

DERBYSHIRE GENERAL PRACTICE SUPPORT

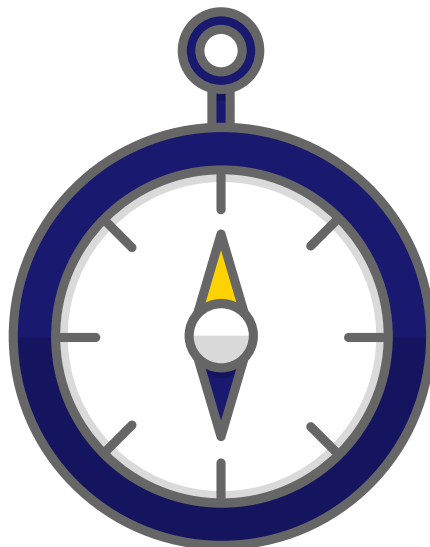


**NEW TO DERBYSHIRE
GENERAL PRACTICE?**

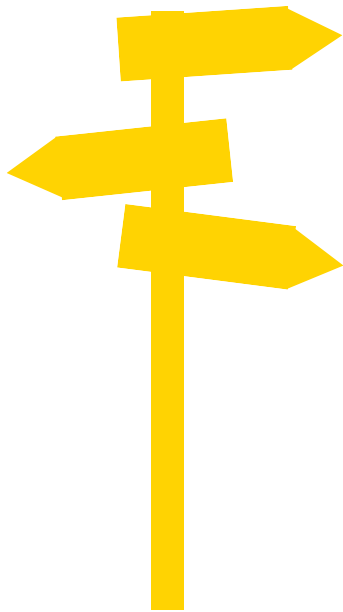
**UNSURE ABOUT YOUR
CAREER OPTIONS?**

**NEED SOME ADDITIONAL
SUPPORT?**

**INTRODUCING AN INTERACTIVE
MENU OF SUPPORT AND CAREER
OPTIONS FOR DERBYSHIRE GPs**



OVERVIEW



This interactive resource aims to provide you with a menu of options to support you, as an individual, through your differing career stages as a general practitioner within Derbyshire. We also include relevant national links to make it a one-stop shop for local GPs.

GPs are fundamental to the success of the NHS. We need to ensure that you are supported throughout your career by offering options to enable you to continue in practice, whilst enabling you to look at different models of delivery to meet your changing needs and lifestyles. The goal is to retain and utilise your valuable skills and expertise whilst ensuring that you feel valued.

Recent research has shown the key drivers for leaving general practice are complex, but recurrent themes include:

- i) issues relating to personal and professional identity and the perceived value of general practice-based care within the healthcare system
- ii) Concerns regarding fear and risk, for example, in respect of medical litigation and managing administrative challenges within the context of increasingly complex care pathways and environment
- iii) Issues around choice and volition in respect of personal, social, financial, domestic and professional considerations.

We have tailored local support to address all of these key themes. There is help and support with portfolio careers, mentoring, career planning and much more.

Please contact GPTF@derbyshirelmc.nhs.uk to find out more or with any comments. In addition, all sources of support can be discussed with your appraisal team.

FUNDING AND SUPPORT

Local projects have been provided thanks to the support of:

- NHSE via GP Forward View investment
- Health Education England
- Joined Up Care Derbyshire



WHAT ARE YOUR CAREER NEEDS?

A comprehensive guide for all your career needs

Starting out in your
general practice
career?

[Go to Page 4](#)

Looking at different
career options
including reducing
personal commitment
or increasing
flexibility?

[Go to Page 6](#)

Thinking of leaving
general practice or
taking a break?

[Go to Page 8](#)

Returning to general
practice?

[Go to Page 9](#)

Looking for a new
general practice job?

[Go to Page 10](#)

Need extra support or
worried about your
mental health?

[Go to Page 11](#)



Looking for other
sources of support?

[Go to Page 12](#)



JUST STARTING OUT

In the first few years after qualifying as a GP, additional support is available to help with the transition to being an independent practitioner. Local and national programmes targeted to newly qualified GPs can help you meet any new challenges.

All other support listed throughout this guide is also available to GPs at the beginning of their career.

DERBYSHIRE SUPPORT

GP Task Force GP Trainee Support

New for 2018; GPTF will be working with GPSTs throughout their training to look at future career intentions and deliver targeted career support, highlight job opportunities and provide a career matching service to trainees moving from the training scheme into their GP career. For further details please contact GPTF@derbyshirelmc.nhs.uk or chat to your Programme Director.

Locum Chambers Mentorship

Locum work can be one of the most isolating ways of working in general practice. Derbyshire Medical Chambers provides mentorship to locum GPs via a dedicated clinical lead as well as sorting your administrative and invoicing needs. Contact Chambers@DerbyshireLMC.org.uk.



RCGP Vale of Trent 'First5' scheme (RCGP members only)

The RCGP has an established 'First5' scheme; an initiative to support GPs in the 5 years after qualifying. As with other First5 GPs across the country, RCGP Vale of Trent First5 GPs can benefit from access to the RCGP Online Learning Environment (www.elearning.rcgp.org.uk), opportunities for networking with other GPs, and access to First5 and wellbeing events. You can access the RCGP handbook for newly qualified GPs here: www.rcgp.org.uk/First5.

Derbyshire Education Network

The Derbyshire Education Network is for your doctor's educational needs.

Whether you are a salaried GP, locum, retainer, portfolio doctor or on a career break you are welcome to join our thriving education and networking sessions in Chesterfield and Derby. See more details at <https://derbyshireeducationnetwork.com>.



East Midlands Leadership Academy

The East Midlands Leadership Academy forms part of the national NHS Leadership Academy network. It offers opportunities to train and develop leadership and coaching skills and become part of an ever-growing network of local leaders. For details please see www.leadershipeastmidlands.nhs.uk.

Next Generation GP

Next Generation GP is aimed at GP trainees and early career GPs (5-7 years post qualification) with an interest in health policy and the wider NHS. The programme is about empowering a new generation of leaders in primary care, equipping them with the skills and network to success and empowering them with the belief that they can translate insight into impact. Our local programme runs in Nottingham. Contact nextgeneration.gp@gmail.com to find out more

NATIONAL PROGRAMMES

Health Education England's (HEE) GP Fellowships Programme

The GP Fellowship provides additional support and development for newly qualified GPs or those in their first few years of practice. The programme directly contributes to the transformation of the primary care workforce by supporting both the acquisition of clinical maturity in general practice and extended development in special clinical or professional areas, furthering both local workforce capability and the career aspirations of the GP Fellows themselves. To learn more see: www.hee.nhs.uk/our-work/gp-fellowships.

BMA personal and career development programmes (BMA members only)

The BMA offers personal, step-by-step guidance, FAQs and practical tools on the topics you face on a day-to-day basis as a GP, as well as a variety of career development and leadership courses. To learn more phone 0300 123 1233 or visit: www.bma.org.uk

FLEXIBLE GP CAREERS

We all have changes in our goals and personal circumstances throughout our career. Whether this is the desire to take on a new challenge, or the need to alter our working lives due to new personal circumstances or family responsibilities.

Later in this section you will be able to see a multitude of different career options for Derbyshire and how to get further support.

DERBYSHIRE SUPPORT

GP Aspire

The GP Task Force Derbyshire ' **GP Aspire**' project supports GPs considering leaving general practice or changing roles. GPs who request support will be able to talk to a dedicated GP Aspire facilitator who can talk you through the support and options and guide you.

Interested GPs can contact the team via GPTF@derbyshirelmc.nhs.uk



NATIONAL PROGRAMMES

NHS Leadership Academy

As part of Health Education England (HEE), the NHS Leadership Academy's philosophy is simple – great leadership development improves leadership behaviours and skills. Better leadership leads to better patient care, experience and outcomes. The academy's courses in primary care leadership are led locally and vary in different parts of the country. Courses that might be available include team leadership development, emerging leaders networks and systems leadership. To enquire about what's available in your area and for more information visit: www.leadershipacademy.nhs.uk/

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Guidance on revalidation / appraisal (GMC)

Information on the revalidation and appraisal process can be found on the NHS England website at: www.england.nhs.uk/medical-revalidation/appraisers/app-pol/

FLEXIBLE CAREER OPTIONS

Partnership Opportunities

Salaried GP

Locum Opportunities including Chambers

Out Of Hours

GP Retention Scheme

GP with Extended Roles AKA GPwSI

Community Working via DCHS

GP Appraiser

Voluntary Sector Opportunities

Coaching and Mentoring

Medical Education

Other Opportunities

Click on a piece of the jigsaw to find out more

THINKING OF LEAVING?

Looking at portfolio careers? Wanting to reduce your professional commitment, or maybe thinking of leaving general practice? What are your options?

Whether you are fresh from training, looking at lifestyle change or planning retirement these are some of the options available to you:

DERBYSHIRE SUPPORT

GP Aspire

GP Aspire is a GPTF project focused on GP workforce retention and investigating the key reasons why GP's are leaving practice. We are targeting any GPs who have left general practice or are thinking of leaving practice, regardless of where they are in their career pathway. Trained Facilitators will discuss your requirements and help guide you through your career choices. For those leaving posts or leaving general practice altogether, we will invite you to take part in an Exit Interview to listen to you and help us support GPs across the county. To get involved please contact GPTF@derbyshirelmc.nhs.uk.

Derbyshire Medical Chambers (DMC)

DMC is a not-for-profit initiative designed to create a community of supported Locums working across Derbyshire to aid workforce retention. Working as a locum can be liberating and exciting but daunting at the same time, DMC gives locums a new, more supported way of working, making working as a locum as stress-free and supported as it can possibly be. To find out more please see <https://www.derbyshirelmc.org.uk/derbyshirelocumchambers>.

GP Retention Scheme

This scheme is for GPs wishing to work a maximum of 4 sessions a week and includes some financial reimbursement to both the retainee and the practice. You can find details of the scheme https://www.eastmidlandsdeanery.nhs.uk/general_practice/gp_retention_scheme.

For more information on applying to the scheme in East Midlands please contact: Dr Bevis Heap bevis.heap@hee.nhs.uk or england.primarycareworkforce@nhs.net.

RETURNING TO PRACTICE?

Perhaps you have taken some time out from General Practice, or have been overseas and wish to return to practice in the UK. The process for returning has now been simplified and there are a number of routes. Please see below:

Return to practice: Following <2 years break

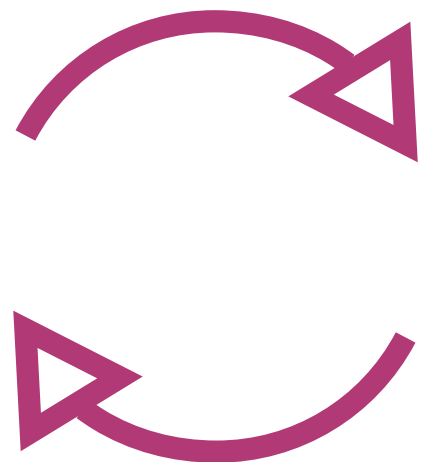
- If you have been out of practice for <2 years but remain on the performers list and have retained your GMC licence then you should have had a conversation with the Appraisal and Revalidation team regarding appraisals and deferment. You can return to work relatively easily as long as you keep in touch with the Appraisal and Revalidation team and fulfil their requirements.

- If you have been out of practice <2 years and have removed yourself from the Performers List and relinquished your GMC license, there are a few more steps required.. You would need to contact the GMC to get your license reinstated; this should not be a difficult process. You will also need to go through the Performers List application process. NHSE will then consider whether any conditions would need to be applied (unlikely after just 1 year away).

If either of these scenarios apply, you should contact the Appraisal and Revalidation team. After 2 years away from practice the Induction and Refresher scheme is available for support.

Return to practice: Induction and Refresher Scheme

The scheme is designed for GPs who have previously been on the GMC Register and NHS England's National Performers List (Medical) and who would like to return to general practice after a career break, raising a family or time spent working abroad. The scheme also supports the safe introduction of overseas GPs who have qualified outside the UK and have no previous NHS experience. For more information visit the General Practice National Recruitment Office at:
gprecruitment.hee.nhs.uk/Induction-Refresher.



Return to practice from overseas: portfolio route

The Portfolio Route gives the option for GPs, who have worked in UK general practice for at least a year, and are working abroad in an equivalent primary care setting, to return smoothly to the UK by providing information from their overseas practice rather than take the Induction and Refresher Scheme assessments. Ideally, before a GP leaves the UK to start a new job abroad they should familiarise themselves with the requirements of the Portfolio Route. For more information, visit the General Practice National Recruitment Office at: <https://gprecruitment.hee.nhs.uk/Induction-Refresher/Portfolio> and the RCGP website at: www.rcgp.org.uk/training-exams/practice/the-induction-and-refresher-scheme-portfolio-route.aspx (RCGP members only)



Guidance for returning doctors (RCGP members only)

RCGP members can request a guidance document created with returning GPs in mind (maternity, sick leave, career breaks, working abroad etc.). Further openly available information is available at: www.rcgp.org.uk/revalidation

NHS Pension Scheme

Information and guidance on the NHS Pension scheme can be found at: www.nhsbsa.nhs.uk/nhs-pensions

LOOKING FOR A NEW JOB?

It can be difficult to know what jobs are out there, which practices would suit you and which will take on GPs working in some of the flexible career options. Agencies can be expensive and lack the local knowledge of, and relationships with, Derbyshire practices.

GP Task Force Derbyshire are working with local practices to centralise job opportunities and help match potential applicants to current or anticipated vacancies.

We welcome practices to contact us and tell us their recruitment needs. At the same time we welcome individuals contacting the team to discuss their employment requirements. You can see how this programme is building at <https://gptaskforce.com/gp-aspire/career-choices-in-general-practice/>

Please contact GPTF@derbyshirelmc.nhs.uk to discuss further.

International GP Recruitment Programme

If you are reading this brochure from overseas and are interested about a career in our beautiful county. Please contact

<https://www.england.nhs.uk/gp/gpfv/workforce/building-the-general-practice-workforce/international-gp-recruitment/apply/> or email england.intrecruitment@nhs.net.



WELLBEING SUPPORT

Sometimes the job can feel too demanding, or we struggle to balance the workload and personal life.

Perhaps you feel uncertain about your next steps or are worried about the effect work is having on your mental health.

If this is the case there are a number of excellent sources of support to turn to.

DERBYSHIRE SUPPORT

GP-S Mentoring

GP-S is a free peer mentoring service for General Practice, offering mentoring, coaching and signposting. GP-S is available to all GPs, including GP trainees who have been issued their CCT

GP-S can be used by anyone who would like to explore ways to develop themselves. This could be personally, professionally or within your career. They aim to build resilience in the General Practice workforce by allowing you time and space to develop your personal goals. To find out more about the service and refer yourself see <https://www.gp-s.org>.



NATIONAL SUPPORT

NHS GP Health Service

The NHS GP Health service is a free and confidential health service for GPs and trainee GPs, who may be experiencing mental health and addiction issues. The service launched in January 2017 and has already seen over 1,000 GPs access the service. The service has a number of clinical services available to access – from face to face psychological therapies to peer group sessions – the service can also provide support more remotely using online tools and tailoring the support to the needs of the GP where possible. The service is confidential and can be accessed between 8am-8pm weekdays and 8am-2pm weekends. More information on how the service can be accessed can be found here:

www.gphealth.nhs.uk or by calling 0300 0303 300.

OTHER SOURCES OF SUPPORT

This list below covers support for doctors requiring help with finances, health or work-related problems.

If you are unsure where to turn to please contact Derby&Derbyshire LMC who can signpost you to the necessary agencies.

- **Derby and Derbyshire LMC** - <https://www.derbyshirelmc.org.uk/>. The representative body for Derbyshire general practice.
- **GP Task Force Derbyshire** - <https://gptaskforce.com>. For individual, careers and practice-based support
- **Derbyshire Education Network** - <https://derbyshireeducationnetwork.com>. Networking, education and mentorship for sessional GPs.
- **Doctors Support Network** - www.dsn.org.uk/. Peer support for doctors with mental health concerns
- **DocHealth** - <http://www.dochealth.org.uk>. Discuss both professional and personal difficulties with senior clinicians
- **Doctors Help** - <https://www.doctorshelp.org.uk>. Charities that support doctors when they need confidential financial assistance.
- **BMA Doctors Advisor Service** - <https://www.bma.org.uk/advice/work-life-support/your-wellbeing/bma-counselling-and-doctor-advisor-service>. BMA help, counselling and peer support.
- **BMA Doctor Support Service** - <https://www.bma.org.uk/advice/work-life-support/your-wellbeing/doctor-support-service>. For Doctors who face GMC investigations or license withdrawal



All GPs are encouraged to liaise with their responsible officer team usually via the appraisal lead to obtain further advice and support on the initiatives and schemes set out in this pack.



THANK YOU

If you have any comments on this brochure, or would like details on getting involved in the GP Task Force. Please contact us:

GPTF@derbyshirelmc.nhs.uk

<https://gptaskforce.com>

01332 210008.

