

Hello All

I'm writing to colleagues from all different parts of the health and care system in Somerset to say a big thank you for all their help in making the past 20 years of my work in primary care education & workforce development so rewarding, enjoyable and special. Thank you.

Over the years lots of trainees and students, interested in making education work part of their primary care careers, would ask me *"How will I find a good place to work as an educator?"*.

That's easy I replied, just look for -

- Somewhere where everybody recognises that the individuals and teams of the workforce are by far the best asset in the health and care services.
- Where everybody believes that the number **O**ne motivation for every member of that workforce is to continually improve themselves and the work they do
- Where it is understood that such **m**otivation is easily overwhelmed by lack of capacity, time and resources and by conflicting priorities
- Where **e**ducation is used as the main lever for change, for sustaining the motivation for improvement and overcoming those blocks and threats.
- Where that education is funded and supported at all levels so it has the educator, trainer and administrative **r**esources required to be effective
- Where supporting and enabling **S**elf-care and professional wellbeing in every workforce member is seen as an essential priority
- Where opportunities for education, professional development and career progression are available **e**qually for everyone in the workforce
- Where the culture, commitment and work required to have all the above in place are achieved through the efforts of a **t**eam of people from across all parts of the local system

I based this checklist on my experiences over the last twenty years in Somerset and, as it spells out above, it is no surprise that my work here ticked all these boxes.

The last recommendation – being part of a team – is for me the most important, the one that allows all the others to happen. Working cooperatively with others to plan and deliver education and workforce development is just the best; it shines a light on places you cannot see for yourself, it is creative and challenging, caring and supportive, efficient and progressive. Over the past 20 years I have been involved at some time in so many teams – Springmead practice, GP appraisers, clinical governance, out of hours supervisors, GP Trainers & Training Programme Directors and then the opportunity to be part of the teams who worked with the LMC and HEE to set up, first SGPET, and then, Somerset Training Hub. What a treat!

Through SGPET and STH I have worked with such good people from right across the system- leaders and planners, commissioners and providers, from social care, public health and the voluntary sector, from the CCG, NHS and HEE, from pharmacy, allied health professions and social prescribing, with secondary and community care, with schools and colleges, and with the clinical and non-clinical professionals of every practice in the county. It has been a pleasure and a privilege for me, just as I hope it is being for colleagues now and will be for others tomorrow. Thanks again.

Best wishes.

Martyn.

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