

Response to the NHS Long Term Workforce Plan – June 2023

The IGPM welcomes the focus on our people in the NHS Long Term Workforce Plan. We have been grateful for the opportunity to work with NHS England over the years to influence and protect the non-clinical workforce in primary care and in particular Managers working in General Practice and PCN's. We have alerted the system to the potential gap in workforce, particularly amongst our profession. Our last survey showed that 54% of managers stated they were planning on leaving their job in the next 5 years.

We are pleased to see some of our work being included, for example: -

- Expanding apprenticeship routes – particularly for prospective Practice Managers
- Looking at compassionate and inclusive leadership and development of the role of Managers in General Practice
- Ongoing education and training reform to consider workforce supply, flexible learning and promote resilience

Managers in General Practice hold a pivotal role in ensuring that multi-disciplinary teams across all health and social care partners come together for the better health and wellbeing of a population. We need to retain the staff that we do have and encourage new entrants into this highly skilled and rewarding profession and we would be pleased to work with NHS England to influence: -

- The pay disparity between primary and secondary care
- Terms and conditions differences across the system
- Removing duplication of effort and resources
- Reducing bureaucracy and ensuring the central NHS systems and processes are customer focused and flexible

Next week sees the 75th Birthday of the NHS; General Practice has changed immeasurably in those 75 years. We are multi-million-pound small businesses who show agility, value for money and great leadership. We are committed to working for our members to ensure that Managers in General Practice receive the recognition and voice to influence and direct the next phase of Primary Care.



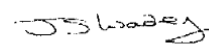
Kay Keane



Robyn Clark



Nicola Davies



Jo Wadey

Directors of the Institute of General Practice Management