

# Primary Care People Plan

**Ambition – “Building Capability and Capacity for today and the future”**

## Primary Care Workforce Priorities Year 1

1. Addressing workforce capacity and capability shortages by improving workforce planning and identifying critical gaps and pipelines.
2. Conduct a 'Deep Dive' on current Attraction, Recruitment & Retention activities, reviewing what is working well and what could be done differently and collectively to help build capacity.
3. Co-design and put in place the appropriate infrastructure and support to enable all PCNs to evolve into integrated neighbourhood teams.
4. Support Primary Care to be a great place to work and enable individuals to reach their potential.

## Primary Care Workforce Programme

### Themes and Priorities

#### Growing our People

1. Workforce planning.
2. Attraction
3. Growing wider workforce as a system

#### Valuing our People

4. Belonging
5. Looking after our people

#### Developing our People

6. Apprenticeships
7. Education and learning
8. Leadership and talent
9. Digital readiness

#### Retaining our People

10. Retention programme including flexibility and cost of living

## Primary Care People Group

### 4 Pillars of Primary Care

#### General Practice

#### Dentistry

#### Optometry

#### Pharmacy

### Reporting To

PCN Alliance

Primary Care, Community & Social Value Steering Group (LICB)

LICS People Board