



Londonwide LMCs' Workforce Survey

Wave 3, January 2017

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 25th November and 12th December 2016, with a total of 700 responses from 552 individual member practices. Of Londonwide LMCs' 1,295 member practices that were invited to participate in the research, this represents a response rate of 43%. The previous waves of this research were conducted between 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 on Londonwide LMCs' behalf by ComRes.

Sector	No of practices that responded
North Central East London	224
North West London	163
South London	165
TOTAL	552 (of 1295)

**Where the number of practices in a group mentioned 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.*

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 previous wave of this research where such changes are at a level that is statistically significant, rather than as a result of sample variance.

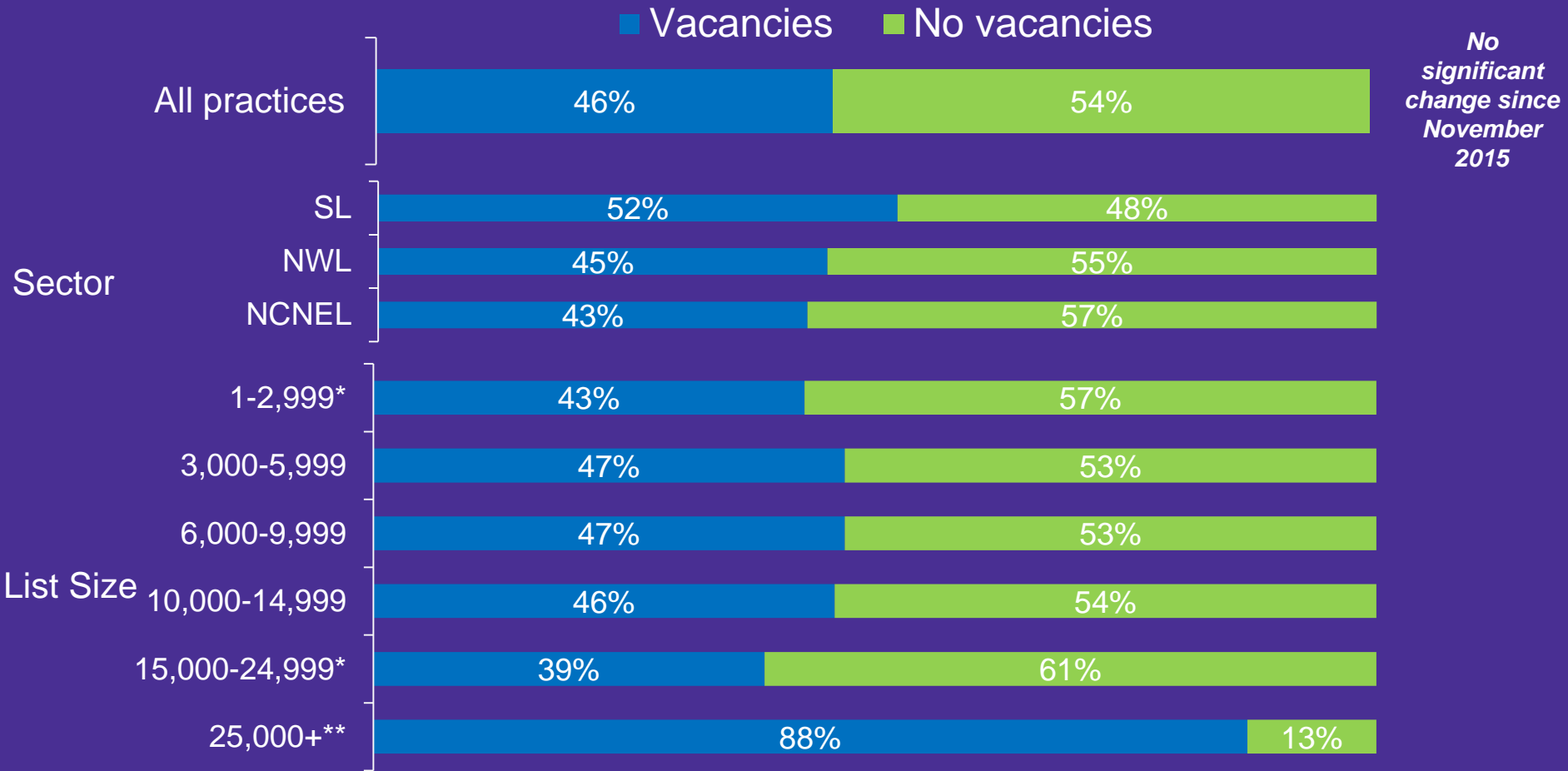
An increasing proportion of member practices say they have an active and engaged patient participation group, and that they are a GP federation member practice



In total, 438 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 3,953,207 registered patients.

Q2. Which of the following, if any, applies to the practice? Base: all practices (n=552)

South London continues to have the biggest proportion of member practices reporting having a vacancy



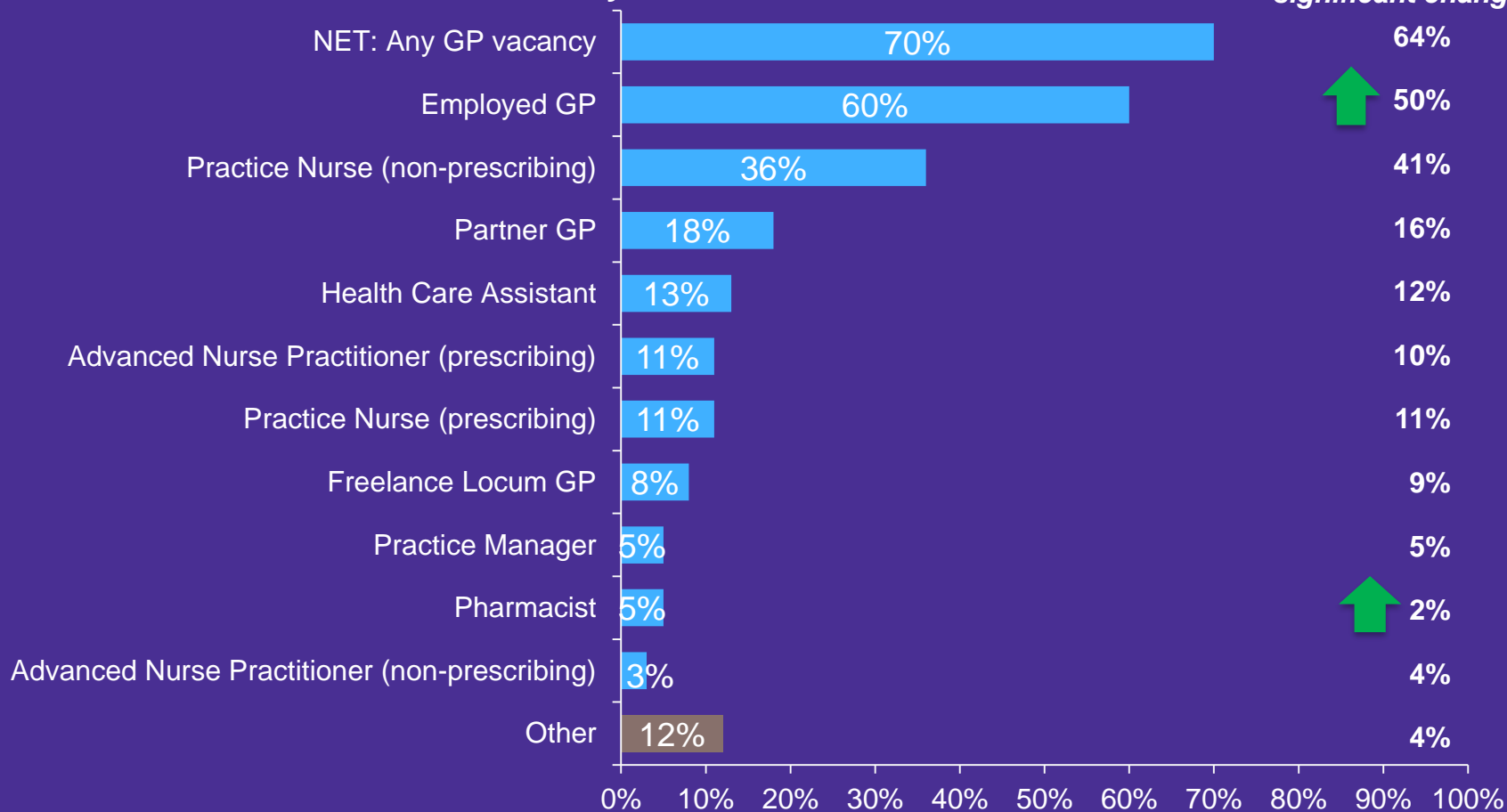
Q5. Does the practice currently have any GP / practice nurse vacancies, or other vacancies? Base: all practices (n=552), SL (n=165), NWL (n=163), NCNEL (n=224), 1-2,999 (n=44*), 3,000-5,999 (n=142), 6,000-9,999 (n=199), 10,000-14,999 (n=126), 15,000-24,999 (n=33*), 25,000+ (n=8**)

Where member practices have vacancies, employed GP roles continue to be the most likely positions to be unfilled

One third of member practices say they currently have any GP vacancy (32%)

Showing most common unfilled posts among practices that currently have vacancies

November 2015 Wave
(arrows mark a significant change)

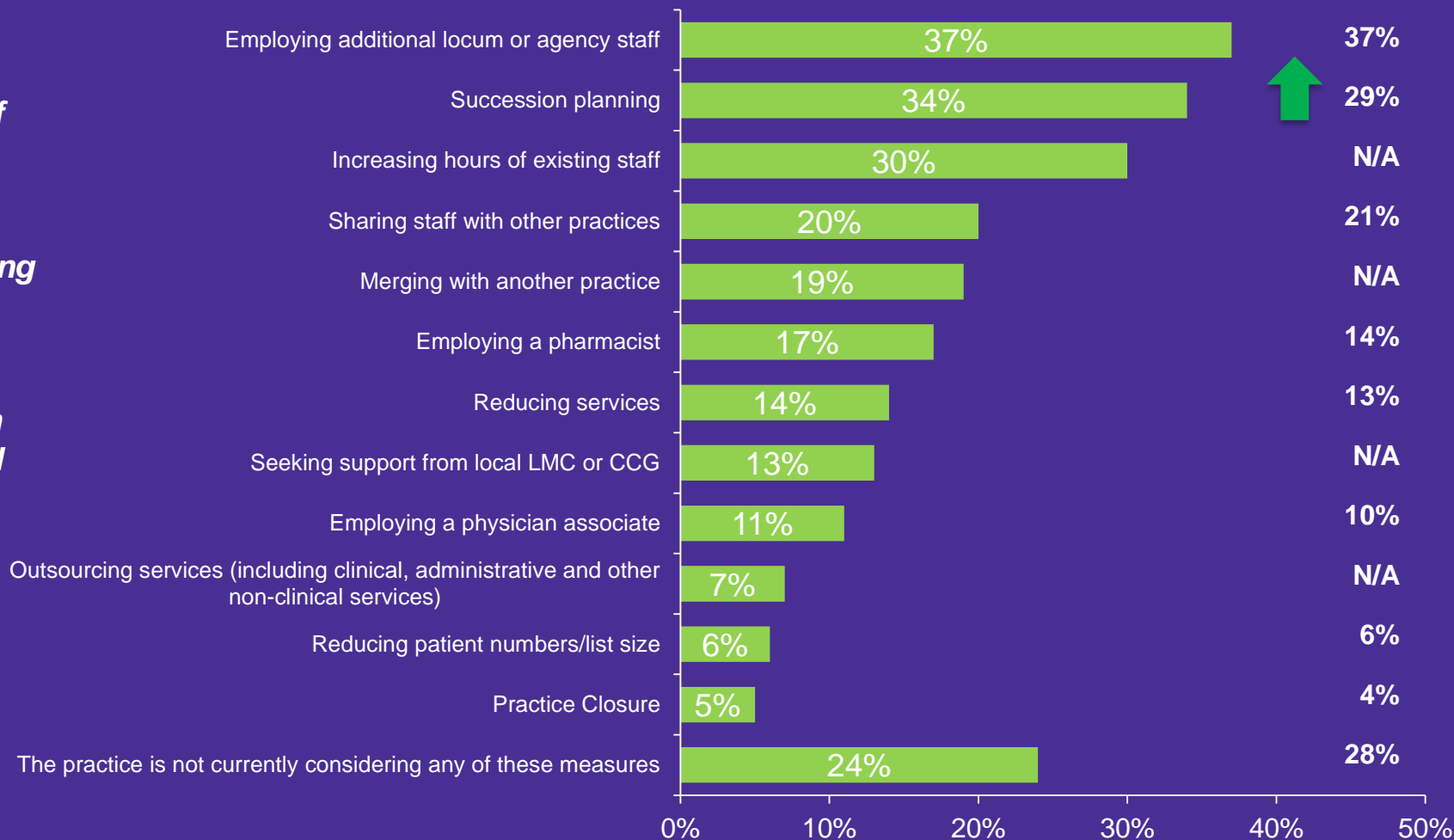


Q6a. What positions, if any, are currently vacant at the practice? Base: all practices that have current vacancies (n=256)

As in previous waves, practices are most likely to say they are considering employing additional locum or agency staff to help manage current and future vacancies

November 2015 Wave
(arrows mark a significant change)

The 5% of member practices currently considering practice closure could impact an estimated 179,825 patients



Q7. What actions are currently being considered within your practice to help manage current and future vacancies? Base: all practices (n=552)

Kensington and Chelsea (4) and Lambeth (3) have the greatest number of practices who report considering closure or planning to terminate their GP contract

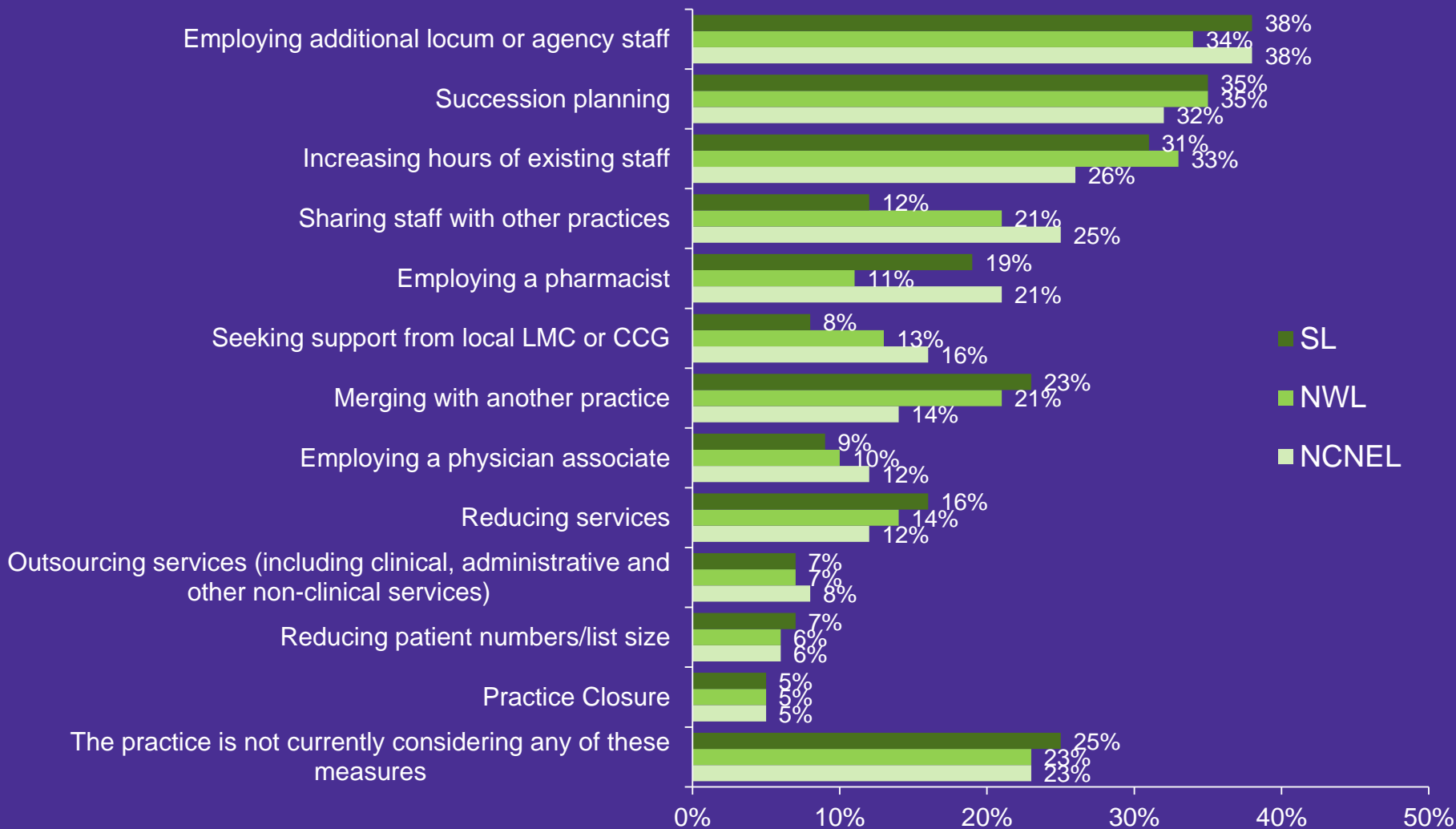
Borough	# Practices Considering Closure	# Practices Planning to terminate GP Contract in next 3 years	# Practices Considering Closure OR Planning to Terminate GP Contract
Barnet	1.5	0	1.5
Bexley	0.5	0	0.5
Brent	2.33	0	2.33
Bromley	1	0	1
Camden	1	0	1
City & Hackney	0.5	0	0.5
Ealing	2	0	2
Enfield	1	1	1
Greenwich	0	0	0
Hammersmith & Fulham	1	1	1
Haringey	2	1	2
Harrow	0	0	0
Hillingdon	0	0	0
Hounslow	0	0	0
Islington	2	0	2
Kensington and Chelsea	3	3	4
Lambeth	3	0	3
Lewisham	1	0	1
Merton	0	0	0
Newham	0.5	0	0.5
Redbridge	2	1	2
Southwark	1	2	2
Sutton	0	0	0
Tower Hamlets	0.33	0.33	0.33
Waltham Forest	1	1	1
Wandsworth	1	0	1
Westminster	0.5	0	0.5

Sector	# Practices Considering Closure	# Practices Planning to Terminate GP Contract in next 3 years	# Practices Considering Closure OR Planning to Terminate GP Contract
SL	7.50	2.00	8.50
NWL	8.83	4.00	9.83
NCNEL	11.83	4.33	11.83
TOTAL	28.17	10.33	30.17

Q7. What actions are currently being considered to help manage current and future vacancies? Base: all practices (n=552). Q9. Does the practice have plans to terminate its GP contract in the next three years? Base: all practices (n=552), Barnet (n=42), Bexley (n=13), Brent (n=29), Bromley (n=25), Camden (n=23), City & Hackney (n=21), Ealing (n=33), Enfield (n=23), Greenwich (n=24), Hammersmith & Fulham (n=7), Haringey (n=20), Harrow (n=8), Hillingdon (n=20), Hounslow (n=25), Islington (n=19), Kensington & Chelsea (n=21), Lambeth (n=22), Lewisham (n=20), Merton (n=13), Newham (n=21), Redbridge (n=17), Southwark (n=19), Sutton (n=12), Tower Hamlets (n=20), Waltham Forest (n=18), Wandsworth (n=16), Westminster (n=20), SL (n=165), NWL (n=163), NCNEL (n=224)



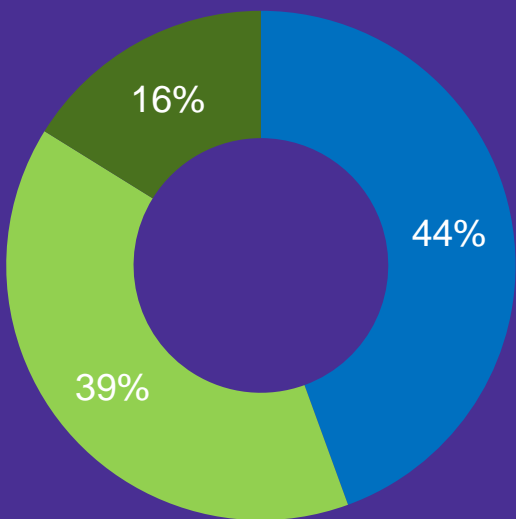
Practices in South London are significantly less likely than those in NCNEL and NWL to say they are considering sharing staff with other practices



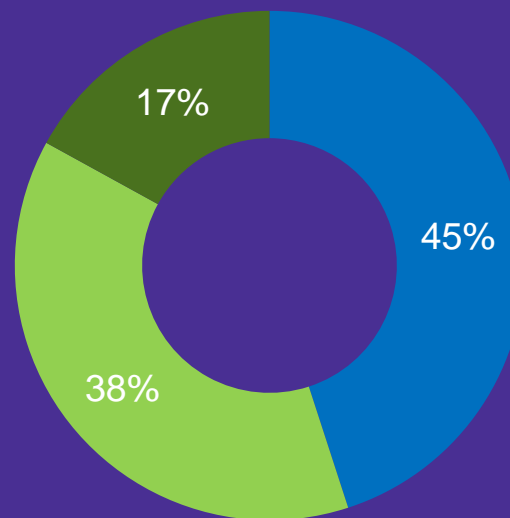
Q7. What actions are currently being considered to help manage current and future vacancies? Base: SL (n=165), NWL (n=163), NCNEL (n=224)

More than two in five practices say they currently have GPs planning to retire in the next three years, a similar proportion to the first wave in 2015

■ Yes ■ No ■ Don't know



Wave 1, November 2015

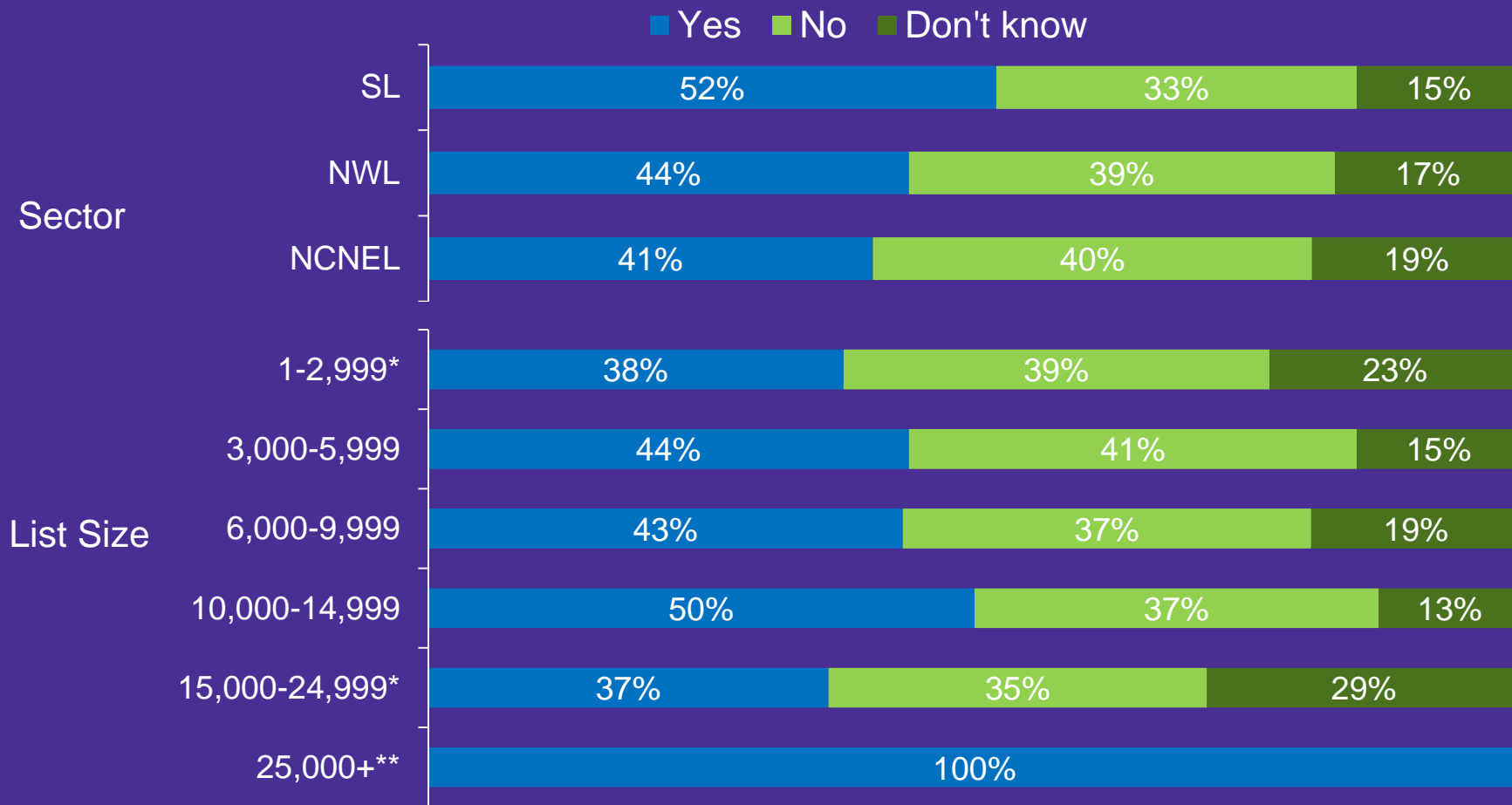


Wave 3, November 2016

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 November 2016 (n=552).

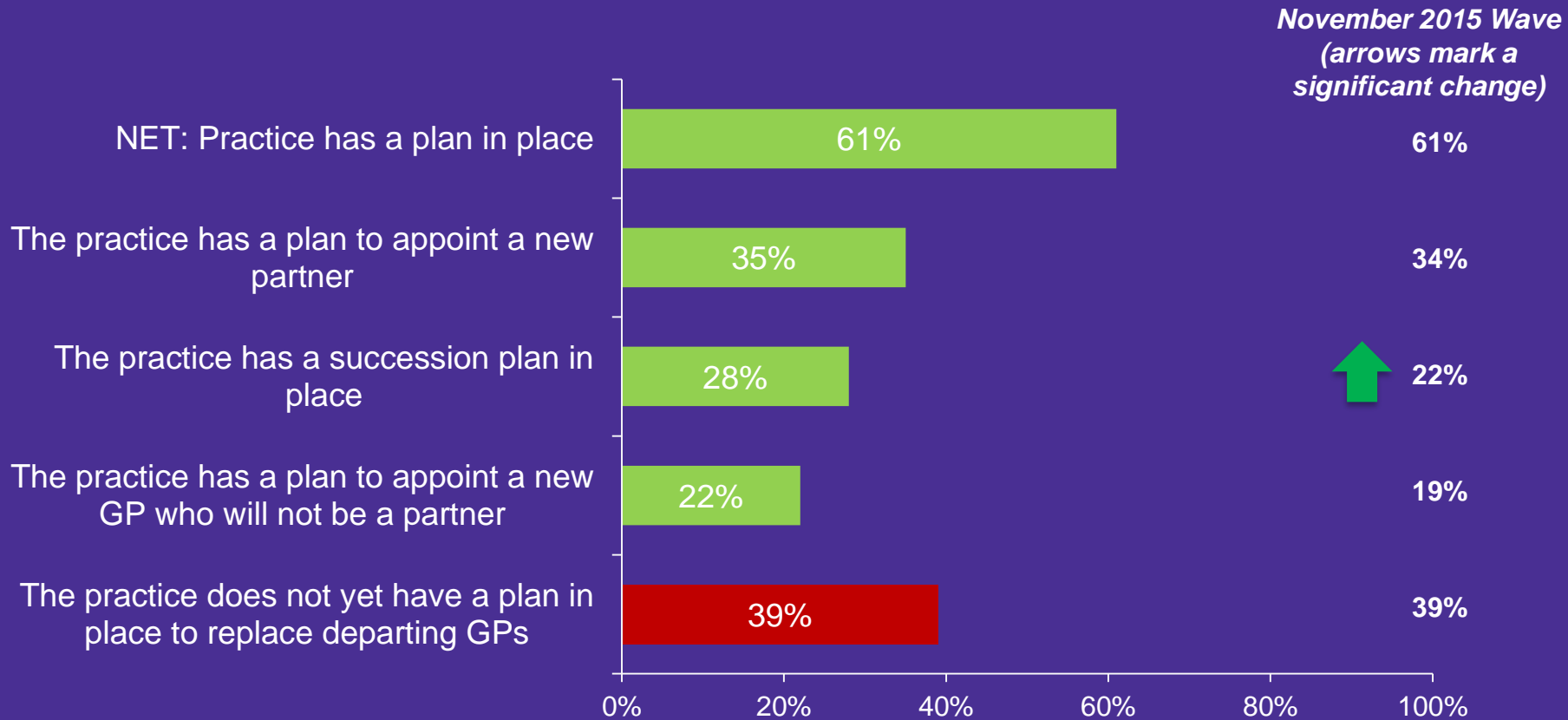
Mid-sized member practices (10,000-14,999 patients) remain most likely to say they have GPs planning to retire in the next 3 years

While all practices with more than 25,000 patients report having GPs planning on retiring in the next 3 years, these findings should be treated with caution due to the very small number of respondents in this practice group



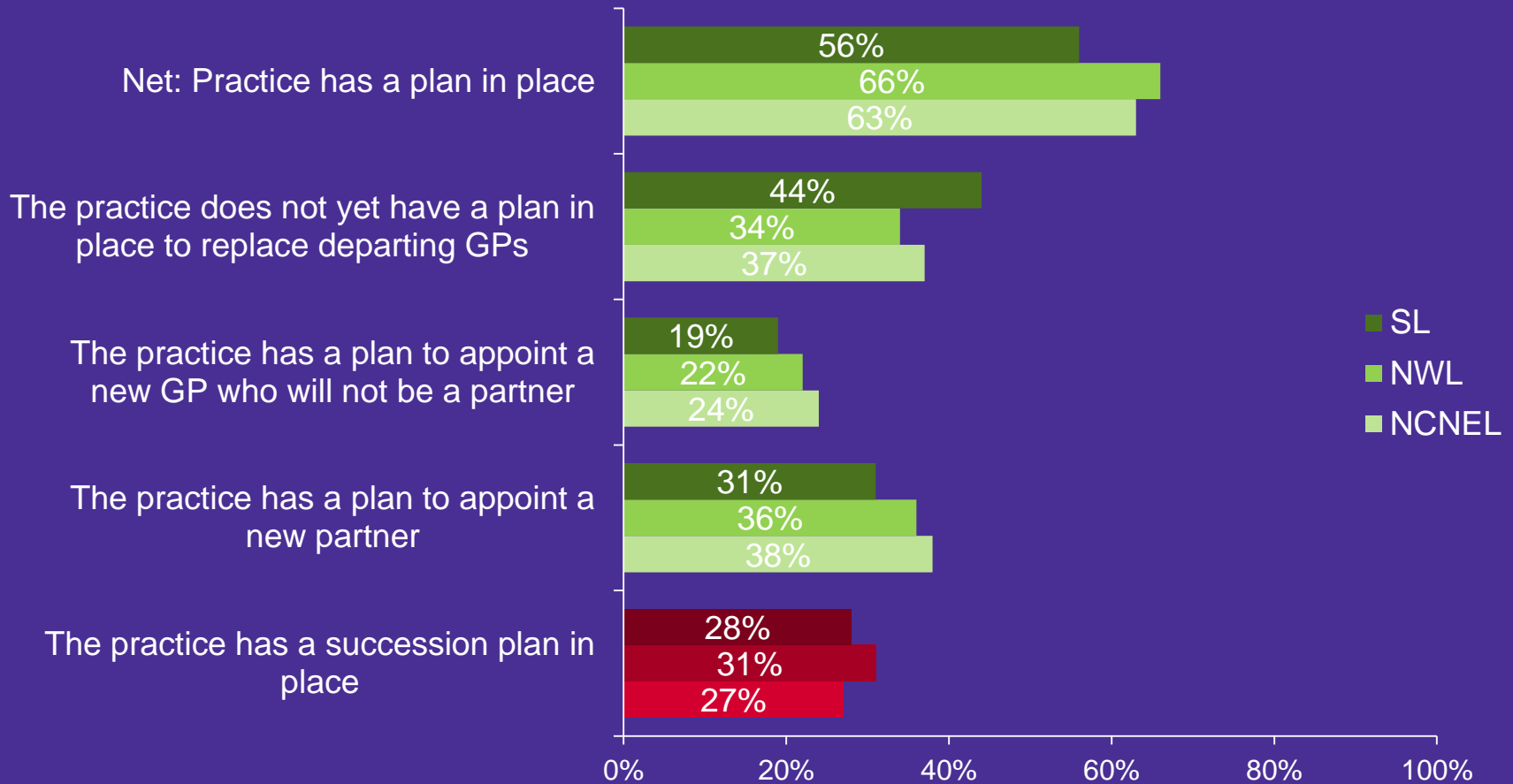
Q8. Does the practice currently have any GPs planning on retiring in the next 3 years? Base: SL (n=165), NWL (n=163), NCNEL (n=224), 1-2,999* (n=44*), 3,000-5,999 (n=142), 6,000-9,999 (n=199), 10,000-14,999 (n=126), 15,000-24,999 (n=33), 25,000+** (n=8**)

The majority of member practices who have GPs planning to retire say they have a plan in place to address this. Practices are similarly likely to say they have a succession plan in place as they were in the first wave



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 next three years (n=249)

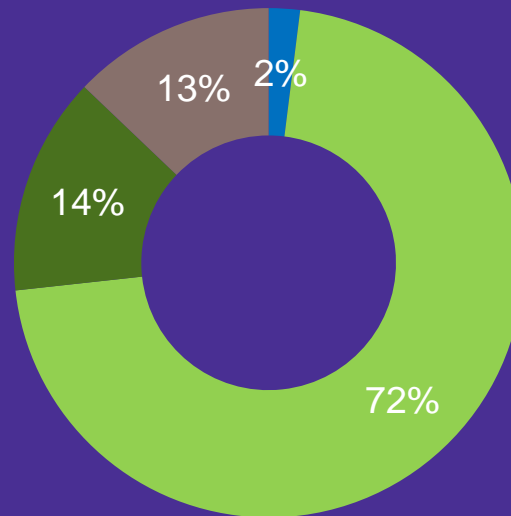
In contrast to previous waves, member practices in South London are the least likely to report having a plan in place to replace departing GPs



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 (n=249), SL (n=86), NWL (n=72), NCNEL (n=91)

2% of member practices say they have plans to terminate their GP contract in the next three years, while one in seven say they would not rule out terminating the contract

■ 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 (n=552)