



WESSEX

Local Medical Committees

GUIDANCE DOCUMENT

Multidisciplinary Framework for General Practice

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Multidisciplinary Framework Costings										Key:	Completed	Funded as of July 2016	Walloke to undertake last cost reductions	Care has been completed reference of Vetting/audit date	Comparative and reference outcomes	NB: Blue text indicates completed a PHS or Trainee or similar records on PHS. In future likely to be called a BPP, RPP or BOP.			
© Copyright (August 2019) Version 25 - 12 April 2019																			
SKILLS & COSTINGS <i>(based on NHS A&E /20 Day Scale)</i>		Care Navigator	Nursing Apprentice	HCA	Nursing Associate HCA	GPN Level 1	GPN Level 2	GPN Level 3 NMP	Physiotherapist Associate (with experience)	Specialist Paramedic	Mental Health Practitioner NMP	MSK Practitioner	Pharmacist NMP	ANP NMP	Advanced Paramedic	Consultant AP/NP/MD (PND)	GP	GP & HCA (Band 3)	MDR ¹ with Diploma (Band 4/5/6)
<i>Please note, salaries do not include costs for these roles</i>		Bands		Band 3	Band 4	Band 5	Band 6	Bands 6-7	Bands 6-7	Band 6-7	Band 8 (A-I)	Band 8 (A-I)	Band 8 (A-I-B)	Band 8 (A-I)	Band 8 (A-I)	Band 3			
<i>The timing of each activity reported here is derived from data provided by PHS/OHRC. It is acknowledged that some events such as "specific factuality" takes place in day construction.</i>		Depends on age level		£18,813	£21,819	£26,220	£32,525	£37,419	£37,419	£37,419	£15,563	£15,563	£15,563	£15,563	£15,563	£89,537	£80,000	£93,122	£56,232
<i>This list below provides a "snap shot" of the most common activities. It is not a full list.</i>				£3.65	£11.19	£13.45	£16.68	£19.19	£19.19	£19.19	£26.44	£26.44	£26.44	£26.44	£26.44	£45.32	£41.03	£50.83	£28.04
<i>Note for Mental Health Band 4</i>				£0.16	£0.19	£0.22	£0.28	£0.32	£0.32	£0.32	£0.44	£0.44	£0.44	£0.44	£0.44	£0.77	£0.68	£0.85	£0.48
Prescribing																			
Uses of PDRs																			
Referral Technology																			
Full Clinical Assessment & Decision Making including examination of Respiratory system, Cardiovascular system, GI & hepatic, Head & Ocular history, Neurological, ENT, Eye, Dermatology, Musculoskeletal, Mx/Mental health																			
Fall Risk Assessment																			
Full MSE Assessment																			
Pediatric clinical assessment																			
Palliative & end of life care																			
Leadership																			
Clinical Training																			
Research/Audit																			
Home Visits and Travel & Documentation		65					£1.40	£1.20	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10
Team Day Access		10					£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10
ANNUAL REVIEW																			
Learning/Diagnostic Review		10					£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10
Medication Review		10					£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10
Mental Health Review		10					£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10
LIFE STYLE																			
Diet / Weight Control & Lifestyle Advice		15					£1.40	£1.20	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10
MONITORING OF PATIENTS ON DISCHARGE																			
Central Chest Pain		10					£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10
Signs & Signs of Deterioration																			
Muscle Bloods Assessment (Exo to Perc)		10					£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10
Triage		10					£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10
Low Infection		10					£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10
Coughs & Colds		10					£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10
TDP		10					£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10
Headaches / Dizziness		10					£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10
Medication Review		10					£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10
Medication Review		10					£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10
Signing & Signing Prescriptions																			
Signing Review Prescriptions																			
Sign Notes																			
Signpal Referrals																			
Exa Irrigation		15					£1.40	£1.20	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10
Approval of Orders																			
GP Monitoring/Management		15					£1.40	£1.20	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10	£1.10

Blue The professional can undertake this role, but it is likely not be cost effective;

Pale Blue It is currently unclear if they are competent to undertake this activity. The roles highlighted in 'blue text' indicates that they should be able to provide evidence that they are working at this advanced level. In the future this is likely to require completion of a MSc or be a trainee Advanced Clinical Practitioner working towards an MSc. The salaries can be adjusted and will then self-populate the costings.

The second page focuses on education and competencies, this list is not exhaustive, employers and employees are advised to contact their local LMCs, training hubs and universities for further advice and guidance.

3. Roles / Titles

There are many roles/titles in General practice which have been included in this framework- this is not an exhaustive list

1. Apprentice
2. Health Care Assistants
3. Care Navigator
4. Nursing Associate
5. Nursing Assistant
6. GP Assistants
7. MSK Professional
8. Practice Nurses
9. General Practice Nurse
10. Asthma Nurse
11. Specialist General Practice Nurse
12. Triage Nurse
13. Minor Illness Nurse
14. Nurse Practitioners
15. Paramedics
16. Specialist Paramedic
17. Diabetes Nurse
18. Nurse Prescriber
19. Frailty Nurse
20. Pharmacist
21. Physician Associate
22. Advanced Nurse Practitioners

The General Practice Nurse (GPN) has been classified into 3 levels.

- **Level 1** the new GPN going through a period of preceptorship and ongoing supervision
- **Level 2** a GPN with a wide range of general competent skills and who may also have completed a post graduate diploma in for example long term conditions (LTC) and or sexual health
- **Level 3** the more experienced GPN who is also likely to have a specialism within a specific area e.g. LTCs / sexual health and is also a prescriber

The following links provide useful information on the role, responsibilities and opportunities for general practice nursing.

- [NHS Health Careers](#)
- [RCGP/RCN GPN Standards \(2015\)](#)
- [QNI](#)
- [HEE General Practice Nursing](#)

- [NHS England Leading Change - leadership in general practice nursing](#)
- [HEE The general practice nursing workforce development plan](#)

3.1 Advanced Clinical Practice

One of the big areas of expansion within general practice has been around [Advanced Clinical Practice](#). This role has evolved in response to extended clinical and patient demand and workforce issues. The term 'Advanced Practice' defines the level of practice at which the professional works. They are responsible for the safe delivery of several roles that were not routinely performed within the primary care environment. This professional group ensure the patient's pathway is not unduly delayed; they use their expanded roles and experience to review and instigate treatment. They work autonomously and see a range of patients who present with undifferentiated conditions. This requires competency in specific areas of knowledge, technical skill, clinical expertise and clinical decision-making. [HEE Advanced Clinical Practice](#).

The four pillars that underpin this role are:

1. Clinical Practice
2. Leadership and Management
3. Education
4. Research

The assurance is that all people working at an 'advanced level' will have a minimum skill set and competencies. The key elements of the framework are available on the HEE website - Advanced clinical practice -mentioned above.

The document has a section which provides a pathway for staff to evidence that they are working at an advanced level. Nurses can also access an alternative route through [RCN Credentialing](#) and in the future the [apprenticeship](#) route. Frameworks have been developed around core capabilities and competencies for advanced practitioners working in General Practice.

4. Education & Competencies

We have a section addressing the above and where possible made direct links to the role, educational underpinning and further training recommended for the different professional groups. It has highlighted how some roles particularly at advanced level have common elements.

The challenge is for employers to decide which of these roles meets the needs of their practice population, ensuring professionals are working within their scope of practice and importantly safety for the patient.

5. Activities / Tasks

Not all activities undertaken in general practice have been included; this just provides an example of some of the more common areas. These can be adapted depending on the needs of their practice population and their current skill mix. The information enables Practices to:

- reflect on the task
- look at the most appropriate person who could undertake this procedure
- the cost effectiveness

One would also need to consider the cost of 'upskilling' the individual. Some staff can have problems being released to access education and training. If we are to encourage career development, recruit and retain staff to meet our current and future needs, training and continuous professional development (CPD) should be an investment and not a cost.

6. Timings of 'Activities'

The timings linked to the activities are an average, obtained through feedback from a variety of practice managers and general practice nurses from their own practice templates.

The timings allocated by the practice may also be dependent for example on the individuals current experience or if they are providing training or supervision for another professional during the activity. Practices can change the timings to reflect their own planning of activities.

It is also worth considering protected time for administrative activity and to also identify who would be best placed to carry this activity out. Historically clinical members may still be undertaking roles that could be shared across the practice administrative team e.g. ordering, cleaning of rooms and equipment, undertaking audits, checking drugs stored on the premises, fridge temperatures, clinical supervision, mandatory and update training, developing policies and protocols.

7. Salaries

General Practices are self-employed business, as a result there are a wide range of salaries and terms of service in operation. If we are trying to encourage more people to work in general practice it is an area that will need to be addressed in terms of equity and parity between secondary care colleagues and other professional groups. The salaries identified in this 'mapping exercise' are linked to the mid-point of [agenda for change](#) 2020/21 and are a guide but reflect what can be expected of a person working at this level. They do not include 'on costs' of between 30-40% which would need to be added to these figures.

Practices can adjust the salaries, and this will then self-populate the rest of the operational mapping tool.

The NHS Update GP [Contract](#) 2020/21-2023/24 provides details on the additional roles and reimbursement scheme. Six more roles have been added to the original five and will be reimbursed at 100%. These are:

- Clinical pharmacists
- Social prescriber/link worker
- First contact physiotherapist
- Physician associate
- Pharmacy technician
- Community paramedic
- Dietitian
- Occupational therapists
- Chiropodist/podiatrist
- Health & wellbeing coach
- Care co-coordinator
- Mental health practitioners (2021/22)

8. What does addressing new ways of working look like in reality?

A sample practice in Bath which has one of the highest percentages of over 80-year olds in Bath and North East Somerset, has been.... they acknowledged that they needed to standardise the level of care patients received.

At Combe Down there was only one nurse who provided diabetic clinics, three sessions a week, over two days. Diabetic and respiratory reviews were undertaken on separate occasions. The service was struggling to cope with increased demand exacerbated by staffing changes. A review of how and who provided the care was undertaken and resulted in the development of a new model/pathway for chronic disease management. The aim was to develop a diagnostic pathway, that would ensure patients would receive prompt information regarding their diagnosis, of either Diabetes or At Risk of Diabetes. They were then invited to participate in the National Diabetes Prevention programme if appropriate, reducing the frequency of patient's attendance at clinics, maximising clinician's skills and reducing the clinical workload.

A clear diagnostic pathway was developed for all clinicians to follow, utilising a diabetic administrator, to ensure patients were invited to the appropriate diabetic clinic with all relevant investigations and tests completed. This also involved a review of the current skills of staff and future educational and training needs looking at an investment in terms of career development, improved patient outcomes and long-term cost effectiveness of the service.

Other practices have established groups consultations, healthy leg clubs and integrated nursing teams to address some of the workload. Further information on these areas can be found on our website.

Useful Documents and Web Links

Wessex LMCs Documents

STP and the GP 5 year forward plan: <https://www.wessexlmcs.com/gpfvstps>

GP Partnership Review – Final Report:
<https://www.wessexlmcs.com/gppartnershipreview>

The Healthy Leg Club Concept: <https://www.wessexlmcs.com/thehealthylegclubconcept>

Skill Mix Matrix
<https://www.dropbox.com/s/zj4bkzh79m1edi6/1.%20Multidisciplinary%20Framework%20for%20General%20Practice%20March%202020%20%281%29.xlsx?dl=0>

Guidance Document for Non-Medical Prescribers in Primary Care
<https://www.wessexlmcs.com/nonmedicalprescribing>

Nurses with an extended role referring to radiology
<https://www.wessexlmcs.com/email6843>

Lunch & Learn sessions for practice staff <https://www.wessexlmcs.com/lunchandlearn>

Training & Events for Practice Staff <https://www.wessexlmcs.com/events>

Employment Topics
<https://www.wessexlmcs.com/search?q=employment>

[GP Supporters](#)

[Practice Manager Supporters](#)

National Documents and Web Links

GP Five Year Forward View:
<https://www.england.nhs.uk/wp-content/uploads/2016/04/gpfv.pdf>

BMA – Primary Care Networks:
<https://www.bma.org.uk/collective-voice/committees/general-practitionerscommittee/gpc-england/gp-contract-agreement-england/primary-care-networks>

HEE – Education and Career Framework for District Nurses and General Practice Nurses (GPNs):
https://www.hee.nhs.uk/sites/default/files/documents/Interactive%20version%20of%20the%20framework_1.pdf

QNI – General Practice Nursing in the 21st Century: https://www.qni.org.uk/wp-content/uploads/2016/09/gpn_c21_report.pdf

NHSE – Update to the GP Contract 2020/21-2023/24
<https://www.england.nhs.uk/gp/investment/gp-contract/> NHS England 10-point plan for GPNs: <https://www.england.nhs.uk/wp-content/uploads/2018/01/general-practice-nursing-tenpoint-plan-v17.pdf>

RCGP 'A vision of General Practice in 2022: <https://www.rcgp.org.uk/policy/rcgp-policy-areas/general-practice-2022.aspx>

The Future Primary Care Workforce:

https://heeoe.hee.nhs.uk/sites/default/files/the_future_primary_care_workforce_martin_roland_0.pdf

Wessex Academic Health Science Network – The Wessex Primary Care Project:

<http://wessexahsn.org.uk/projects/168/the-wessex-primary-care-project>

Fareham & Gosport and South East Hampshire CCG:

<https://www.farehamandgosportccg.nhs.uk/>

London South Bank University - 'fake' nursing job titles concern

<http://www.lsbu.ac.uk/about-us/news/nhs-nursing-job-titles-regulation>

Nursing and Midwifery Council: <https://www.nmc.org.uk/>

Skills for Health

<http://www.skillsforhealth.org.uk/news/blog/item/367-12-ingredients-that-make-the-development-of-the-support-workforcesustainable?highlight=WyJwaGFybWFjaXN0cyJd>

<https://www.skillsforhealth.org.uk/services/item/724-advanced-clinical-practice-corecapabilities-for-nurses-working-within-general-practice-settings-in-england>

<https://www.skillsforhealth.org.uk/services/item/146-core-skills-training-framework>

NHS England nursing framework. <https://www.england.nhs.uk/wp-content/uploads/2016/05/nursing-framework.pdf>

NHS England – Training for reception and clerical staff

<https://www.england.nhs.uk/gp/gpfv/redesign/gpdp/reception-clerical/>

Gov.UK – Apprenticeships

<https://www.england.nhs.uk/gp/gpfv/redesign/gpdp/reception-clerical/>

NHS Health Careers

<https://www.healthcareers.nhs.uk/explore-roles/nursing/roles-nursing/general-practicenurse>

RCGP/RCN GPN Standards (2015)

<http://www.independentnurse.co.uk/news/rcgp-launches-practice-nursingcompetencies/110371/>

QNI – Transition to General Practice Nursing Resource <https://www.qni.org.uk/nursing-in-the-community/transition-communitynursing/transition-gpn-toolkit/>

HEE – General practice nursing

<https://www.hee.nhs.uk/our-work/general-practice-nursing>

NHS England Leading Change - leadership in general practice nursing

<https://www.england.nhs.uk/leadingchange/staff-leadership/general-practice-nursing/>

HEE The general practice nursing workforce development plan

<https://www.hee.nhs.uk/sites/default/files/documents/The%20general%20practice%20nursing%20workforce%20development%20plan.pdf>

HEE - Multi-professional framework for advanced clinical practice in England

<https://www.hee.nhs.uk/sites/default/files/documents/Multi->

[professional%20framework%20for%20advanced%20clinical%20practice%20in%20England.pdf](#)

HEE - Advanced Clinical Practice. <https://www.hee.nhs.uk/our-work/advanced-clinical-practice>

RCN Credentialing
<https://www.rcn.org.uk/professional-development/professional-services/credentialing>

NHS Employers - Advanced clinical practitioner apprenticeship approved
<https://www.nhsemployers.org/news/2018/04/advanced-clinical-practitioner-apprenticeship-approved>

NHS Employers - NHS Terms and Conditions (AfC) pay scales 2019/20
<https://www.nhsemployers.org/tchandbook/annex-1-to-3/annex-2-pay-bands-and-paypoints-on-the-second-pay-spine-in-england>

Fareham & Gosport & South East Hampshire CCG.
[Employing-a-Paramedic-in-Primary-Care-Toolkit-v4.pdf](#)

Royal College of General Practitioners <http://www.rcgp.org.uk/>

Royal College of Nursing <https://www.rcn.org.uk/>

Welcome to the BMA <https://www.bma.org.uk/>

HEE - New framework to promote person-centred approaches in healthcare
<https://hee.nhs.uk/news-blogs-events/news/new-framework-promote-person-centred-approaches-healthcare>

HEE – NHS Career Framework
<https://www.healthcareers.nhs.uk/career-planning/resources/nhs-career-framework>

Wessex Academic Health Science Network <http://wessexahsn.org.uk/>

Physician Associate.
<https://www.rcplondon.ac.uk/news/faculty-physician-associates>

MSK Professionals:
[first-contact-physios-implementation-guidance](#), and [bma.advice/employment](#)



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