

General Practice Task Force (GPTF) Projects – Summary Report

08th October 2018

Project 1: GP Aspire			
Key Deliverables	Key Accomplishments	Next Steps	Outcomes/ Impact Measures
GP-s well-being, coaching and mentoring	<ul style="list-style-type: none"> GP-S mentoring 11 Derbyshire GPs (Apr – Sept 18) 6 partners, 3 salaried and 2 ‘other GPs’ Marketing to all practices to identify struggling GPs GP Aspire collated and cohort at risk identified Individual and group support packages being tailored Comms on GP Aspire cascaded to all GP-S mentors to aid two-way communication and referrals 	<ul style="list-style-type: none"> Mtg with Notts LMC 05/11/18 to discuss flow between GP-S and GP Aspire 	20 GPs supported through personal and career decisions and signposting effectively
GP Aspire flexible working & GP support	<ul style="list-style-type: none"> Listening event held in June 2018 with local GPs who have left practice Steering group meeting held 12.09.18 to consult with flexible working ideas, compile information hub Research from Somerset example Links made with Magnus Harrison and Gail Collins to develop secondary care links for further career options Contacted GP appraisers for intelligence on quit decisions – 4 questionnaires returned, 2 x appraiser meetings planned Information on GP Aspire cascaded to all appraisers 1 x meeting planned for GPs thinking about leaving partnership to support Comms delivered direct to GPs (via Quest sessions 10/10) and introduced to GPVTS Met with GP Appraisers 03/10/2018 to highlight all projects and LMC support available 	<ul style="list-style-type: none"> Mtg to explore with RCGP collaborative working Evening sessions for networking for last 5 GPs being explored Career opportunities – need to populate in more depth e.g. RDH opportunities – ‘one stop shop of opportunities’, prison doctors, RAF etc. Also capture expertise around specialist skill mix Link with approved STP career/system opportunities 	GP-s Notts LMC 20 GP’s Retention and Attrition rates Resilience and facilitation outcomes Increase in GP workforce

5 GP practices supported with exploring recruiting for retention	<ul style="list-style-type: none"> Recruitment pack delivered and circulated to practices Followed up on all recent GP advertisements in the last 6 months to identify if posts have been filled. 2 x practice offered support – awaiting feedback 1 x practice being supported with recruitment options, first mtg Oct 9th 	<ul style="list-style-type: none"> Targeted support to other practices Meet with Selina Uttering re Tier 2 on 15.10.18 and if any additional support Extend support to other clinical roles 	Increase in GP workforce Improved retention
Workload / Work life balance	<ul style="list-style-type: none"> Call for evidence submitted to all Derbyshire practices with 10 HIA 8 practices targeted and requested for case studies and share examples e.g. signposting, collaboration, 15 minute appointments etc Engagement of GP Leadership Alliance 	<ul style="list-style-type: none"> Publish case studies for LMC conference 27.11.18 	Improved retention New ways of working
Early Career Support –GP Speciality Training Scheme	<ul style="list-style-type: none"> Sessions planned for ST3/ mixed group – Jan 2019 (RDH) and March 2019 (CRH) 15 GP Champions identified and recruited to support early career panel session focusing on GP practice innovation, positive stories etc 	<ul style="list-style-type: none"> Contact Training Hubs re: early support for GPs to offer support 	Attraction of GPs to Derbyshire workforce
Exit Interview (EI) Pilot	<ul style="list-style-type: none"> Research into use and best practice of EI in industry Liaising with Glasgow LMC and GPC workforce lead Creation and test of pilot EI with comments 4 leavers questionnaires completed added to 13 in first project phase 	<ul style="list-style-type: none"> Fine tuning of EI and process 	

Project 2: Derbyshire Medical Chambers			
	<ul style="list-style-type: none"> • 61 Derbyshire practices that are registered for marketing for Chambers. With 6 Practices actively booking GPs via Chambers. • Targeted marketing for remaining • In communication with 1x Extended Hours hub to receive Chambers support • 59 locum Sessions have been delivered via for chambers since May 2018. • 2 x GP locums fully signed up • 1 x GP awaiting contract • 2 awaiting interview • 4 requesting further info • Marketing to Practices via PM sessions / Social Media / newsletter. Direct marketing to GP and trainees. • We need 50 filled sessions per month to break even, currently operating at loss. • Marketing outside of Derbyshire and targets GP speciality training in Notts and Sheffield. 	<p>Increase numbers of practices and locums accessing Derbyshire Chambers</p> <p>Appraisers Quest sessions PM meetings</p>	<p>Build a high quality locum workforce and retain GPs in Derbyshire</p>
Project 3: GP Sessionals (DEN)			
	<ul style="list-style-type: none"> • 12 month programmes for both North and South • 13 Consultants from CRH offered teaching – very positive response • Huge response from sessional GPs with large database of engaged GPs 	<p>Sessions booked up to Sept. 19</p>	<p>Access and Impact (Evaluation) Locum Induction Pack in development</p>
Project 4: Practice Manager Development			
	<ul style="list-style-type: none"> • 19/09/2018 Finance and Claims workshop Chesterfield with 28 attended. 26 evaluations returned, 24 rated excellent and 2 good • 24 delegates booked on Derby session 12/10/18 • Provisional plans ; Premises planned for January 14th/ 	<p>Facilitation opportunity came from the new PM workshop</p>	<p>Positive feedback from 17th July new PM meeting evaluations</p>

	15 th . Krafts HR for February, CCG CQC session March		
Project 5: GP Resilience Project			
	<ul style="list-style-type: none"> • Toolkits x 3 evaluated and research phase completed • Local Derbyshire toolkit developed and out for pilot • 1 completed toolkit, 3 more planned in next month • Further practices targeted to trial • Facilitation happened already in 4 practices • 5 practices have planned support in next month • Key themes; recruitment/ retirement, GP partnership, mergers 	<p>Tool completed for first. Tweak formula Targeted trials to commence Nov.</p>	<p>Knowledge and evidence gathered</p>