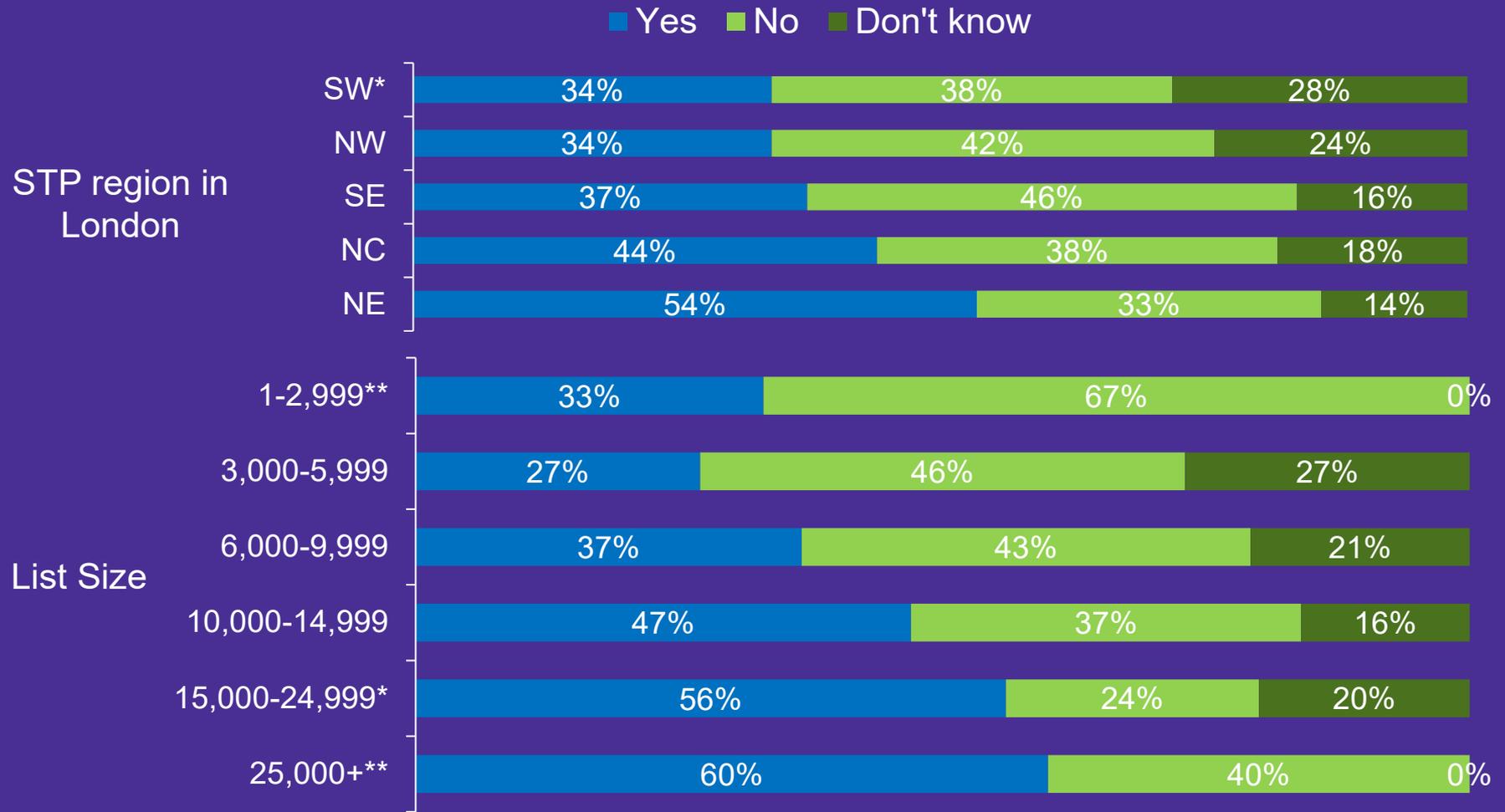
Two in five practices have GPs planning to retire in the next three years, however the same proportion say they do not have any GPs planning to retire.

■ Yes ■ No ■ Don't know



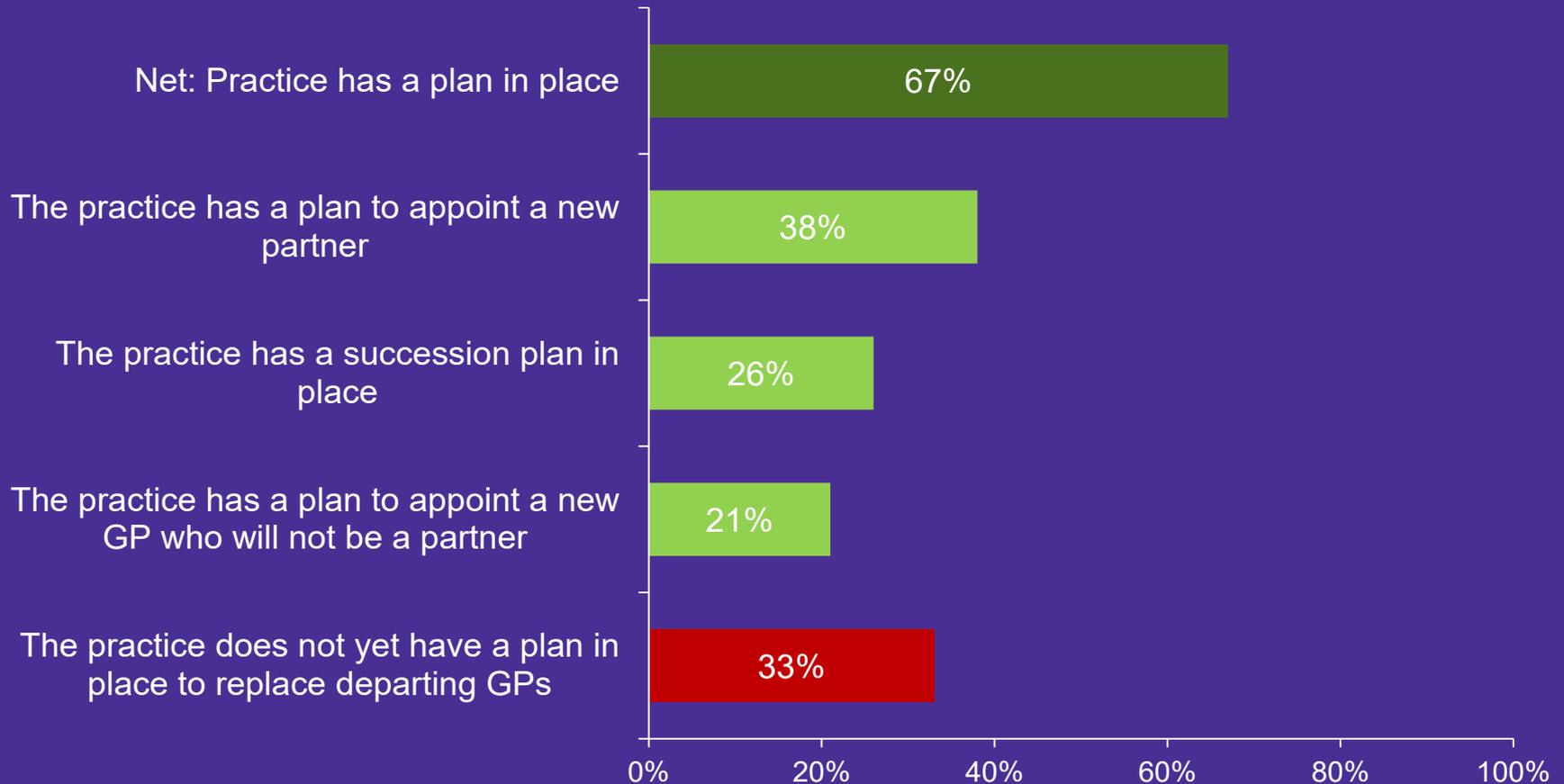
Q8a. Does the practice currently have any GPs planning on retiring in the next 3 years? Base: All practices (n=292)

Practices that have GPs planning to retire in the next 3 years are most likely to be in the North East STP region and tend to have larger list sizes (though these practices with larger list sizes have are low to very low base sizes).



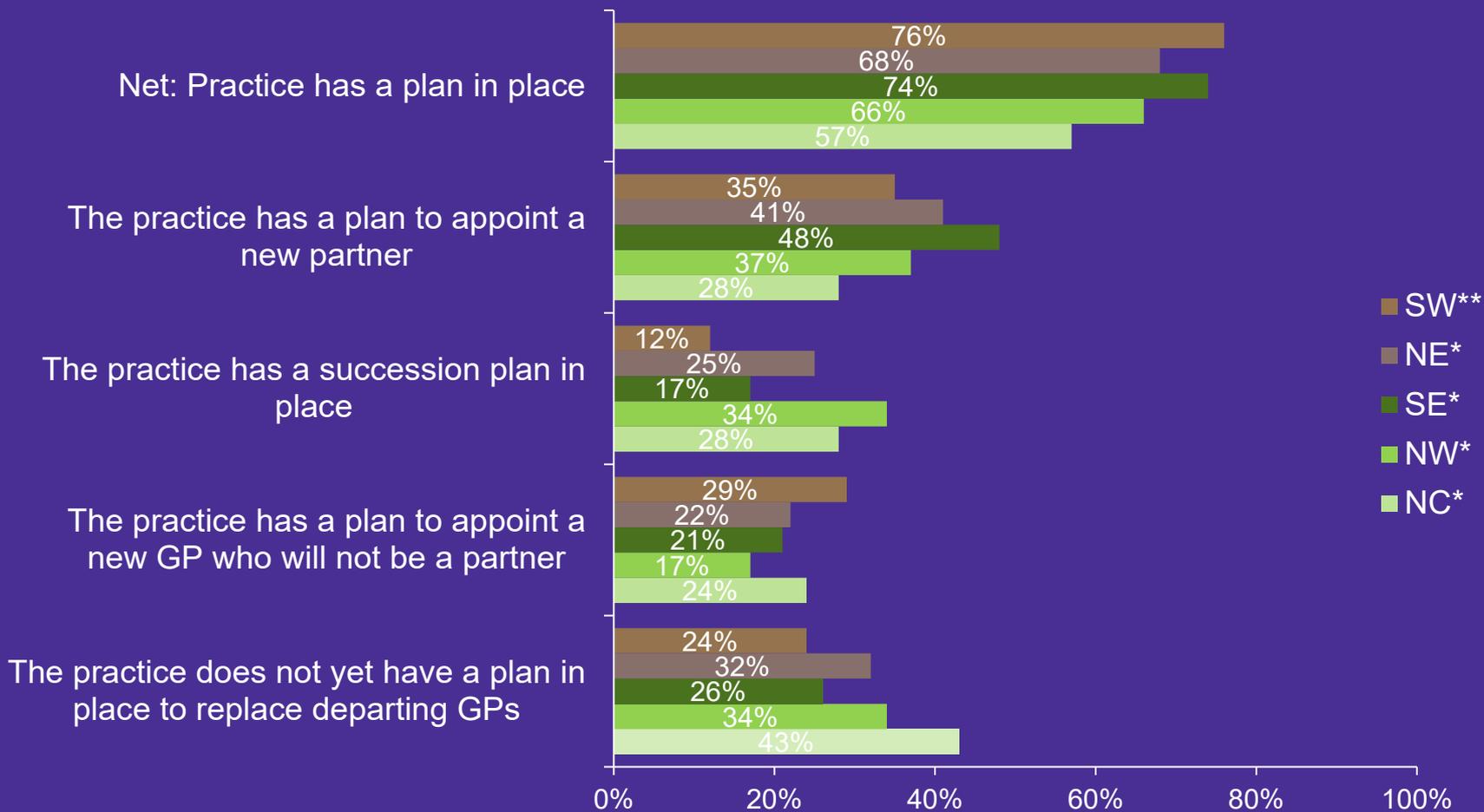
Q8a. Does the practice currently have any GPs planning on retiring in the next 3 years? Base: All practices in; SE (n=56), SW (n=25*), NC (n=52), NW (n=104), NE (n=55), 1-2,999 (n=6*), 3,000-5,999 (n=62), 6,000-9,999 (n=110), 10,000-14,999 (n=72), 15,000-24,999 (n=38*), 25,000+ (n=5**)

The majority of practices in Wave 13 say they have some kind of plan in place to replace GPs retiring within the next 3 years, although a third do not have a plan in place yet. 5% fewer practices than in June 2021 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 who said they have GPs planning to retire in the next three years (n=117)

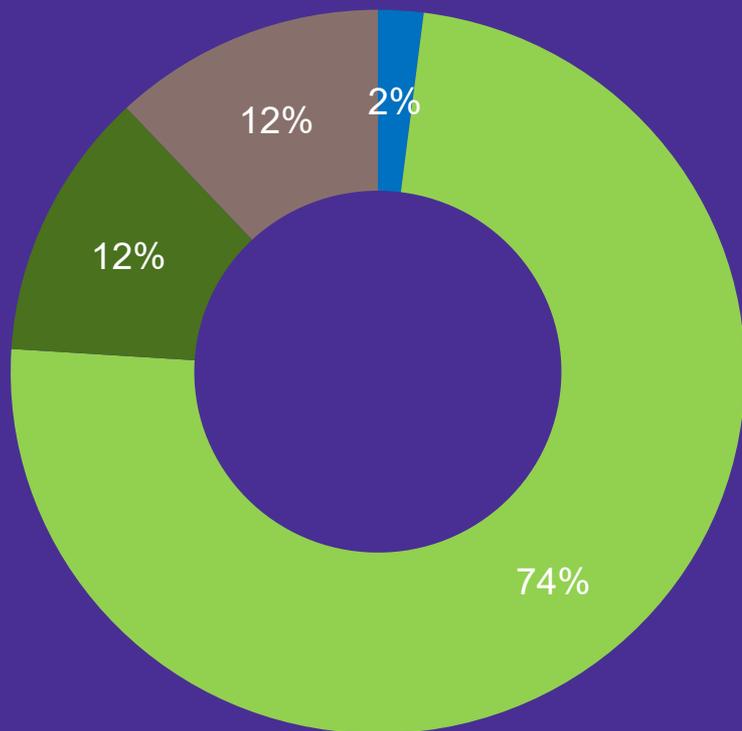
Practices in the South West and South East STP areas are most likely to say they have a plan in place to replace GPs retiring within the next 3 years, whereas those in the North Central STP region are most likely to say they do not.



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 in the next three years; SW (n=9**), NW (n=35*), NC (n=23*), NE (n=30*), SE (n=21*)

The vast majority of practices say they have no plans to terminate their GP contract in the next 3 years. More than one in ten would not rule it out or are unsure.

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



Q9a. Does the practice have plans to terminate its GP contract in the next three years? Base: All practices (n=292)