



**Item No: 23**

**Meeting Date: Wednesday 23<sup>rd</sup> March 2022**

## **Glasgow City Integration Joint Board**

**Report By: Gary Dover , Assistant Chief Officer Primary Care and Early Intervention**

**Contact: Sheila Tennant, Lead for Prescribing and Clinical Pharmacy**

**Phone: 07812600974**

**Pharmacy (PCIP) recruitment funded by recurring Scottish Government Winter Monies 2021/22 and PCIP funding in 2022/23**

**Purpose of Report:**

This report is to inform the Integration Joint Board (IJB) of the approval under delegated authority to recruit pharmacy posts using the Winter Funds made available to the IJB by Scottish Government following a successful submission for additional funds and PCIP funding.

**Background/Engagement:**

Significant engagement was undertaken with a wide range of stakeholder as part of our consultation process for our PCIP and there is on-going engagement with general practice through our current primary care structures.

**Recommendations:**

The Integration Joint Board is asked to:

- a) note the successful bid for additional recurring Winter Monies from Scottish Government to support recruitment of pharmacy staff to deliver pharmacotherapy; and
- b) note the approval by the Chief Officer and Chief Officer Finance and Resources, under delegated authority, for the recruitment of pharmacy posts with funding agreed from Scottish Government through the Winter Monies and PCIP funding.

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### Relevance to Integration Joint Board Strategic Plan:

The proposals in this report align with the Vision of the IJB as stated in the Strategic Plan to enable the people of the city to flourish, with access to health and social care support when they need it and through supporting the development of stronger communities to make healthier lives.

### Implications for Health and Social Care Partnership:

**Reference to National Health & Wellbeing Outcome:**

These were outlined in our original [PCIP](#).

**Personnel:**

The report proposes recruitment of additional staff.

**Carers:**

These were outlined in our original PCIP.

**Provider Organisations:**

These were outlined in our original PCIP.

**Equalities:**

An [EQIA](#) was completed for the PCIP and remains under review.

**Fairer Scotland Compliance:**

These were outlined in our original PCIP.

**Financial:**

The Scottish Government has confirmed £50,000 funding for 2021/22 through Winter Planning to support this recruitment. The full year implications of this will be funded recurrently through the increase in funding being made available to support the PCIP programme for 2022-23. For Glasgow City this is anticipated to be approximately £1.7m.

**Legal:**

These were outlined in our original PCIP.

**Economic Impact:**

These were outlined in our original PCIP.

**Sustainability:**

These were outlined in our original PCIP.

**Sustainable Procurement and Article 19:**

These were outlined in our original PCIP.

**Risk Implications:**

Glasgow City's actual share of the additional funding for PCIP from 2022/23 from Scottish Government will not be notified until later in the year.  
If Glasgow City HSCP is unable to recruit sufficient number of staff it will be unable to deliver on the commitments and priorities outlined in the PCIP.

**Implications for Glasgow City Council:**

Not applicable

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<b>Implications for NHS Greater Glasgow &amp; Clyde:</b>	Recruitment of additional staff and requirement to purchase equipment and provide appropriate accommodation.
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<b>Direction Required to Council, Health Board or Both</b>	
<b>Direction to:</b>	
1. No Direction Required	<input type="checkbox"/>
2. Glasgow City Council	<input type="checkbox"/>
3. NHS Greater Glasgow & Clyde	<input checked="" type="checkbox"/>
4. Glasgow City Council and NHS Greater Glasgow & Clyde	<input type="checkbox"/>

### 1. Purpose

- 1.1. This report is to inform the Integration joint Board (IJB) of the approval under delegated authority to recruit pharmacy posts using the Winter Funds made available to the IJB by Scottish Government following a successful submission for additional funds and Primary Care Improvement Plan (PCIP) funding.
- 1.2. As IJB approval could not be obtained within the required timescale and in view of the urgent requirement to progress the recommendations in this report to spend the Winter Funds made available to the IJB by Scottish Government, these proposals were approved by Chief Officer of Glasgow City IJB and Chief Officer Finance and Resources under the delegated authority set out in the [IJB Scheme of Delegation](#) to officers.

### 2. Background

- 2.1. The Scottish Government announced a £300 million investment in hospital and community care to help support the NHS and social care system over the winter period. Funding is to accelerate achievement of the full delivery of the three key commitments in the updated Memorandum of Understanding (MoU 2) namely pharmacotherapy, vaccinations and Community Treatment and Care (CTAC). Some of this funding was made available for IJBs to bid to support the acceleration of multi-disciplinary team (MDT) recruitment to aid General Practice over the winter period and support the wider implementation of the GP contract.
- 2.2. Glasgow HSCP made a bid for winter funding in November 2021 that totalled £1.394m in 2021/22, with recurring costs reaching a maximum of £5.791m from 2024/25. This bid covered a request for additional investment for pharmacotherapy posts, community links workers, MSK physiotherapists, occupational therapy and funding infrastructure and support (such as GP locum cover and ICT equipment). This initial award from the Scottish Government focused on areas where delivery could commence in 2021/22 and Glasgow City HSCP was awarded £0.050m to fund the pharmacotherapy posts (the subject of this report) and a separate award of £0.143m for

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additional practice ICT equipment. The full year implications of this will be funded recurringly through the increase in funding being made available to support the PCIP programme for 2022-23.

- 2.3. Since the beginning of PCIP we have been re-designing the service to create skill mixed teams and to roll out pharmacy hubs. There remain major challenges with achieving the full scope of the pharmacotherapy element of the GP contract for all levels of service. Through our local Task and Finish Group and in light of the work that is happening nationally, we have been working with Local Medical Committee (LMC) and GP colleagues to establish a clear set of expectations for what we can deliver on within the finance and staffing resources that will be available. We anticipate that there will still be gaps in provision as we will not have sufficient funding to provide a comprehensive service to all 143 practices in Glasgow City.
- 2.4. A successful bid was submitted which seeks to secure additional staffing resource which will create capacity to manage the increasing volume of pharmacotherapy and prescribing work that is being directed to practices. Statistics show this workload has increased by 100% since the start of the year. The additional technical resource would front load the shift of acute prescriptions to repeat/serial scripts shifting workload to community pharmacy from the practice.
- 2.5. The additional pharmacist input will enable us to triage care home requests to GP practice teams, with technical support to address prescription requests linked to care homes and support the added pressures during the winter months.
- 2.6. The successful bid to the Scottish Government requested funding for 24 posts reflecting the required skill mix. The expected expenditure for 2021/22 is £50,000, the full year costs from April 2022 will be £1,011,000 (includes costs for IT and travel).

	Band	Posts	Staff costs (Top of Scale incl oncost)	£
Pharmacist	7	3	65,200	195,600
Technician	5	6	44,400	266,400
Technician	4	5	34,800	174,000
Support worker	3	10	31,500	315,000
Travel & IT				60,000
<b>Total</b>				<b>*£1,011,000</b>

*\*costed at standard pay rates i.e. No enhanced hours, at top of pay scale, inclusive of employers on cost and uplifted for assumed 22/23 pay award.*

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- 2.7 It is proposed that the costs for the posts from April 2022 will be funded by our expected increase in PCIP funding. The Scottish Government has announced that it will be increasing the national investment in PCIP by £15m annually from £155m to £170m (see Appendix 2). The Glasgow City share of the additional money will be based on the national resource allocation formula (NRAC) and will amount to approximately £1.7m per year. This will increase our overall recurring PCIP budget to around £20m per year.
- 2.8 This will leave a balance of approximately £0.700m from 2022/23 in our PCIP budget and further consideration will need to be given to how we best use the additional funding to help us deliver on the commitments in the Memorandum of Understanding and the GP contract.

### **3. Recommendations**

- 3.1. The Integration Joint Board is asked to:
- a) note the successful bid for additional recurring Winter Monies from Scottish Government to support recruitment of pharmacy staff to deliver pharmacotherapy; and
  - b) note the approval by the Chief Officer and Chief Officer Finance and Resources, under delegated authority, for the recruitment of pharmacy posts with funding agreed from Scottish Government through the Winter Monies and PCIP funding.

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## Direction from the Glasgow City Integration Joint Board

1	<b>Reference number</b>	DA240122-02
2	<b>Report Title</b>	Pharmacy (PCIP) recruitment Approval funded by recurring Scottish Government Winter Monies 2021/22 and PCIP funding in 2022/23
3	<b>Date direction issued by Integration Joint Board</b>	24 January 2022
4	<b>Date from which direction takes effect</b>	24 January 2022
5	<b>Direction to:</b>	NHS Greater Glasgow and Clyde only
6	<b>Does this direction supersede, revise or revoke a previous direction – if yes, include the reference number(s)</b>	No
7	<b>Functions covered by direction</b>	Pharmacotherapy services
8	<b>Full text of direction</b>	NHS Greater Glasgow and Clyde are directed to conduct recruitment of 24 pharmacy posts as per the table at section 2.5 of this report.
9	<b>Budget allocated by Integration Joint Board to carry out direction</b>	The total budget to be utilised to carry out this Direction consists £1,011,000 from the funding allocation from the Scottish Government Winter Fund and PCIP budget to Glasgow City HSCP.
10	<b>Performance monitoring arrangements</b>	The Implementation Leadership Group (ILG) and the Primary Care Strategy Group oversee progress for PCIP funded workstreams. Regular reports also go to the SMT and the Finance and Scrutiny Committee of the IJB.
11	<b>Date direction will be reviewed</b>	24 January 2023

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Primary Care Directorate  
General Practice Policy Division



Scottish Government  
Riaghaltas na h-Alba  
gov.scot

E: [Naureen.Ahmad@gov.scot](mailto:Naureen.Ahmad@gov.scot)

**Integration Authority Chief Officers  
NHS Board Chief Executives  
Integration Authority  
Chief Finance Officers  
NHS Board Director of Finance**

22 October 2021

Dear Colleagues,

## **WINTER SUPPORT FUNDING**

You will be aware of the Scottish Government's announcement of a £300 million investment in hospital and community care to help support the NHS and social care system over the winter period. <https://www.gov.scot/news/over-gbp-300-million-new-winter-investment-for-health-and-care/>

£28 million of this additional funding will underpin a range of measures including accelerated multi-disciplinary team (MDT) recruitment to aid General Practice and targeted funding to tackle the backlog in routine dental care. Of this £28 million the Scottish Government is making funding available to support further recruitment of MDT staff as part of implementation of the GP contract. This will in turn help provide further support to general practice over the winter period. Further detail on the investment of the remainder of the £28 million will follow in due course.

This funding will be made available to HSCPs who:

- Are on track to spend their recurring PCIF allocation for 2021/22 (including any amounts still to be drawn down)
- Can demonstrate reasonable confidence that this additional funding will be spent on MDT staff in financial year 2021/22

Applications should clearly demonstrate that the HSCP can satisfy these two points and set out the numbers and type of additional staff that they expect to employ and by when. Applicants will be expected to provide regular reporting on numbers of staff recruited and should not seek to "run down" their PCIF reserves to access this funding.

Applications should also demonstrate how this funding will help accelerate achievement of full delivery of the three key Memorandum of Understanding 2 work streams namely pharmacotherapy, vaccinations and CTAC.

While priority will be given to applications for further MDT recruitment in these three key work streams applications for funding will also be accepted to recruit to the wider GP contract MDT staff who are not part of the three key work streams (e.g. MSK Physio) or where HSCPs have been adversely affected by NRAC changes to their funding profile.

Applications for funding should be made to the Scottish Government by 12 November 2021. The Scottish Government will consider all applications and if successful a payment is expected to be made with December allocations.

We expect that this funding will be recurring and would remind you of the commitment made in the Memorandum of Understanding 2:

*All MoU parties are committed to developing an integrated PCIF proposition for financial years 2022-25 by Autumn 2021 for evaluation and approval by Scottish Ministers utilising Value for Money principles and a methodology that assumes at least £155m of funding per annum uprated in line with inflation, which will include increases in staff pay as set by the Scottish Government.*

All HSCPs can therefore expect that PCIF funding will continue into the next financial year and beyond with at least £155 million being available. Further details of the profiled spend for 2022-25 will follow.

Yours sincerely,

**Naureen Ahmad**

**Deputy Director of General Practice Policy  
Primary Care Directorate, Scottish Government**



Primary Care Directorate

General Practice Policy Division

E: [Craig.graham@gov.scot](mailto:Craig.graham@gov.scot)



**IJB Chief Officers**

**IJB Chief Financial Officers**

12 January 2022

**Primary Improvement Plan Funding – Allocation of additional funding for 2021-22**

I am writing to confirm that the Scottish Government will provide **£2,530,662.00** in additional Primary Care Improvement Fund funding to accelerate the recruitment of GP Contract multi-disciplinary teams. A table with the breakdown of the allocation to Integration Authorities can be found in **Annex A**. This funding is in addition to tranche two 2021/22 PCIF monies which will be allocated at the end of January. Guidance to follow.

The additional funding follows from the letter of 22 November which asked HSCPs to submit bids for additional Primary Care Improvement fund monies for winter support. This letter stated that funding would be made available to Integration Authorities who:

- Are on track to spend their recurring PCIF allocation for 2021/22 (including any amounts still to be drawn down); and
- Can demonstrate reasonable confidence that this additional funding will be spent on MDT staff in financial year 2021/22, particularly on the MDT priority areas of Pharmacotherapy and Community Treatment and Care Services.

Following issues raised by Integration Authority Chief Officers and the National GMS Contract Oversight Group, the bids were considered with the additional criterion in mind:

- Subject to budget approval, the Primary Care Improvement Fund will be £170 million, a £15 million increase on 2021/22. With this in consideration, all 2021/22 allocations were restricted to a maximum of each integration authority's NRAC share of £170m

These monies should be treated the same as all other Primary Care Improvement Fund monies. HSCPs will be required to provide an update to Scottish Government about how additional monies were used as part of Primary Care Improvement Plan 5 in Spring 2022.

Yours sincerely

Naureen Ahmad

Deputy Director, General Practice Policy Division

## ANNEX A

<b>NHS Board Name</b>	<b>IA Name</b>	<b>Additional allocation</b>	<b>2021-22</b>	<b>PCIF</b>
<b>Ayrshire &amp; Arran</b>	East Ayrshire	£166,500.00		
<b>Dumfries &amp; Galloway</b>	Dumfries and Galloway	£448,795.00		
<b>Grampian</b>	Aberdeenshire	£631,630.00		
	Moray	£257,199.00		
<b>Greater Glasgow &amp; Clyde</b>	East Dunbartonshire	£278,000		
	East Renfrewshire	£43,266.00		
	Glasgow City	£50,000.00		
	Inverclyde	£53,927.00		
	Renfrewshire	£549,542.00		
	West Dunbartonshire	£51,803.00		
	<b>Total</b>	<b>£2,530,662.00</b>		