

Sir Keith Pearson
1st Floor
Belnheim House
Duncombe Street
Leeds
LS1 4PL
4th June 2014

Re: Beyond Transition

Dear Sir Keith,

Londonwide Local Medical Committees (LMCs) represents the interests of 6000 GPs and 1500 General Practices in London. Since the creation of the LETBs, we have been working hard to collaborate with the three London LETBs so that General Practice in its widest sense is engaged in the process of developing the primary care workforce and thus able to take advantage of the many opportunities that hitherto have not been open to staff within the General Practice setting.

Given the complexity of the NHS provider and social care infrastructure in London along with the diversity of the London population and patients served, we consider the 'local' feature of the education boards to be essential. Local knowledge and understanding and delivery of education and training has a compelling impact on recruitment, refreshment and retention of the local workforce. In each of the 3 LETBs there has been engagement in groups of staff who previously have not been recognised in any training or educational opportunities. This has been facilitated by senior local professional and academic "Leaders".

These leaders have enabled and engineered structures and processes to make significant change happen to support the current workforce as well as work to deliver nationally driven strategies such as " Shaping our Healthier Future" in north west London. Organisations such as ours have invested substantial amounts of resource in this collaborative process because we have trust in the local Leadership of the LETBs. Successful outcomes have been demonstrated in Primary Care in many ways which include

- Creation of 9 Community Education Provider Networks in London
- Joint working between HEIs and GP providers
- Progression on GPN training and access to CPD
- Workforce data collection pilot in general practice
- HCA training programme
- Recognition of lack of mentorship in General Practice Nursing – mentorship training in general practice?
- Creation of training placements
- Huge up skilling of Primary Care staff
- Ideas and innovative thinking about using a skilled workforce in line with ScHaFF
- Joint training between Pharmacy and GPs
- Access for GPNs for Train the Trainers



London LETBs have recognised that in order to deliver safe patient care, there needs to be investment in developing the primary care workforce. Local leadership has allowed all parts of the NHS family including Independent Contractors (Dentists, Pharmacists and General Practitioners) to unite with colleagues in all parts of the system including HEIs. These connections are helping all stakeholders to realise that there is a whole systems approach and are fostering some excellent and innovative partnership working between organisations. This process has only been underway for a year but already real progress has been made not only in General Practice but in many other service areas.

"Beyond Transition - Realising our potential" creates a threat for the whole system through the centralisation proposed. Centralising workforce planning, training and education will mean decisions which have an impact locally are less likely to be taken. Without the local leadership addressing the local issues, many of the innovative schemes and work listed above would not have been achieved, and more importantly may not be continued, which in our view will ultimately impact on patient care. Therefore, Londonwide LMCs would strongly recommend a pause in this process and that HEE explores other options with its stakeholders for realising the potential.

Yours sincerely,

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North West London

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