



Primary Care has rich soil: growing a future workforce through role emerging placements

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Content

1. Offer contextual information
2. Describe how role emerging placements have demonstrated meaningful outcomes for individuals, students & primary care practitioners
3. Consider the 'added value' of OT
4. Facilitators and barriers of using student placements



Setting the context

- A sector in crisis
- Retention and recruitment of GPs
- Increasing demands
- Financial pressure
- In need of innovative solution / diversify the workforce

(NHS England 2014, RCGP 2015, NHS England 2016)

Solutions

- Integration of physical and mental health needs (Naylor et al 2016)
- Advanced practitioner roles
- New roles – physician associates
- Use of AHPs
- OTs could:
 - Reduce pressure on GPs
 - Reduce referrals to secondary care
 - Keep people Independent at home (Brooks et al 2017)
- More than this – keep them engaged !



Our added value & fit with Primary Care



- Life- long approach
- Holistic approach
- Health and social care
- Health promotion, prevention, rehabilitation and maintenance
- Non medical perspective
- Context



The right conditions

- No local OTs
- Limited national programmes
- Little GP awareness / myths
- Scope and competency



The right conditions for a role emerging placement

- **The Gardener** – a HEI willing to take the risk and plant the seed
- **The Seed** – finding the right student
- **The Soil** – finding the right PPEs
- **The Roots** – establishing them via CEPN/ training hubs
- **The Climate** – GP colleagues & practices
- **The linguist** – GP Fellow

and water

- **Courage**
- **Enthusiasm**
- **Interest**
- **Motivation**



New Blooms

- x3 GP Practices
- X1 GP Federation Project
- x1 Interface with Emergency care / community rehab team

(Chamberlain et al 2018, 2019 accepted for publication)



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As a learning environment

- Offers diversity to student
- Holistic approach a reality
- Career option – exposure to a little known setting
- Recruitment
- Team working
- Preparing for real work



Student outcomes

- Facilitated decision making
- Autonomy
- Communication skills
- Confidence
- Developed sense of professional identity
- Occupational perspectives – our added value
- Opportunities for consolidation



Primary Care Practitioner Outcomes

- Understanding the OT role - It's a much bigger role
- Dealing with social issues (the wider remit)
- Deeper rooted issues
- Learning difficulty, frailty, mental health
- Time saving – home visits



Client Outcomes

- Cooking in a care home enhancing well being & health
- Sleep hygiene to enhance occupational performance
- Reducing social isolation reducing
- Creative projects (Animation) – validating life events to promote engagement



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Barriers- things to that can
make the flowers wilt

- Indemnity
- PPE support
- Costs – supervision
- Business model – space / costs
- Scope and competency
- Isolation



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Facilitators – what made our flowers bloom

- Risk takers
- Supervision team
- Practice Managers
- HEE/ CEPN support
- Right language
- Articulate our skills & unique approach – how to do it differently
- Money

In summary

‘a good way of doing it and I think we should do it with other roles and other allied healthcare professionals. I think it is a really good way of testing the waters in general practice’ (ansp 228-236)



In summary

‘People that we know come to see us frequently, being able to try to get behind some of the issues because in a ten or fifteen minute consultation you can only just skate around some of the issues and I found she [OT student] was able to get much deeper into some of the root causes that some of the people have; social and psychological. It’s not the medicine that’s complicated, it’s the other bit.’ [GP]



Our Challenge

‘ How can we encourage commissioners to see this as a real asset and worth investing in because the problem at the moment is that, we may be able to fund an OT one day a week using local improvement scheme but actually how do we develop this within care funding. And that’s a long journey ...’ (DP 105-109)



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