

September 2015

Primary Care Workforce Profile (Brent)

14 July 2015

Total number of GP practices in Brent: 67 (note: two of these practices actually fall within the boundaries of neighbouring boroughs; Camden and Harrow, however they are classified as GPs from within Brent CCG).

Totals and Full-time equivalents

There are 254 GPs working in Brent of any working hours (full or part-time). The Full-time-Equivalent (FTE) for these GPs is 200.2.

The headcounts and FTEs for other types of practice staff is shown below.

	Headcount	Full-time equivalent
GPs	254	200.20
GP Provider	158	133.23
GP Registrar	25	22.20
GP Retainer	3	1.33
GP Other	68	43.44
Practice Staff	744	460.81
Direct Patient Care staff	97	45.88
Admin staff	499	352.68
Other staff	43	9.60
Nurses	105	52.65
Advanced Nurses	13	8.65
Extended nurses	12	3.37
Practice Nurses	80	40.63

FTE figures rather than headcounts have been used to calculate the following workforce profile.

GP Providers are practitioners who have entered into a contract to provide services to patients.

GP Retainers are practitioners who provide service sessions in general practice. They are employed by the partnership to undertake set sessions, being allowed to work a maximum of four sessions per week.

GP Registrars are fully registered physicians who are being trained for general practice under an arrangement approved by the Secretary of State.

<http://www.hscic.gov.uk/catalogue/PUB13849/nhs-staf-2003-2013-gene-prac-rep.pdf>

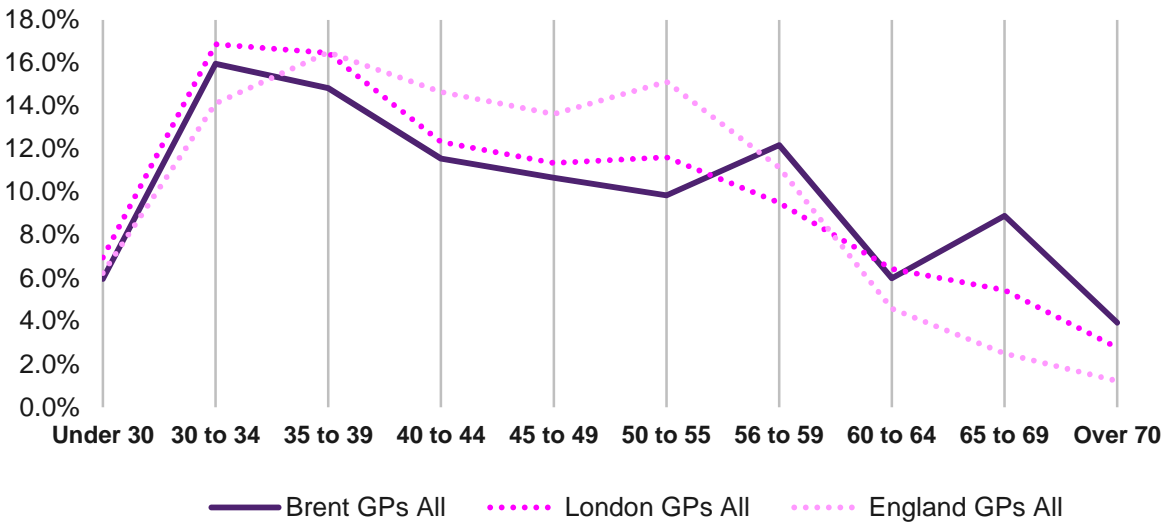
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Age profile

The biggest age group for Brent GPs is 30 to 34, which is in line with both the National and London average.

Brent CCG has a lower proportion of younger GPs (under 50) than England, and slightly below that of London (CCGs within the London Commissioning Region). Brent has a higher proportion of GPs in older age groups than London or England.

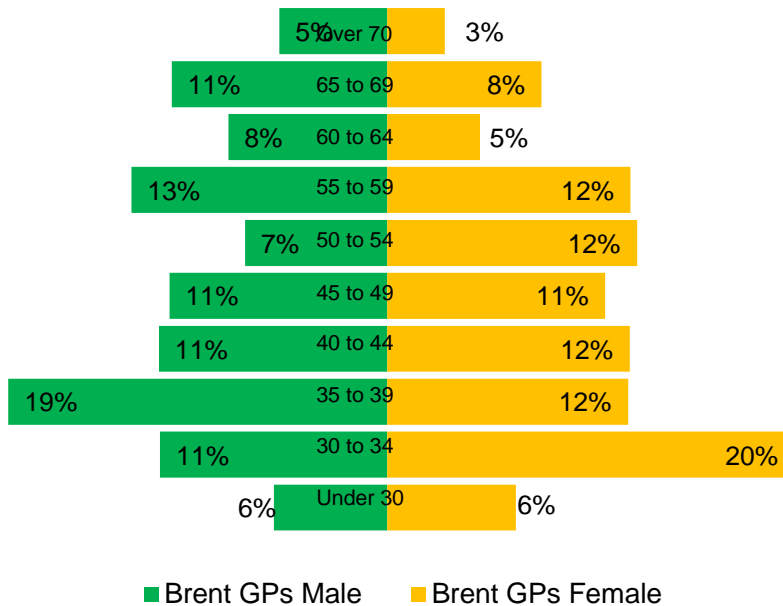
FTE GPs by age groups



Age and gender profile

There are more female than male GPs in Brent, with 109.99 female GPs compared to 90.21 male GPs (FTE). When the the headcount (staff with any working pattern) is considered, there is a more marked difference, with 149 female and 105 male GPs. This suggests that men are generally working more hours than their female colleagues.

The following chart shows the number of male GPs within each age group as a percentage of all male GPs and the number of female GPs in each age group as a percentage of all female GPs.

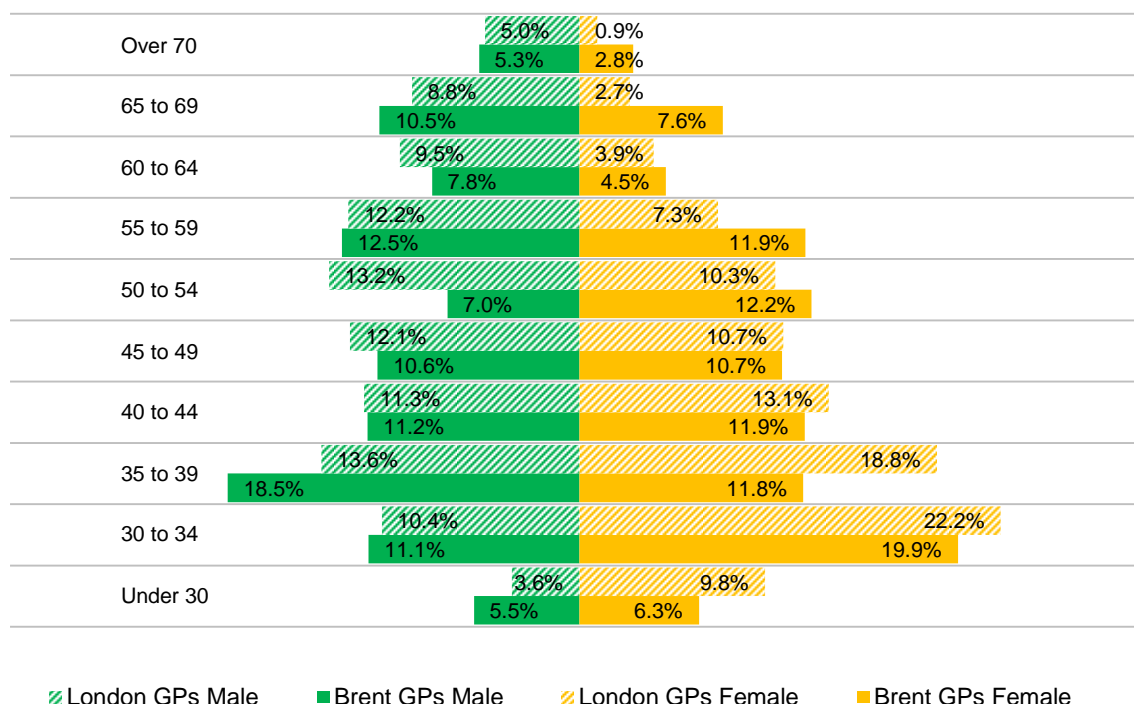


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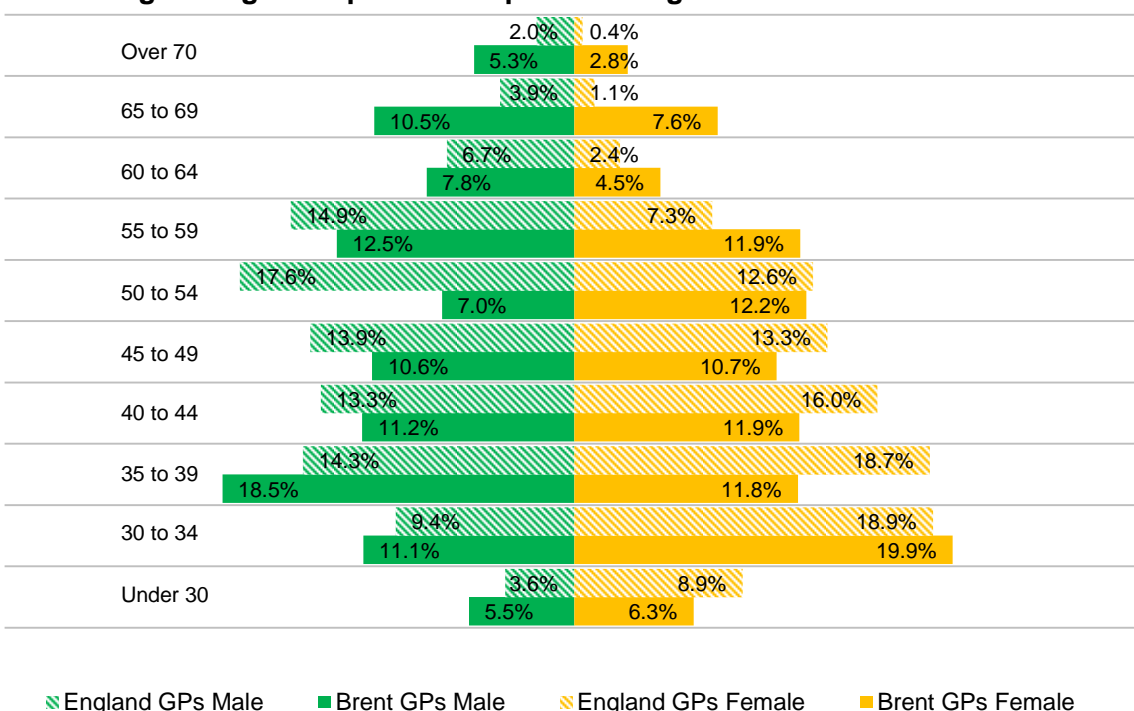
There is a noticeable discrepancy between male and female GPs in their 30s, with a greater proportion of females aged 30 to 34 and a greater proportion of male GPs aged 35 to 39. Comparing this pattern with London and England averages, the higher proportions of female GPs aged 30 to 34 seems typical, while the higher proportion of male GPs aged 35 to 39 is more unusual.

There are slightly more males in older age groups in Brent. Forty-three per cent of male GPs and 39% of female GPs are over 50. However, comparing Brent with London and England, the tendency for male GPs to appear in older age groups is much more marked. Across London and England, almost 50% of male GPs are over 50 compared to around 25% of female GPs.

Brent GP age and gender profile compared to London



Brent GP age and gender profile compared to England



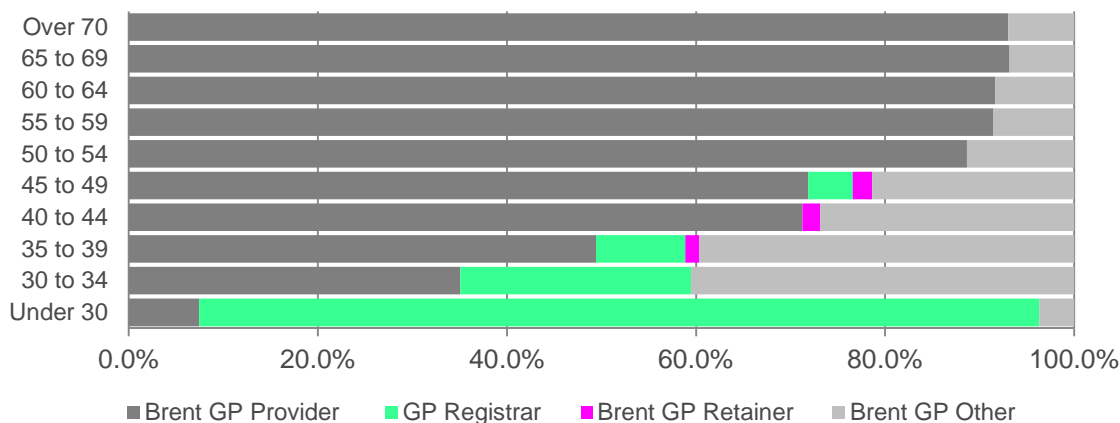
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Types of GP and age

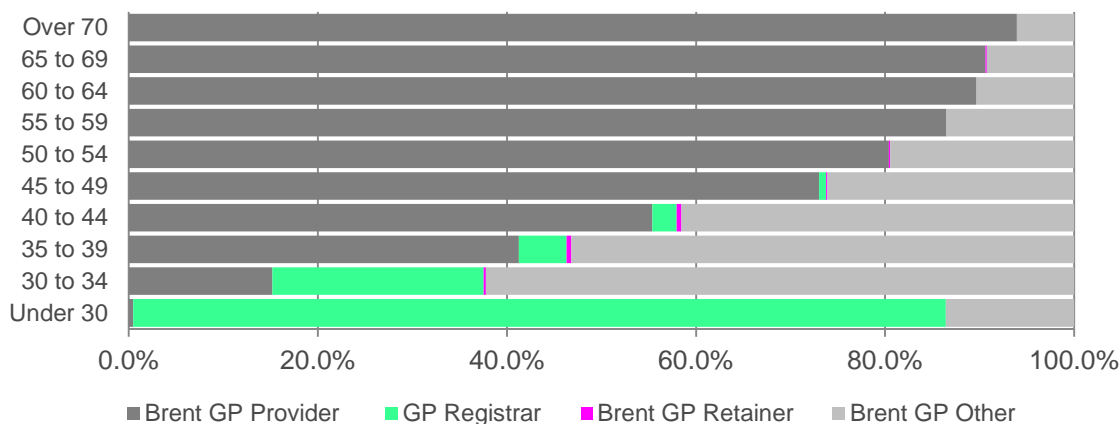
Of the types of GP classified, GP Registrars (those being trained for general practice) are generally the youngest. In Brent, around 90 percent of GPs who are under 30 and a quarter of GPs aged 30-34 are GP Registrars with less than 10% in the older categories.

Brent's distribution of GP types to age groups is in line with London and England.

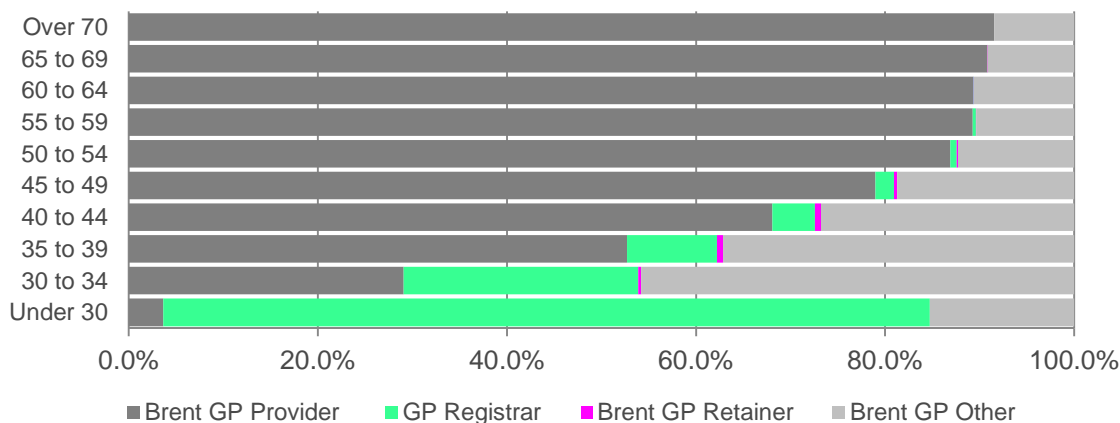
Brent GP type and age



London GP type and age



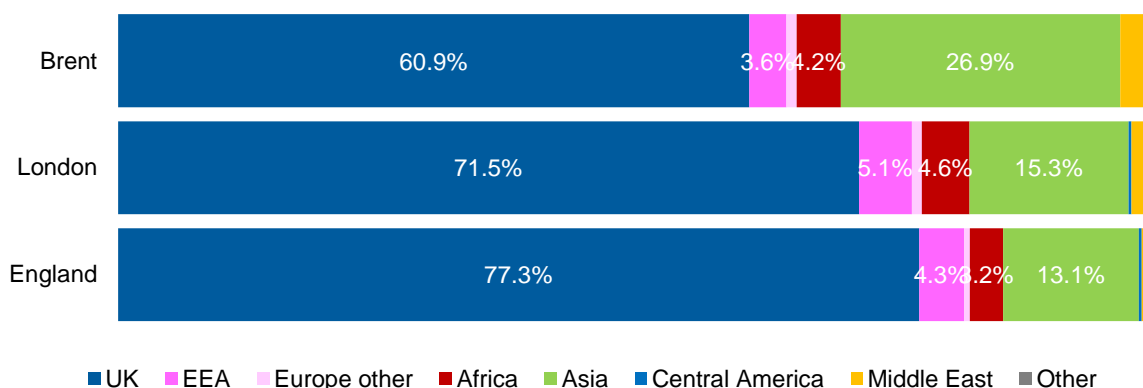
England GP type and age



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Country of Qualification

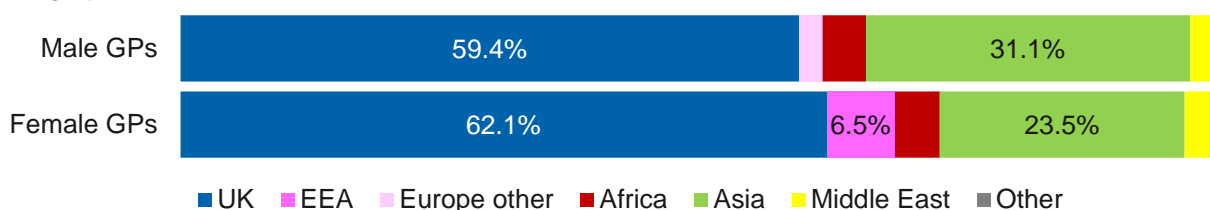
Around 60% of GPs in Brent qualified in the UK, a figure around 10% lower than that for London and around 17% lower than that for England. Of those GPs who qualified elsewhere, the majority of these came from Asia. This is the case across London and England, but not to such a great extent as for Brent.



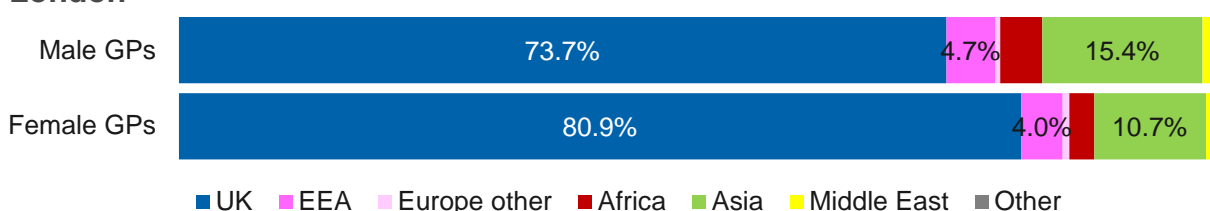
Country of Qualification and gender

The proportion of male GPs qualifying outside the UK is generally higher than that of females, with more male GPs coming from Asia. This is in line with the trends seen in London and England, although Brent generally has a greater proportion of non-UK qualifying GPs.

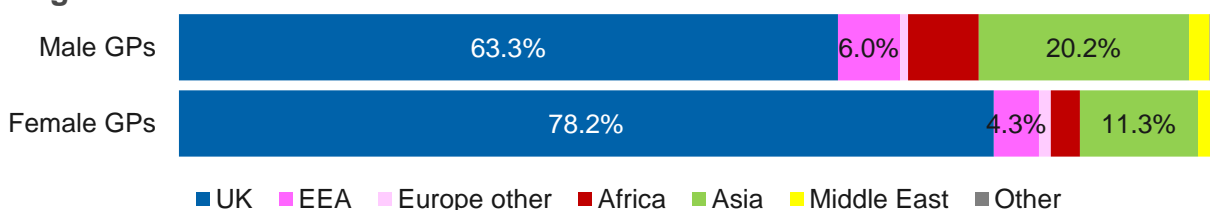
Brent



London



England

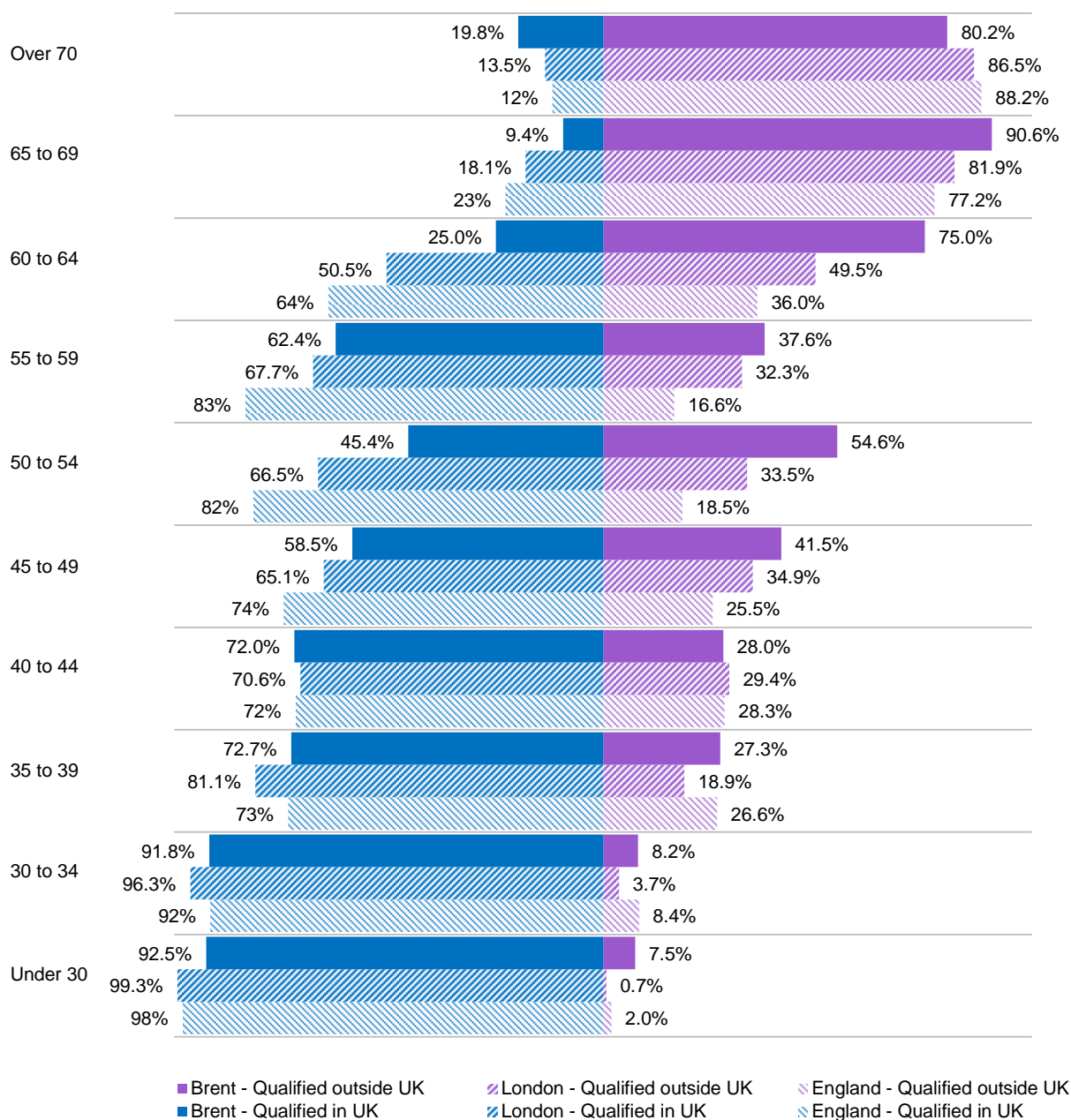


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Country of qualification and age group

The chart below shows the number of GPs who qualified in the UK and non-UK countries in each age group as a percentage of the total number of GPs in that age group, compared to the equivalent figures for London as a whole and England.

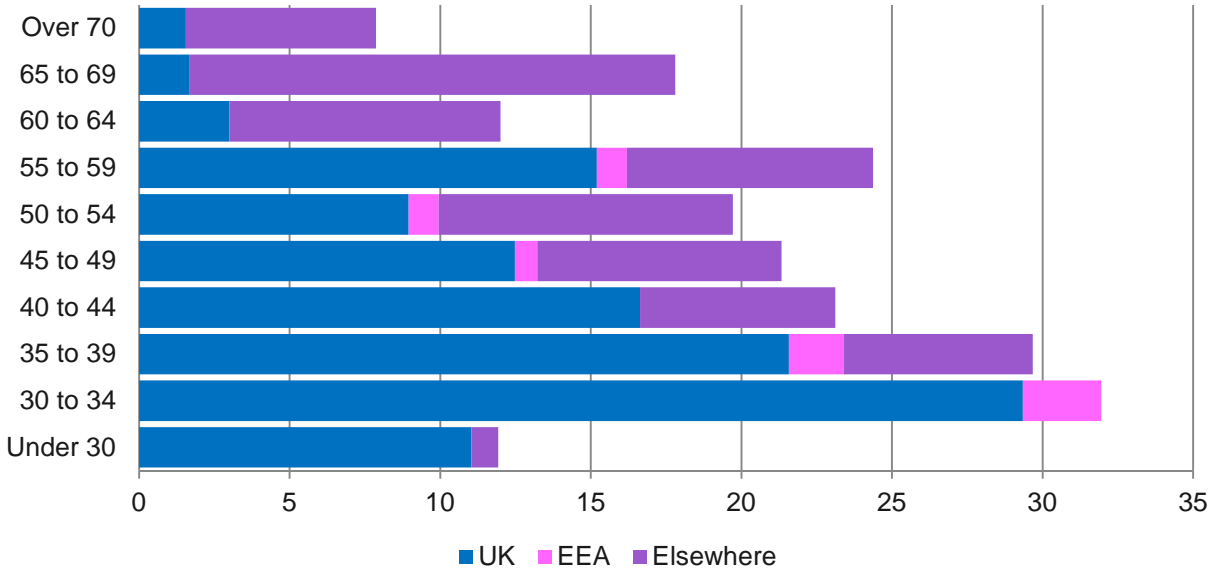
There is a clear trend toward younger GPs becoming qualified in the UK whilst older GPs qualified elsewhere. This is the case throughout London and England, but at most ages Brent generally has a greater proportion of GPs qualifying outside the UK.



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GPs qualifying in the UK / European Economic Area (EEA) and Elsewhere

As well as the trend for younger GPs qualifying within the UK rather than elsewhere, there is also a greater proportion of GPs in younger age groups qualifying within the EEA. This is in line with trends across London and England.



Country of qualification and types of GP

Breaking down GPs into those qualified within the UK and elsewhere, it is apparent that a much higher proportion of GPs qualified within the UK are registrars rather than providers.

Brent has a similar proportion of GP Registrars to London qualified with and outside the UK, but it has a greater proportion of Registrars qualified in the UK than in England as a whole.

