

Service definition

National Association of Sessional GPs

Sessional workforce partner and digital workforce platform **LocumDeck**

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NASGP overview

Workforce partner

As the NHS strives towards the 10 year plan and neighborhood health models the primary care workforce is undergoing a fundamental shift. Younger generations and experienced clinicians alike are increasingly moving away from traditional salaried roles in favour of portfolio careers that offer fluidity and flexibility.

Sessional GP are portfolio professionals, locums, salaried, self employed, interim etc... We are the only national membership association advocating for the sessional workforce and supporting members and localities to connect for long term sustainable integration. We are not an agency or managed service.

Currently this shift often forces commissioners to rely on expensive and transactional locum agencies to plug gaps resulting in high costs and a lack of clinical continuity. The NASGP offers a local and national strategic sustainable alternative. We are a national membership association that captures this modern and flexible workforce and anchors them into a professional community.

LocumDeck the digital platform

To harness this workforce effectively we developed LocumDeck, a cloud based digital solution that operationalises our workforce strategy. It is the tool that allows commissioners to support workforce strategy and planning and provider organisations to instantly book, manage and monitor this flexible workforce with confidence.

By purchasing this service commissioners acquire

1. **A strategic partner** An association that supports the integration of **local** clinicians with LMCs, training hubs and service providers. Who nationally and locally advocates for and supports the sessional workforce.
2. **A digital enabler** A sophisticated decentralised and distributive system called LocumDeck that delivers instant connectivity and robust governance.
3. **Data driven insights** The growth of the sessional workforce under this partnership would provide a data dashboard and insights that have always been.
4. **Early detection system** Data dashboards can provide national, ICB, down to individual practice or organisation level and highlight any red flags to allow GP Federations, PCNs, or commissioners to touch base and provide any support.

1. Legacy partnership model for the national and local NHS sessional workforce

Executive summary - Investing in lasting stability

This proposal outlines the continued strategic partnership between the NASGP and the organisation. Our work is rooted in our shared social mission to build a resilient and high quality primary care workforce.

The core challenge

The sessional workforce is currently distributed across various agencies, internal organisational systems, and informal groups like WhatsApp. This means that for system workforce strategy and planning, **systems just don't know what capacity they are working with.**

The investment is foundational. It enables us to solve this fragmentation and ensure the success of a shared model. Continuing this partnership delivers three non-negotiable benefits.

- **Harnessing the full, evolving workforce** - This model mitigates the fragmentation problem by bringing the dispersed sessional workforce (from agencies and WhatsApp groups) back into the system. This provides the unique data and insight needed to harness the totality of the workforce - including the growing flexible/portfolio requirements of the Millennials onwards and older experienced clinicians. This allows you to strategically plan capacity and understand the full spectrum of skill sets available across the geolocation.
- **Governance, integration, and stability** - The funding facilitates the integration of GPs into local systems, training, and peer-led GP Locum Chambers. This is crucial for up-scaling clinical governance, ensuring regularity in services (by understanding local systems and pathways), and improving long-term engagement and retention.
- **A lifelong partnership and lasting legacy** - This is a time-limited investment (our strategic stepped-down model) designed to transition the local flexible workforce to a self-sufficient structure. This guarantees a stable workforce for years to come at zero long-term cost to the ICB.

The NASGP model of community reinvestment

As an NHS focused organisation, we reinvest directly into the GP community to strengthen the entire local system.

- **Workforce intelligence** - We bring knowledge and insights of the unknown sessional workforce. This 'contract' enables us to provide the unique data required to understand, harness, and integrate the flexible GPs working across the geolocation
- **Digital platform and data driven** - The NASGP digital member platform LocumDeck, operates as an integrated, go-to tool for managing the local flexible workforce. This can be for any provider organisation in the system. This use is enabled by the overall partnership and allows the collation of intelligence, data and red flags enabling future workforce planning.
- **Future proofing**- This approach provides a known, local flexible workforce that can flex and stand up services quickly to support the shift to community based care, mitigating risks of agency hikes when demand inevitably increases.

Core areas of impact

The organisational investment is foundational to achieving these outcomes.

ICB challenge	The NASGP and partner solution	Long-term strategic outcome (The self-sufficient legacy)
Workforce uncertainty and agency risk	The investment helps us gather capacity data on the flexible GP (and potentially wider) workforce for true workforce planning.	The model's success (over 97% fulfilment) eliminates reliance on agencies, securing lasting system stability and mitigating financial exposure for service providers.
Lack of continuity and integration	Ensuring NASGP members are locally harnessed, become regular, and are connected to local LMCs, training, referral flows, and pathways of care.	An established local peer support group builds governance and prepares the flexible workforce for new community service demands.
Spending escalation	A time-limited funding approach designed to transition the local flexible workforce toward self-sufficiency within 12–24 months.	Establishing a permanent, locally governed workforce structure, reducing the ICB's long-term financial commitment to zero while maintaining a stabilised workforce.

Proposed scope of partnership and shared commitment

The partnership investment facilitates the following deliverables by funding the local sessional workforce to be a member and the necessary collaborative resources.

1. Expert liaison and collaborative support

- Provision of an experienced NASGP contact to ensure connectivity and inclusion across the Training Hub, LMCs, and provider organisations.
- Support for the ICB and large providers through our local and national knowledge of portfolio GPs (e.g., advising on redesign panels).

2. Structured learning and integration of the sessional workforce

- Co-design and delivery of tailored training sessions, focusing on integration topics, local care planning, and clinical governance.

3. Community and peer support infrastructure

- Maintaining local peer support networks (Chambers) which are essential for reducing professional isolation, integrating GPs, and ensuring clinical knowledge sharing. Linking in with the LMC and Training Hub for shared and complimentary learning.

4. Integrated flexible workforce tool (strategic asset)

- The NASGP digital member platform used as the ICB's **in-house flexible workforce tool** - the go-to (not exclusive but promoted) resource for local qualified GPs to allow intel and data collation. This crucial use is enabled by the overall partnership.

Strategic step-down investment 25-26/26-27

The investment requested is for the initial year of sponsorship, which is explicitly designed to create a **self-sufficient** legacy.

Description	Justification	Annual investment
Step down year 1	This investment sponsors the NASGP memberships and fees to support and grow the local sessional workforce, continue to establish and grow local peer groups, and continue to work on integration of flexible GPs with the local system. This funding significantly reduces agency spend and builds long-term system stability for the entire patch.	£38,500 exc VAT (per 1 million population)
Step down year 2	The NASGP commits to working with the ICB to reduce this investment to move toward a self-sufficient model, as the membership and integration pieces become locally self-sustaining. This year would finalise locality integration and Chamber peer groups.	£19,375 exc VAT (per 1 million population)
Self-sufficient model year 3	No central funding required if the system is satisfied that a full flexible workforce group is established and integrated locally.	£0

Conclusion and next steps

By investing in this partnership, the organisation is making a clear choice to invest in local self-sufficiency and integration. We understand that financial investment is extremely tight and requires a return on investment, whether economical or strategic - we have supported both.

This is a strategic investment to create a permanent, well-governed, and integrated flexible GP workforce, providing guaranteed business continuity and paving the way for the self-sufficient stability the NHS requires moving forward.

2. NASGP's digital workforce platform - LocumDeck overview

NASGP's LocumDeck is an innovative platform designed to streamline the management and booking of sessional GPs and has the capabilities for nurses, HCAs and admin roles, empowering both organisations and individual staff members with enhanced flexibility and control over their working schedules. Developed by the National Association of Sessional GPs (NASGP), LocumDeck is tailored specifically for the unique dynamics of the sessional community. With its user-friendly interface, LocumDeck facilitates the efficient handling of bookings, invoices, and NHS pension forms, all while maintaining a secure and compliant digital environment. The platform's ability to offer both instant booking capabilities and detailed management of professional paperwork positions LocumDeck as a vital tool for over 4,600 GP practices, extended access and urgent care with 7,000 sessional clinicians as members across the UK, fostering a more connected and efficient healthcare workforce.

LocumDeck for the organisation

For healthcare organisations, LocumDeck offers a robust solution that not only enhances operational efficiency but also reduces reliance on costly staffing agencies. The platform enables seamless management of sessional bookings and administrative tasks, allowing healthcare organisations to focus on patient care rather than organising interim cover. LocumDeck manages requests from single bookings to complex rostering uploads. Organisations benefit from access to a wide pool of local sessional GPs and clinicians who are ready to fill shifts, often at short notice, which is crucial for maintaining service continuity.

Additionally, LocumDeck's financial model is designed at zero cost to hiring organisations, support cost savings by eliminating booking fees and offering competitive session rates, making it an economical choice for healthcare providers looking to optimise their workforce management.

LocumDeck for the staff

For sessional GPs and clinicians, LocumDeck serves as a gateway to flexible and portfolio working arrangements, offering a transparent and straightforward process for finding and booking sessions. The platform's design considers the challenges of peripatetic work, providing features such as real time availability updates and automatic integration of pension, tax and invoicing systems. This reduces administrative burdens and supports better work life balance. Furthermore, LocumDeck enhances professional development by facilitating exposure to various working environments and learning opportunities across different healthcare organisations. Its commitment to fostering a supportive community among GPs and wider, is evident through additional features like feedback systems and professional development tools, helping sessional clinicians to thrive in their careers.

LocumDeck is an innovative, cloud based platform that streamlines the process of managing

Self-employed service providers

- General practitioners
- Practice nurses
- Healthcare Assistants
- Non-clinical admin staff
- Pharmacists
- Advanced Nurse Practitioners
- Physiotherapists
- Paramedics
- Any other clinician working in primary care

Employed serviced providers hosted by the primary care organisation

- Same as above, except GPs

Primary, community and urgent care organisations

- GP practices
- PCNs
- GP federations
- Urgent Care Centres
- Out of hours centres
- Walk in services
- Extended hours
- Community services

It facilitates the booking, invoicing, and all administration of sessional shifts, offering tools for scheduling, financial management, and professional development.

3. Data Backup, Restore, and Disaster Recovery

- Backup: Daily backups of all data, encrypted and stored in geographically redundant locations.
- Restore: Rapid data restoration capabilities ensure minimal downtime, with a Recovery Time Objective (RTO) of 4 hours.
- Disaster Recovery: Comprehensive disaster recovery plan with regular testing, aiming for a Recovery Point Objective (RPO) of 24 hours.

4. Onboarding and Offboarding Support

- Onboarding: Step-by-step guidance, online tutorials, and live webinars to facilitate smooth platform adoption.

- Offboarding: Assistance with data export and account closure, ensuring no data retention beyond the required period.

5. Service Constraints

- Maintenance Windows: Scheduled outside peak hours, with advance notice provided to all users.
- Customisation Level: Customisable profiles and settings, with certain constraints to maintain system integrity and security.

6. Service Levels

- Performance: Guarantee of 99.9% uptime, excluding scheduled maintenance.
- Availability: 24/7 access to the platform, with customer support available during business hours (9am-5pm GMT).
- Support Hours: Dedicated support team available via email, phone, and chat during business hours.

7. After Sales Support

Comprehensive support through a dedicated helpdesk, FAQs, and resource libraries. Regular updates on new features and best practices provided.

8. Technical Requirements

- Devices: Accessible on desktop, tablet, and mobile devices.
- Connectivity: Requires internet connection.
- Browsers: Optimised for the latest versions of Chrome, Firefox, Safari, and Edge.

9. Outage and Maintenance Management

Proactive monitoring with real time alerts and a commitment to rapid issue resolution. Maintenance announcements made in advance through the platform and email notifications.

10. Hosting Options and Locations

Cloud-based hosting with data centres located in the UK, ensuring compliance with UK data protection laws and GDPR.

11. Access to Data (upon exit)

Guaranteed data retrieval for up to 30 days post-account closure, provided in a secure, standard format.

12. Security

- Compliance: Adheres to NHS Digital's security standards and GDPR.
- Data Encryption: In transit and at rest.
- Access Control: Role-based access and two-factor authentication.
- Regular Audits: Continuous security assessments and compliance checks.



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