



Somerset GP Education Trust & Somerset Training Hub

# **Somerset's New to Practice Fellowship for Newly Qualified GPs Catherine levers**



- Overview of the GP fellowship
- Data and survey outcomes
- Q and As

# General Practice Fellowship Programme for Newly-qualified GPs

## What is it?

- This fellowship (started Aug 2020) is part of NHS Long Term Plan Commitment to aid primary care workforce recruitment and retention.
- NHSE/I are keen to support those in the transition phase of becoming an independent practitioner.
- This 2 year fully funded National Programme designed to provide personalised support to newly qualified GPs to help *gain confidence and to develop enjoyable, fulfilling and sustainable careers in general practice.*
- It is a wonderful opportunity to learn and to be funded to do so, without having a formal assessment.

# Fellowship framework



	Component	Purpose and expectation
1 Support and networking	Induction	An individual should feel supported in their transition from training to employment. Induction is to the PCN, the local practice environment and to the wider environment such as the place and system. This should enable the GP/GPN to understand the requirements of their new role in a structured format, feel oriented within the place and its population, and to feel confident in their ability to work safely and effectively within it
	GP Mentorship/ GPN Supervision	Mentors/ supervisors should provide support, direction and an objective view on how the fellow can develop and progress in their clinical environment. Conversations are a minimum of one hour each month
	Coaching	All participants to have access to six one-hour sessions with a qualified coach at one or two points over the course of the two-year period – to consider personal development and career development
	Peer Support	Peer support involves programme participants sharing knowledge, experience or practical help with each other. Delivery should consider various forms each quarter including: setup and maintenance of social media groups, informal online forums, as well as Action Learning Sets or Next Gen GP sessions
2 Learning and development	Practice management skills	Learning sessions should deliver skills in: managing staff and financial resources, HR and developing staff, legalities of partnerships, strategy and change management, working in Networks, IT, patient engagement
	Leadership	Opportunities for learning and reflection about self, including values and behaviours, creating positive cultures and climate, influencing others, personal resilience, sharing and receiving feedback
	Quality Improvement	Learning to develop skills in helping primary care free up time to deliver initiatives and embed new approaches into the practice/PCN, utilising an evidence-based approach
	Mentoring, supervision and coaching skills	Developing personal mentoring, supervision and coaching skills to be utilised in practice with patients when discussing e.g. lifestyle options, and supporting self-care; as well as supporting other members of the workforce, including future fellowship scheme participants
	Remote working	Learning on this new form of consultation skills to facilitate patient access, including understanding the appropriate culture, when a patient needs a physical examination, and running group online consultations
3 Portfolio Working	Opportunities for experience and integrated working	PCN portfolio working supports the new ways in which the modern workforce prefer their roles to operate, and is supportive of workforce retention. This can be delivered through rotational working or on a more permanent arrangement basis. See the 'PCN portfolio working slide' for more detail on this aspect

# Training Grant

Number of clinical sessions	CPD time/week (hours)
8-10	4
7	3.5
6	3
5	2.5
4	2
3	1.5
2	1
1	0.5

- Reimbursed for time on CPD.
- Use your time to follow areas that energise you.
- Protect time to do the fellowship.

# What's is the fellowship?

- **Support and Networking**
- **Learning and Development**
- **Portfolio working**

# Support and Networking

Somerset GP Education Trust & Somerset Training Hub



# Support and Networking

Somerset GP Education Trust & Somerset Training Hub



## Monthly newsletter

- Signpost
- Peer support
- First five







# Support and Networking



# Podcasts

- NB medical hot topics
- Primary Care Knowledge Boost
- Next Generation GP
- Money matters



# Annual Picnic



# Mentoring Introduction

**‘A mentor is not someone who walks ahead of you to show you how they did it.**

**A mentor walks alongside you to show you what you can do.’**

# **‘The Mind is not a vessel to be filled, but a fire to be kindled’ ( Plutarch)**

- The aim of mentoring is to ‘support and encourage people to manage their own learning in order that they may maximise their potential, develop their skills, improve their performance and become the person they want to be’.
- Monthly mentoring external to practice.

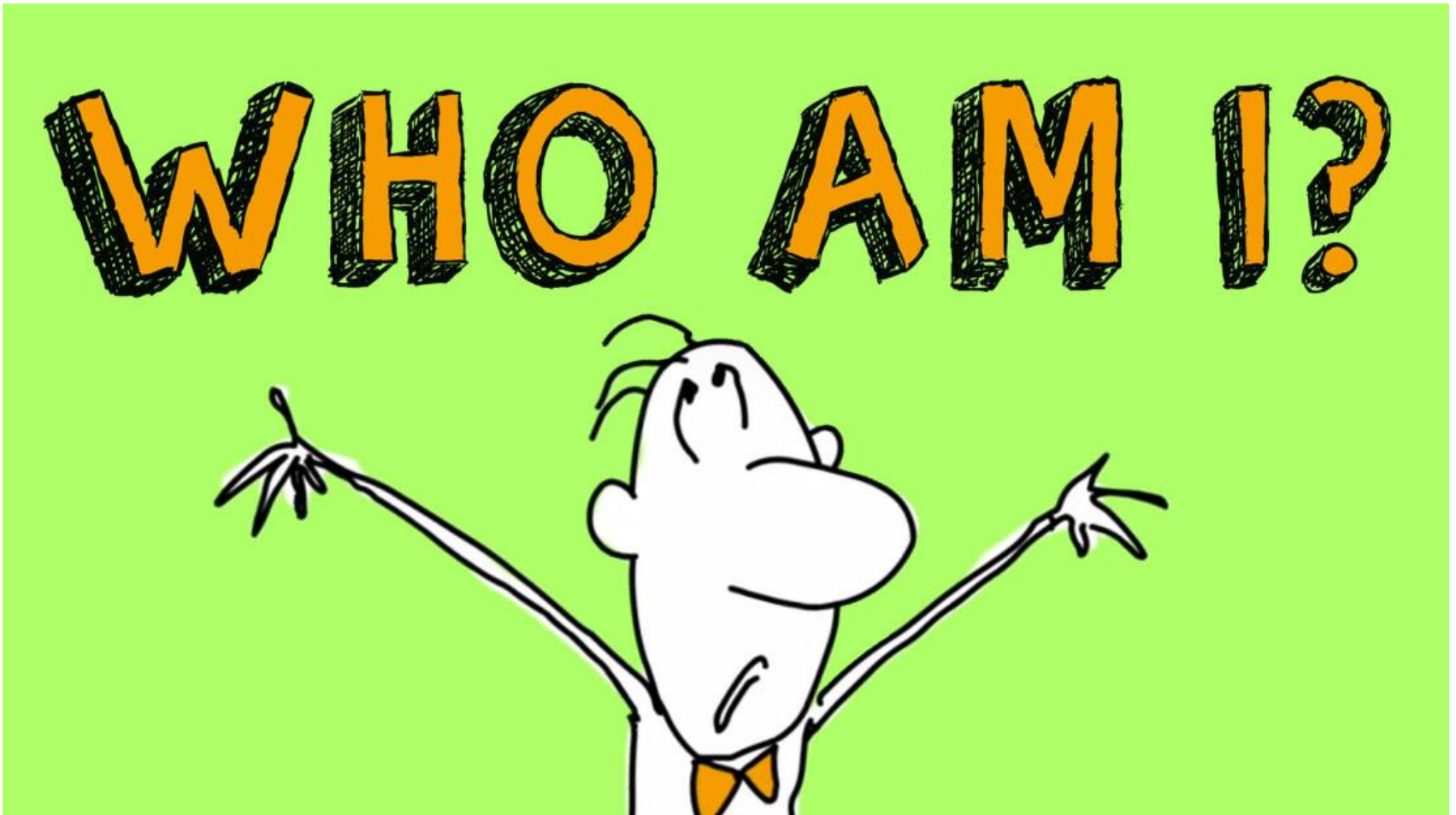
# Learning and Development



- SGPET
- Courses
- Anytime learning
- Primary Care Academy
- Andy Eaton Workshops
- Leadership/ QI remote learning
- Rachel Morris



# Learning and Development



6 monthly review-  
To develop next 6 months





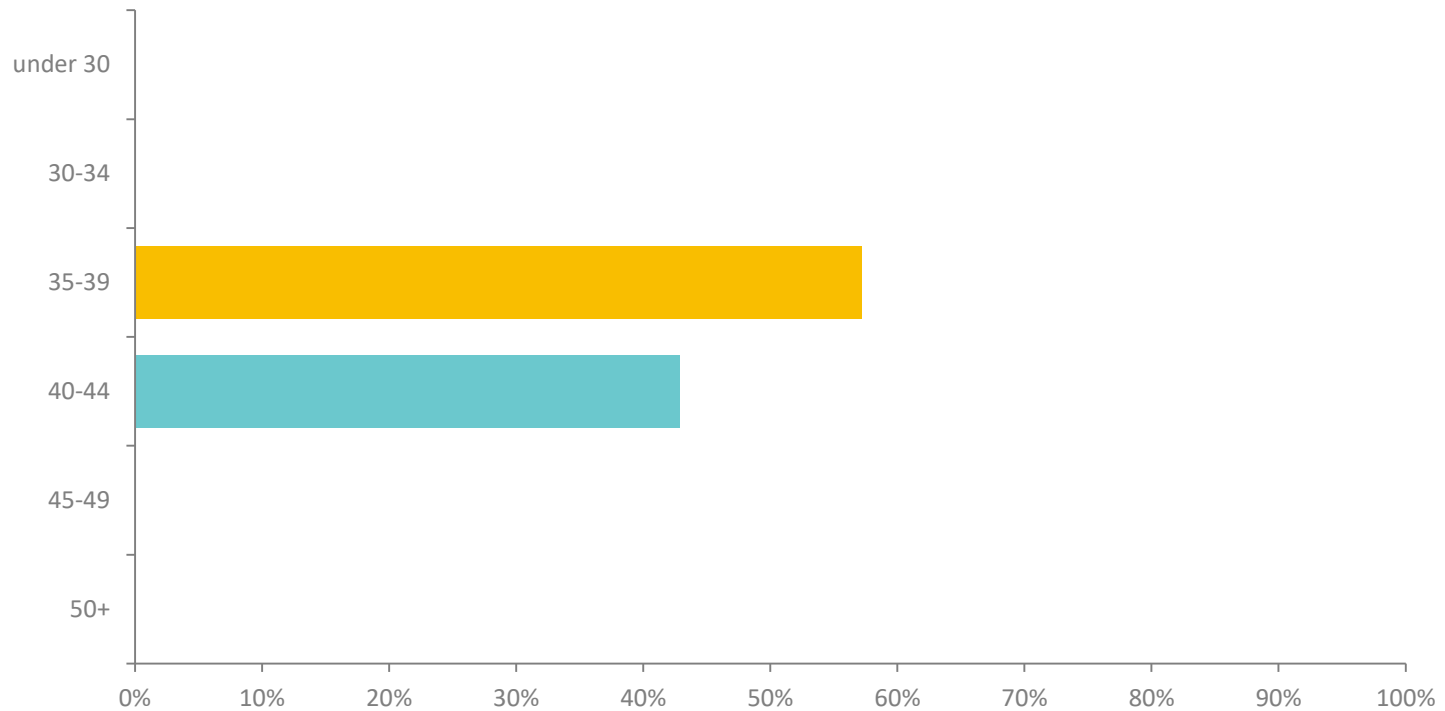
# Data

Total number of Fellows from April 21 to Oct 23	58 (+ 14 joining Oct 23)
Number of GPs declined to join Fellowship after finding out about it directly with TH	2%
Number of those that left fellowship early	27% excluding new cohort
Number of those that left fellowship and worked in substantive job in Somerset	1%
Number of those that transferred to BNSSG fellowship( easier commute)	6%
Number of those that moved to Dorset	1%
Number of those that moved to Devon	8%
Number moved out of SW	1%
Number left to locum in Somerset	3%
Number left GP	0%



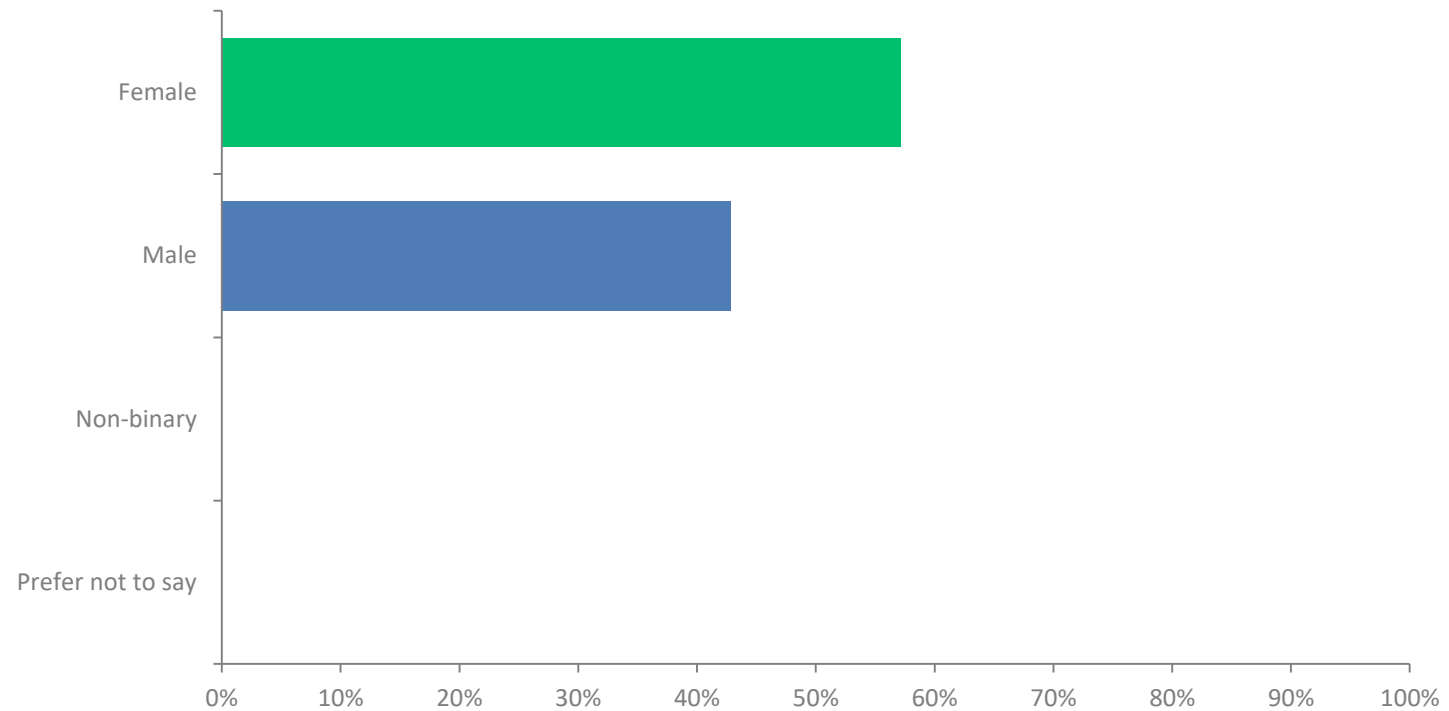
## Q2: What is your age?

- Answered: 7 Skipped: 0





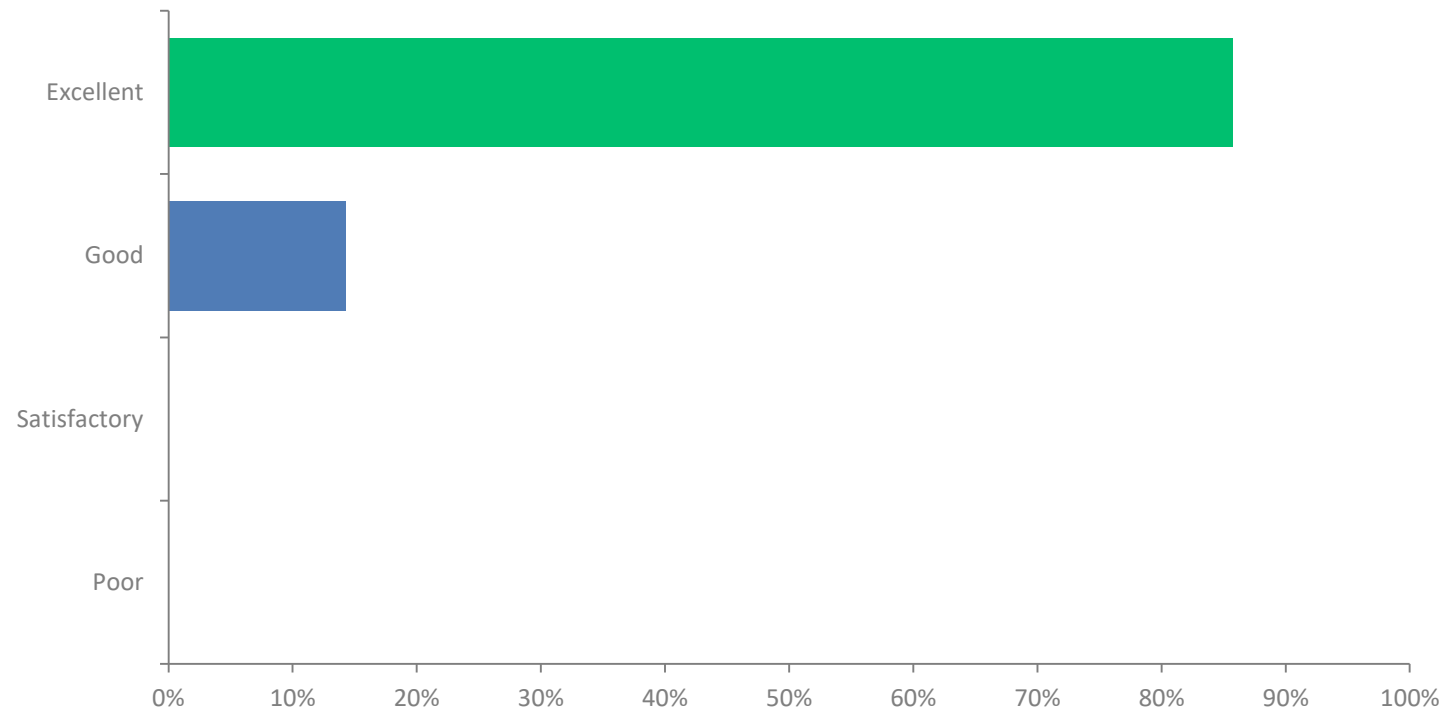
### Q3: Which of the following best describes you





Q6: Please rate your mentoring experience

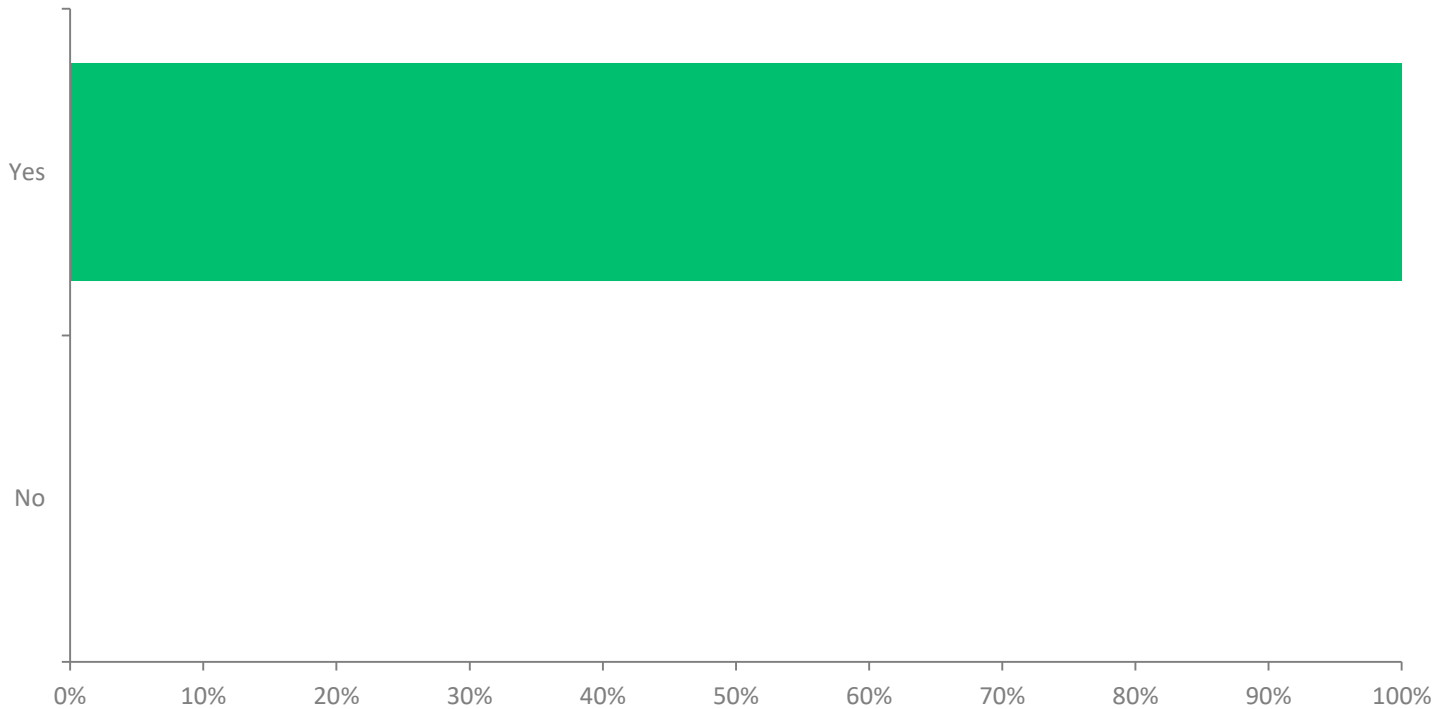
- Answered: 7 Skipped: 0





Q10: Should mentoring continue to be part of the programme?

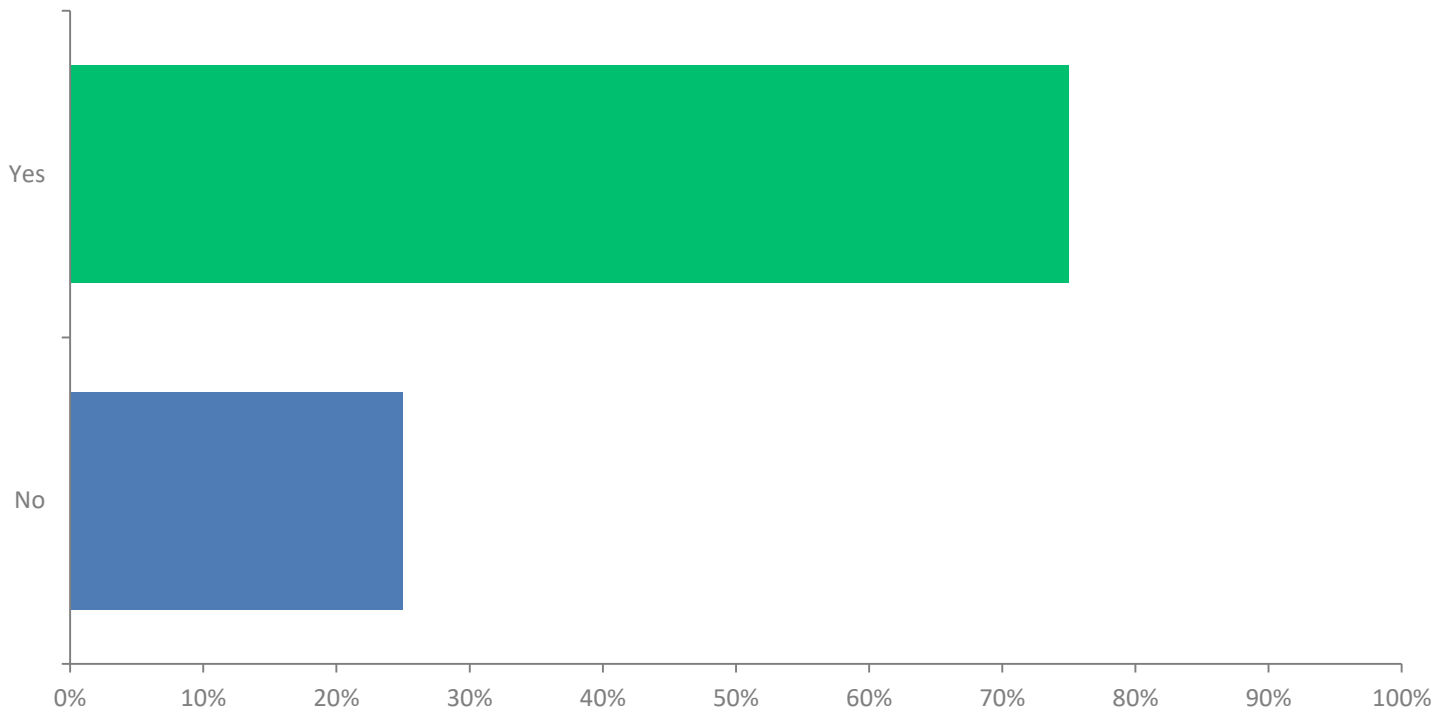
- Answered: 7 Skipped: 0





Q17: Do you think career coaching should continue to be part of the programme?

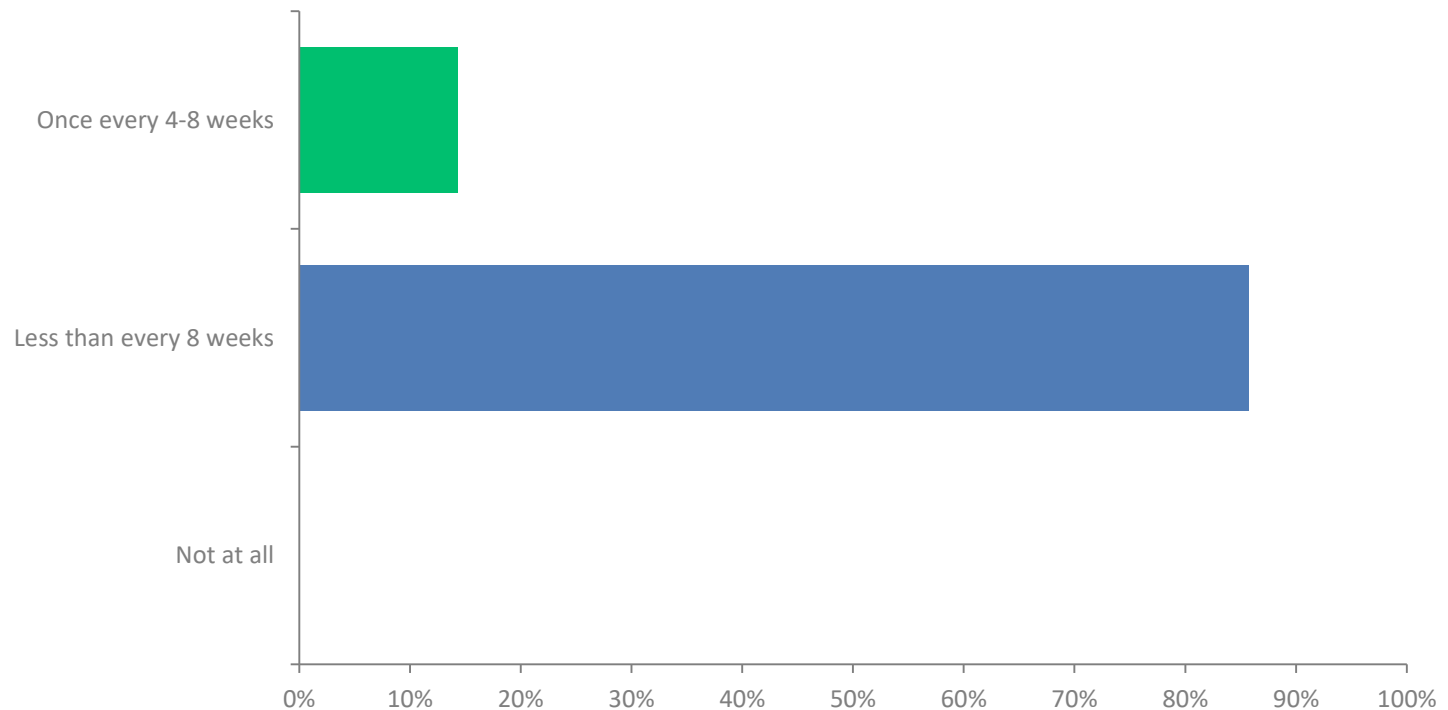
- Answered: 4 Skipped: 3





### Q18: My peer support group meets ....

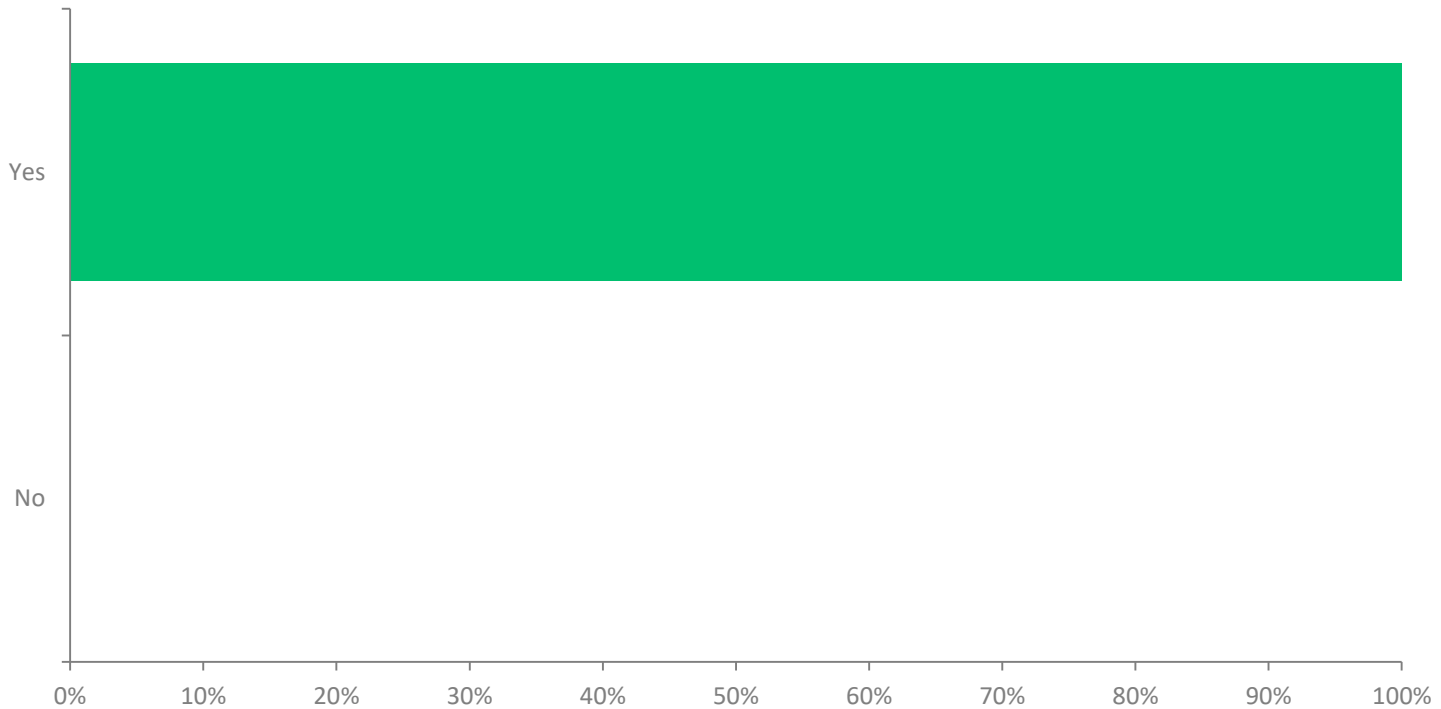
- Answered: 7 Skipped: 0





Q23: Should peer support groups continue to be part of the programme?

- Answered: 7 Skipped: 0

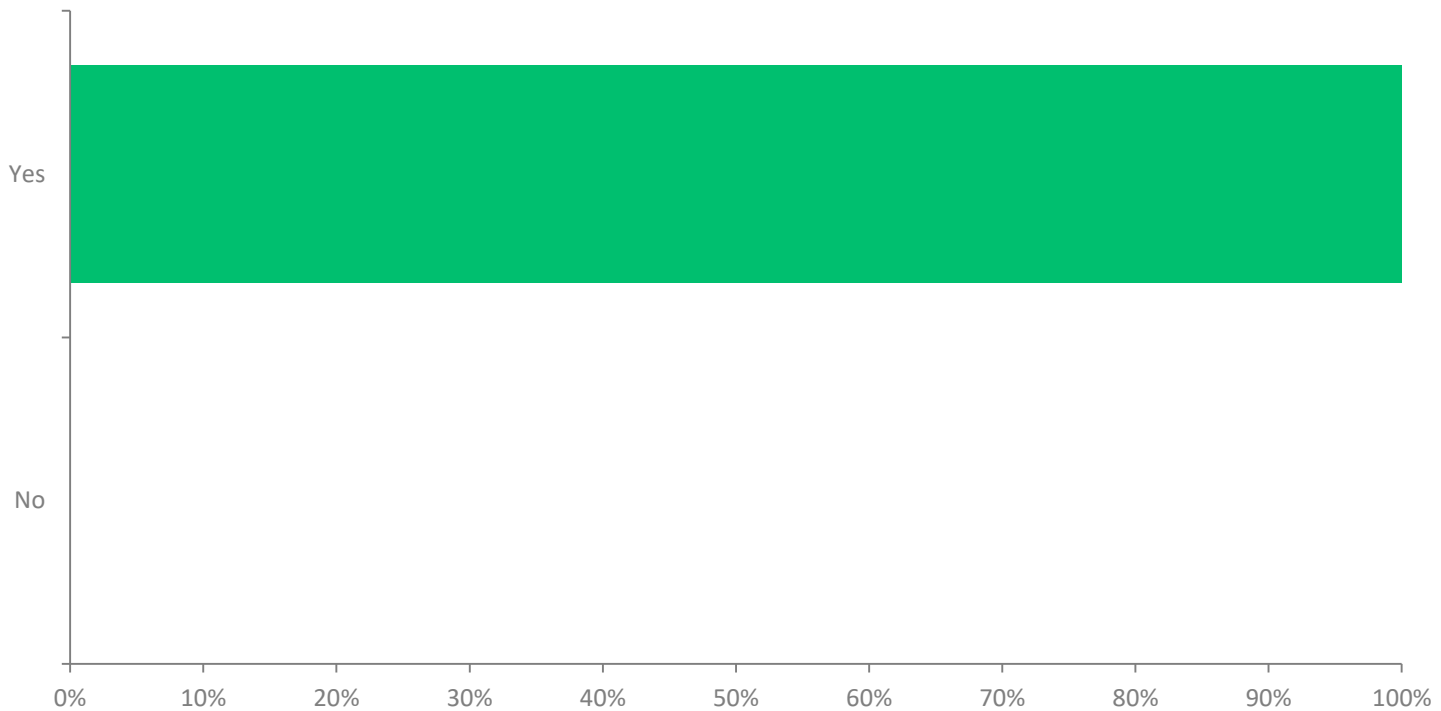






Q31: Was the annual picnic useful?

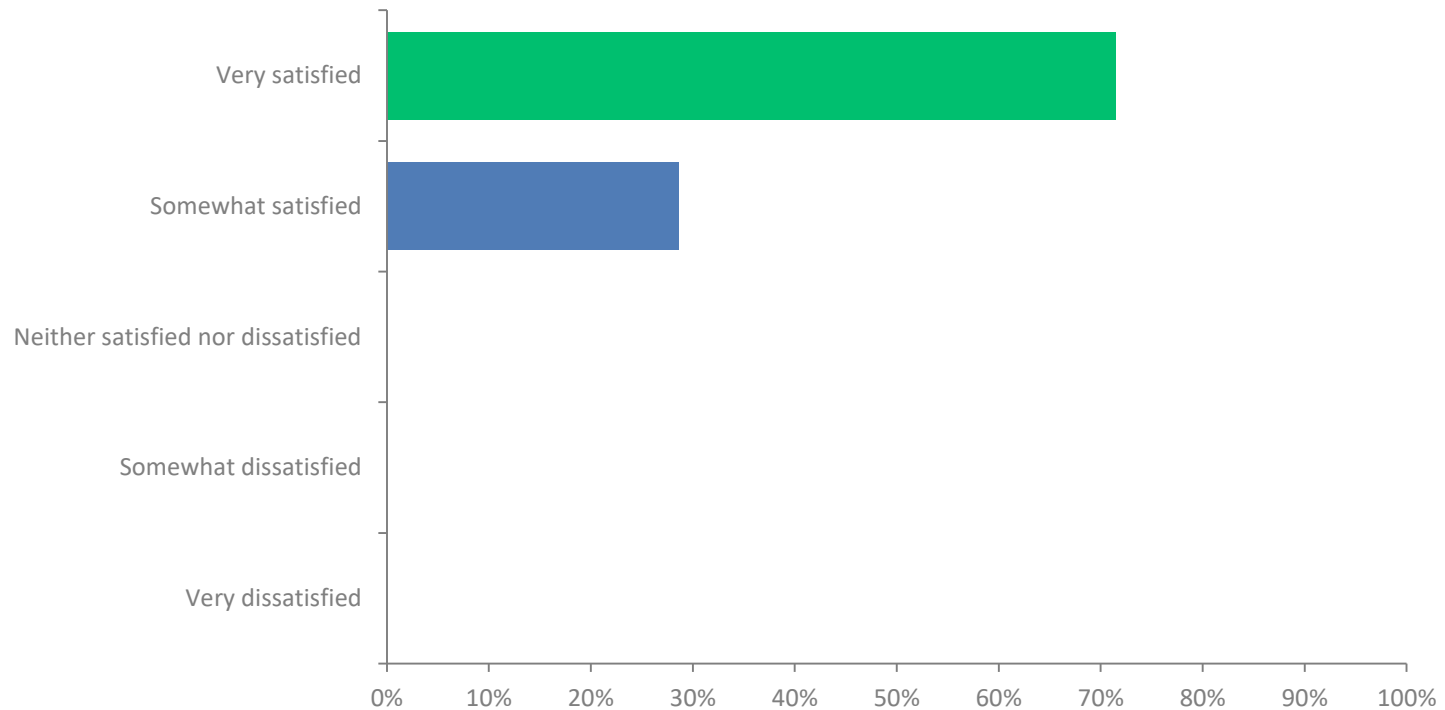
- Answered: 4 Skipped: 3





Q32: Overall, how satisfied are you with the learning & career development opportunities offered by the fellowship programme

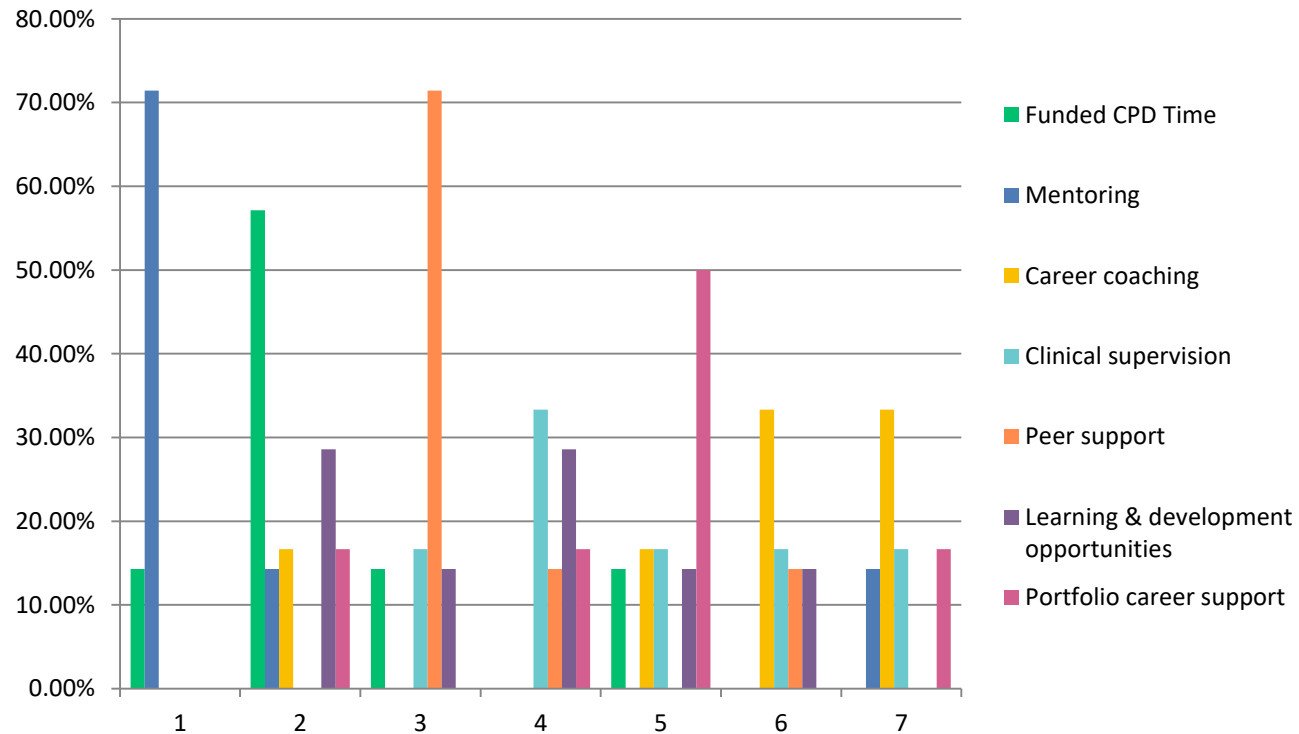
- Answered: 7 Skipped: 0





Q35: Please rank the elements of the Fellowship Programme with (1) being most useful and (7) being least useful. Please click the box to the side of each programme and enter your chosen value

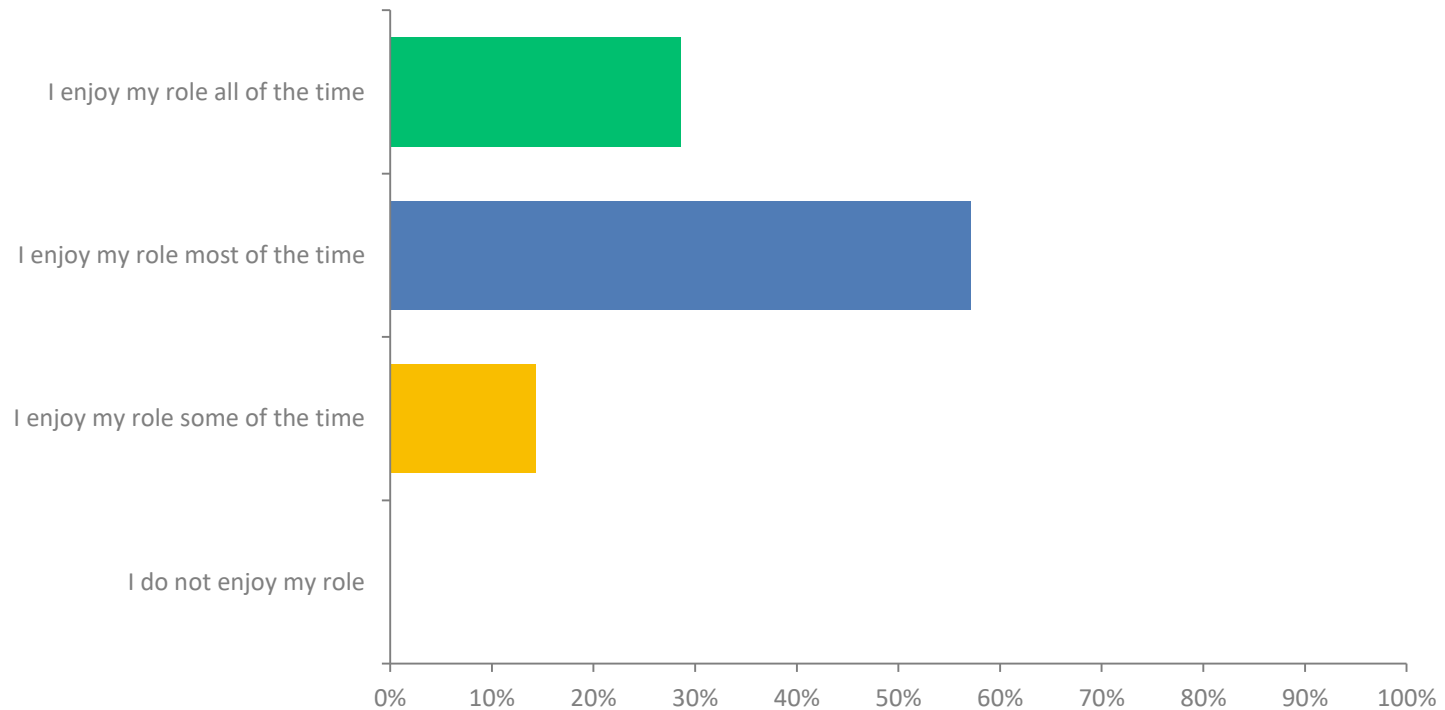
- Answered: 7 Skipped: 0





Q42: How much do you enjoy your role as a clinical GP?

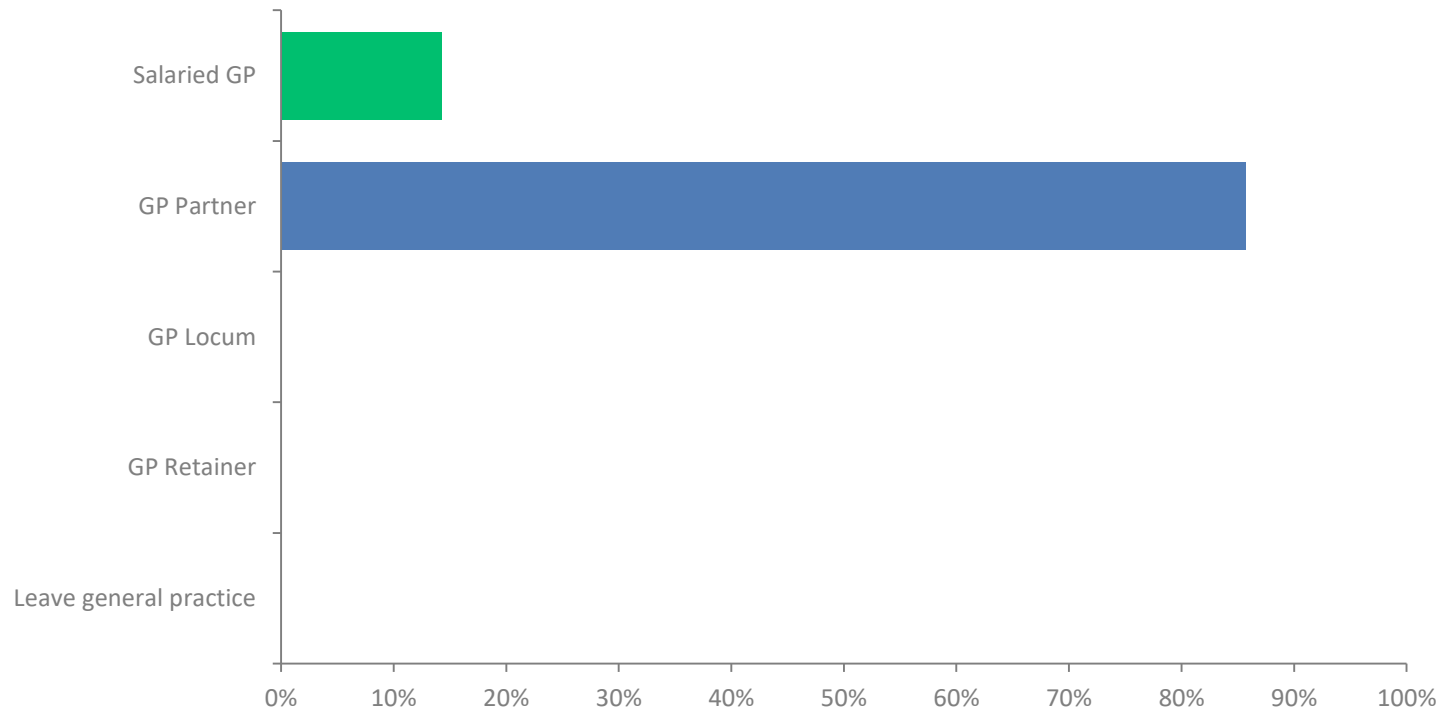
- Answered: 7 Skipped: 0





Q44: What are your plans for your clinical GP role for the next 12 months

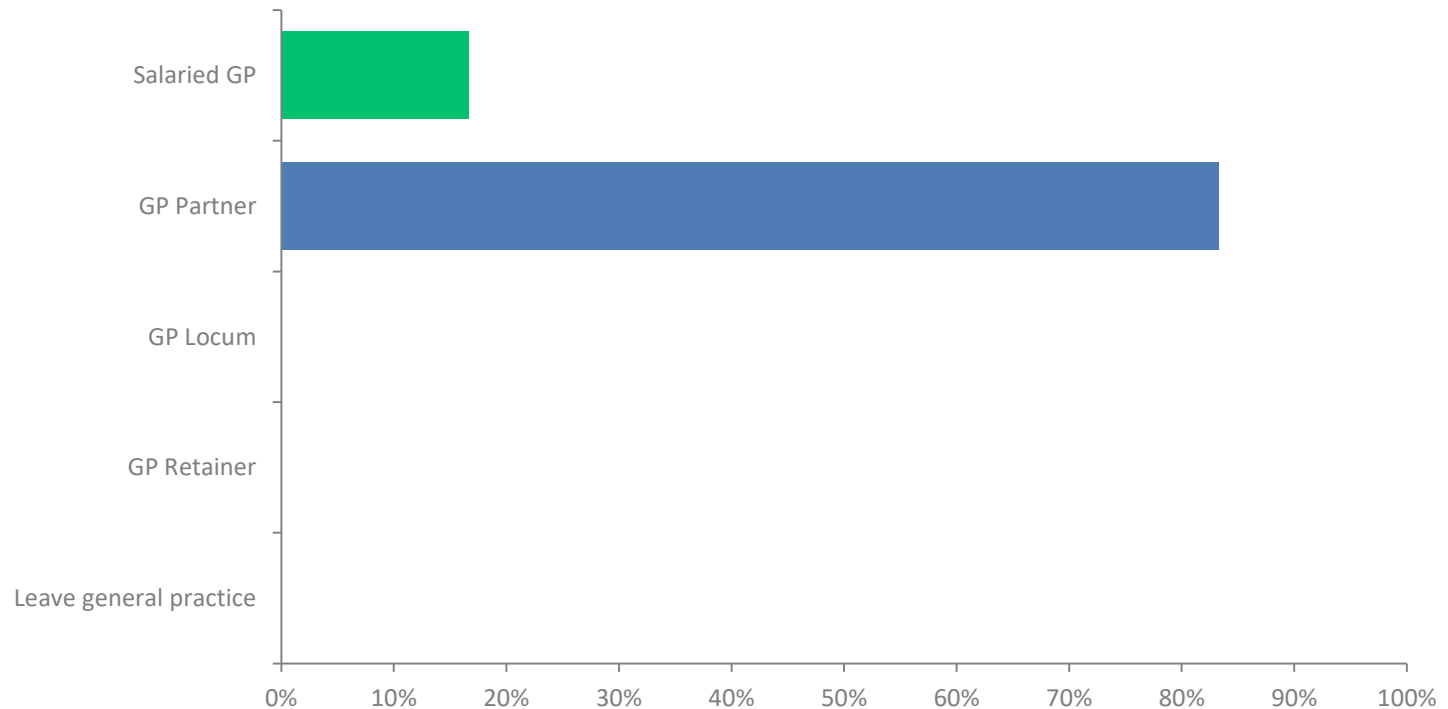
- Answered: 7 Skipped: 0





Q45: What are your plans for your clinical GP role for the next 5 years

- Answered: 6 Skipped: 1

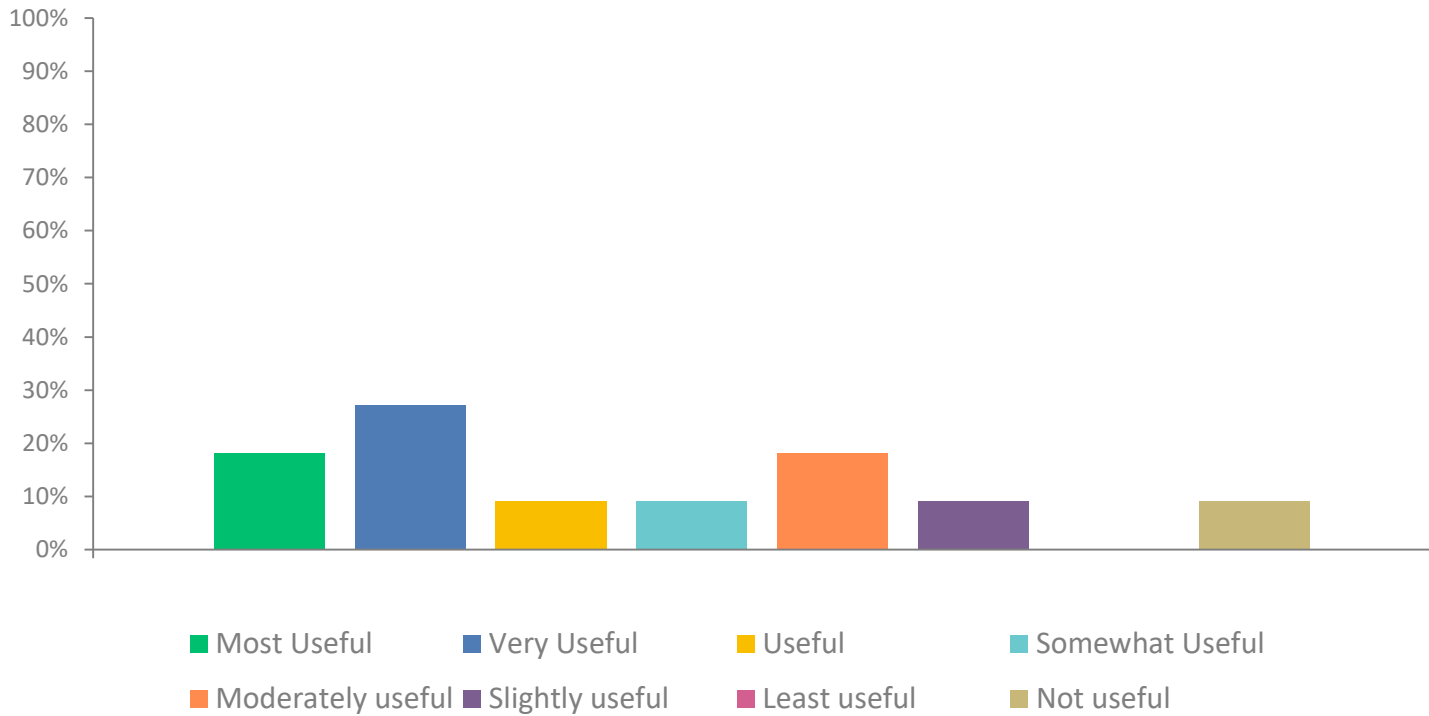


# **What is important in working as a GP ?**

- Wednesday, August 02, 2023

# Q1: Pay

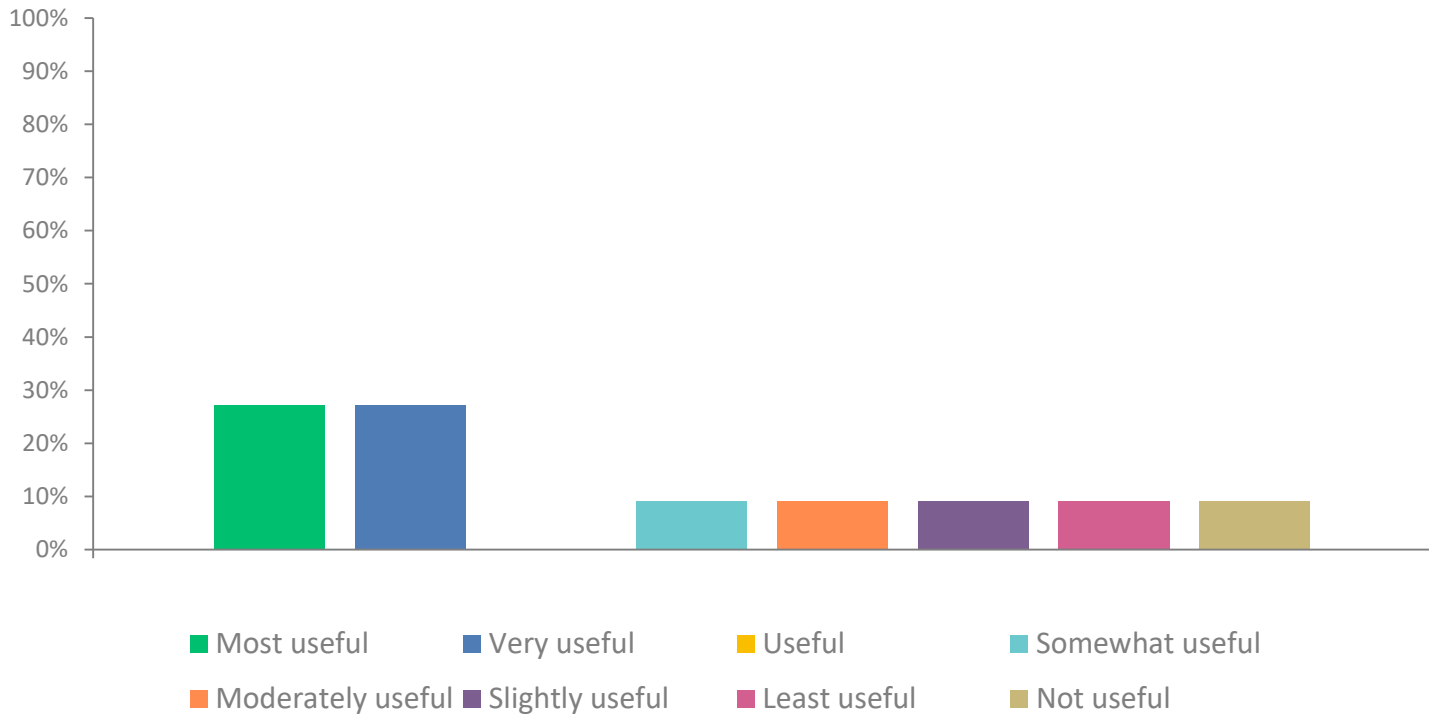
- Answered: 11 Skipped: 0





# Q2: Avoidance of lone working

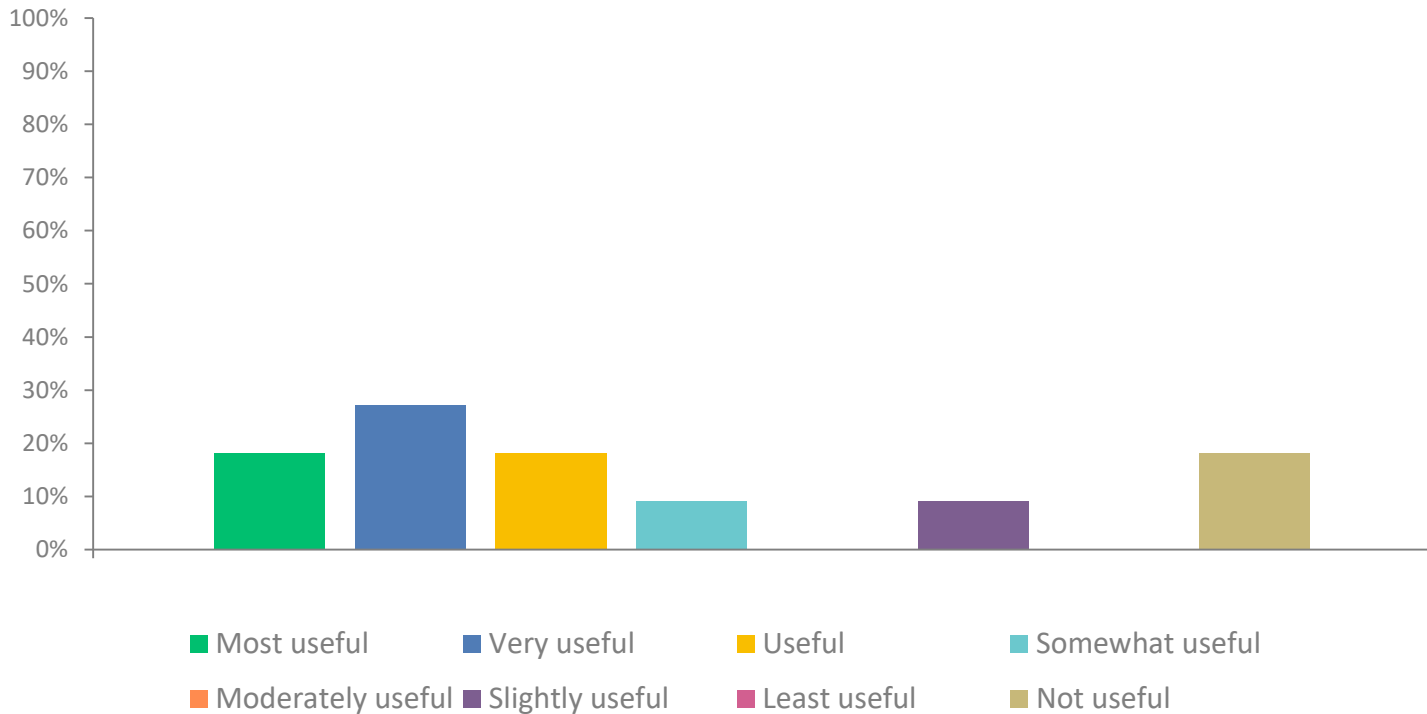
- Answered: 11 Skipped: 0



# Q3: Team Inclusion- Regular Meetings

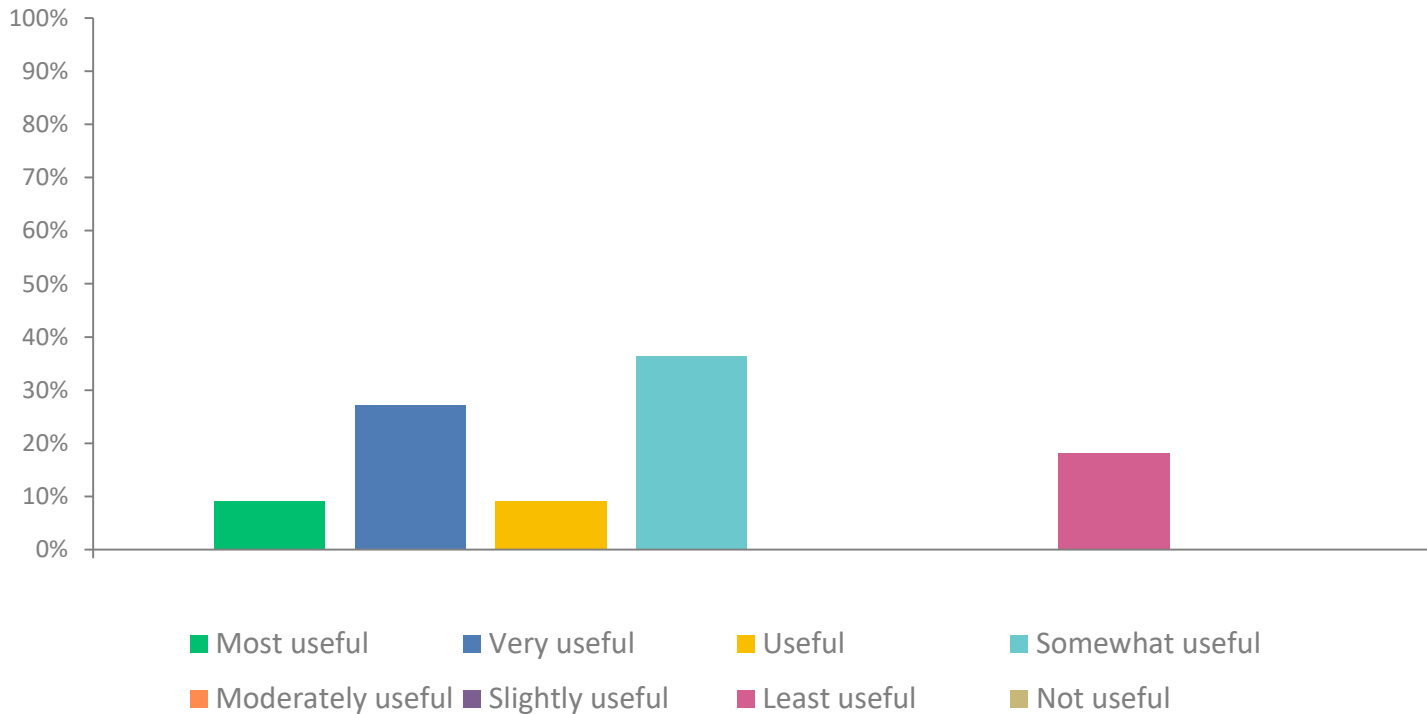
in day/ Team learning

- Answered: 11 Skipped: 0



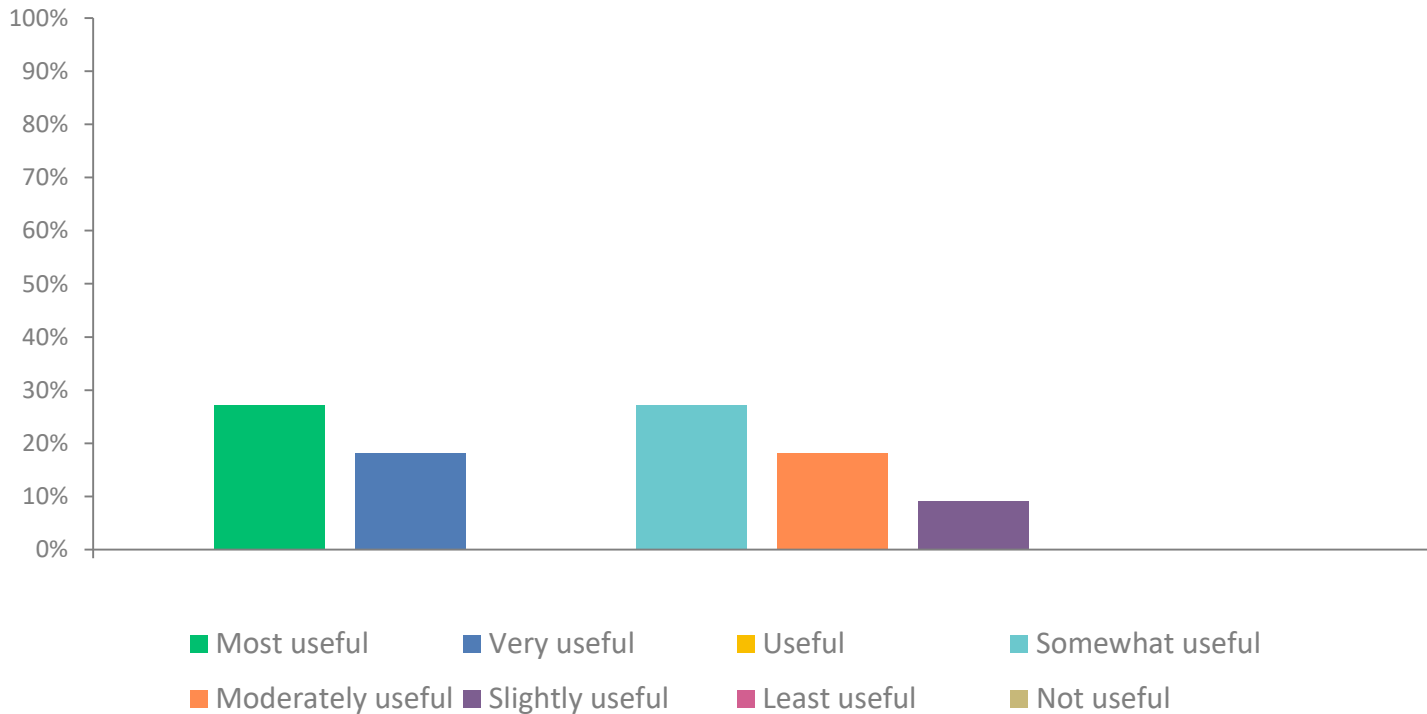
# Q4: Regular Breaks

- Answered: 11 Skipped: 0



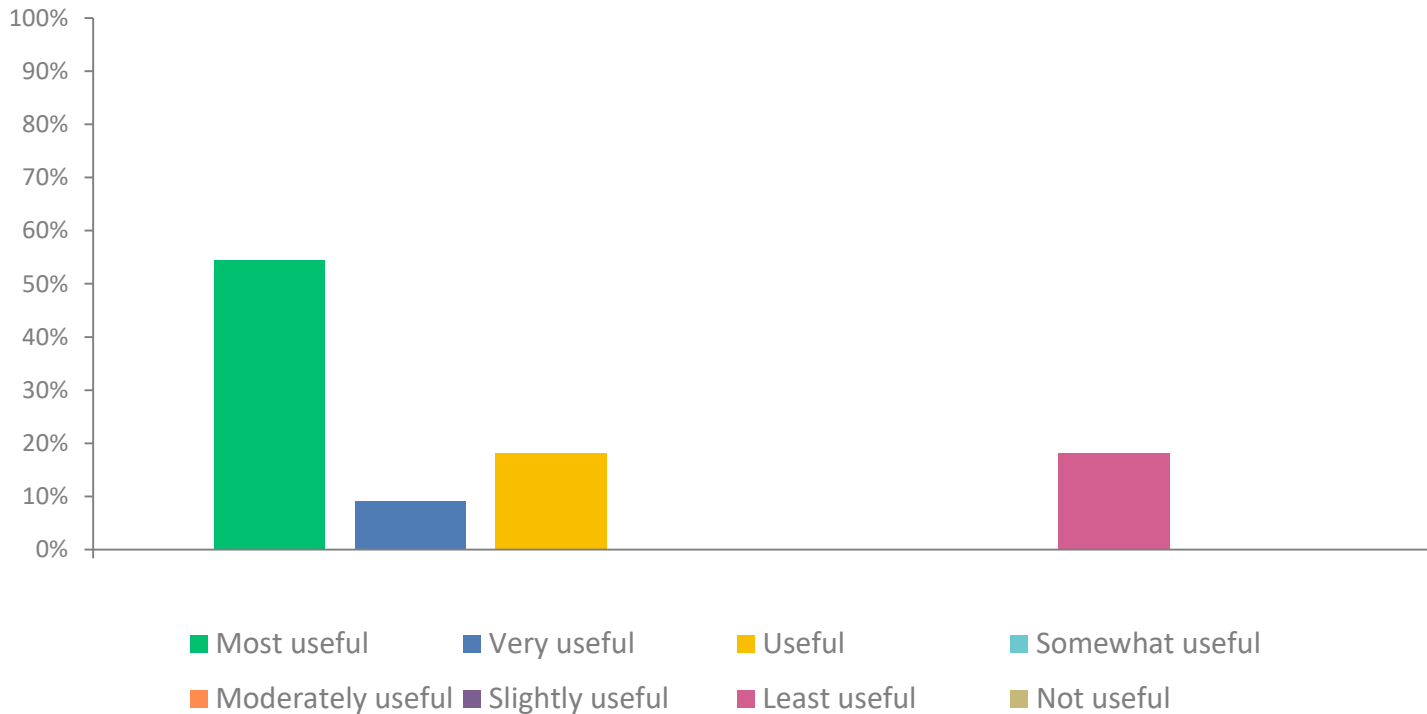
# Q5: Autonomy of working day

- Answered: 11 Skipped: 0



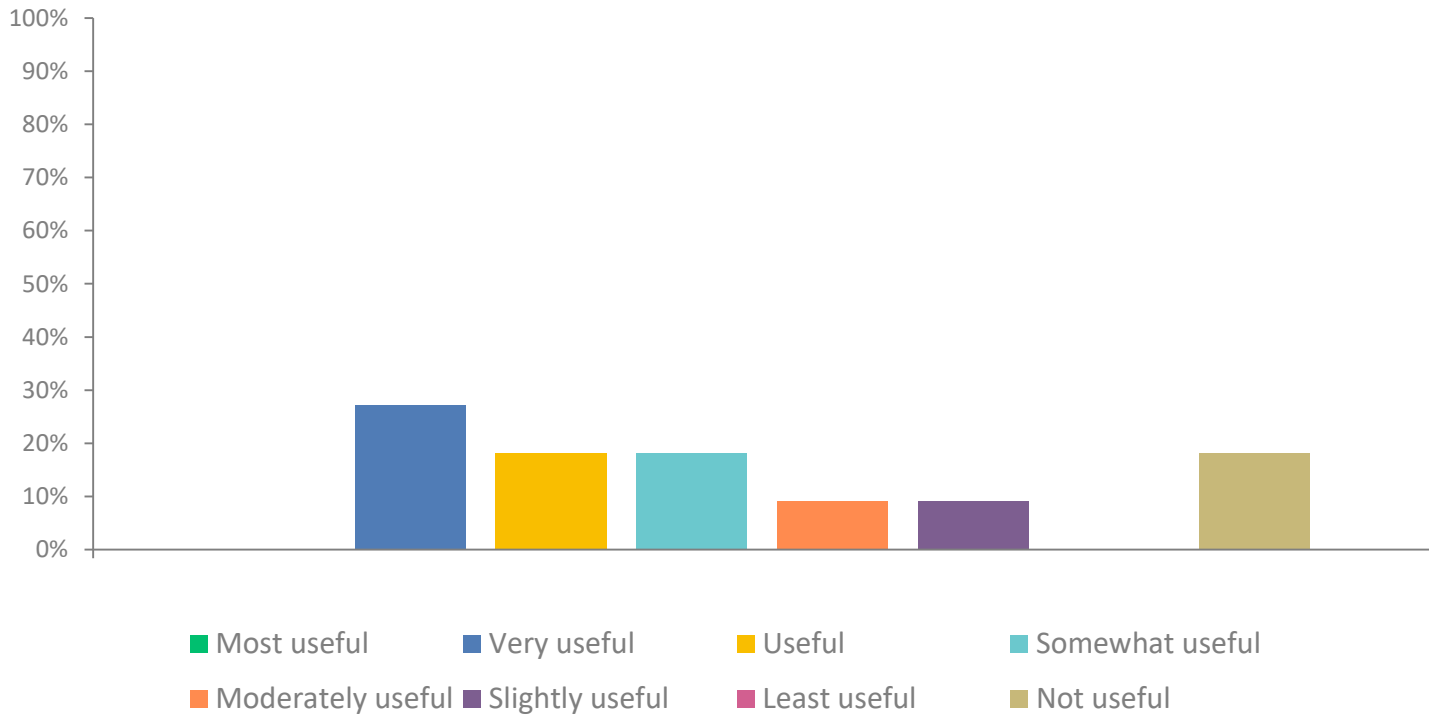
# Q6: Flexible working

- Answered: 11 Skipped: 0



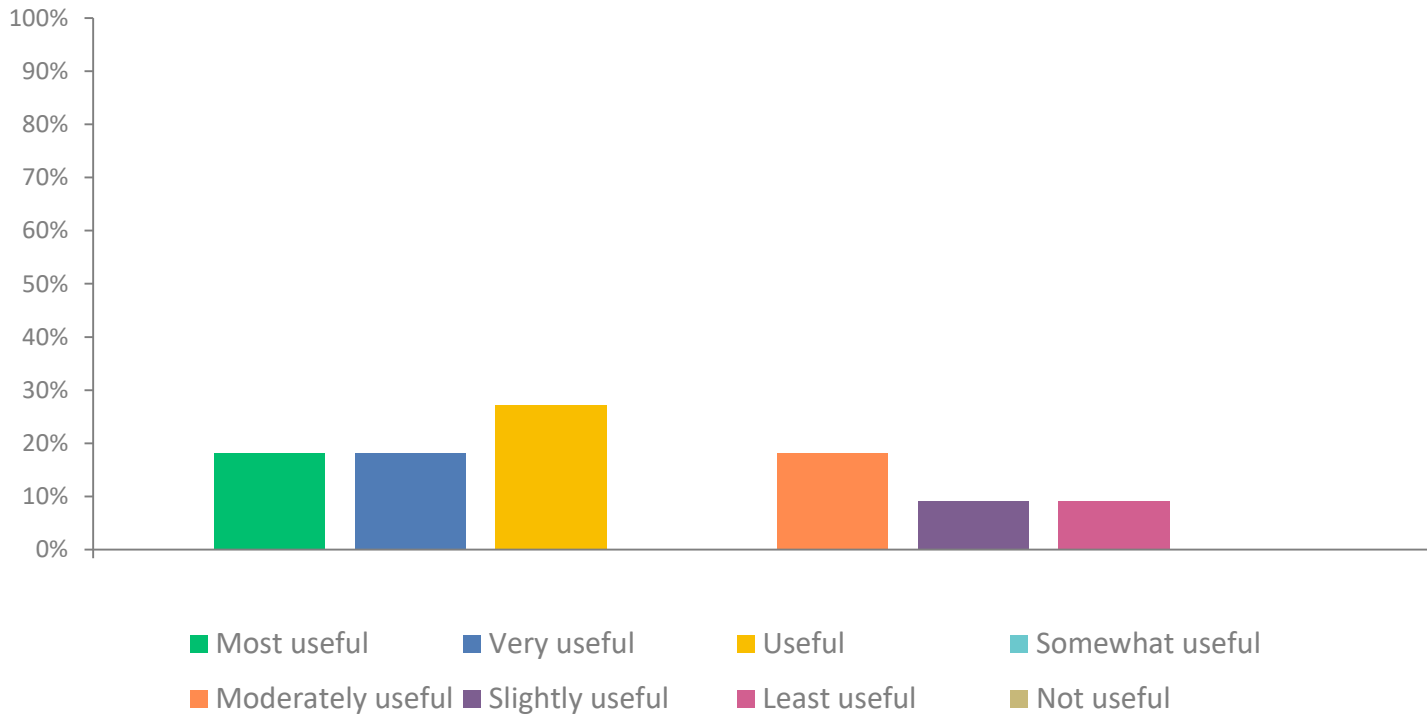
# Q7: Remote Working

- Answered: 11 Skipped: 0



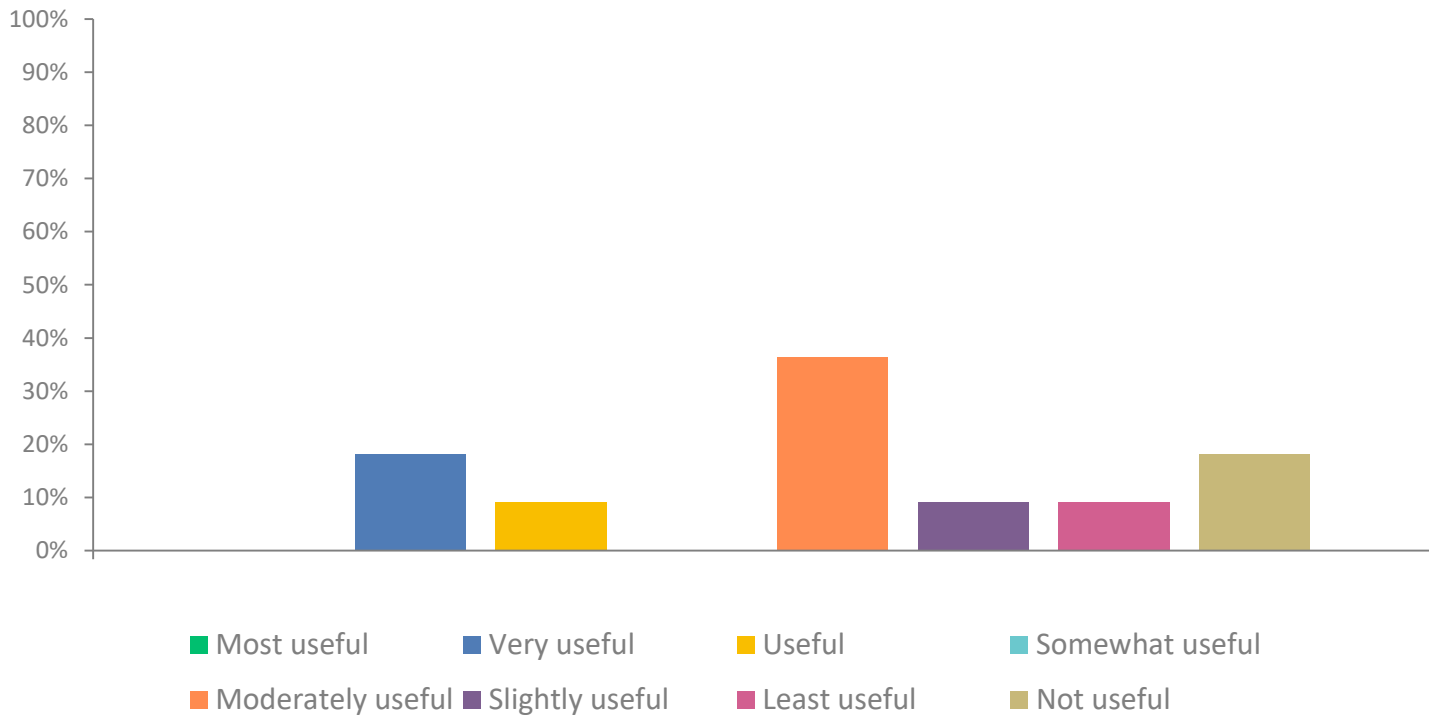
# Q8: Career progression in leadership

- Answered: 11 Skipped: 0



# Q9: Opportunity of becoming a partner

- Answered: 11 Skipped: 0





# Q11: In the next 5 years would you see yourself

- Answered: 11 Skipped: 0

