

Summary overview

General Practice Mentoring PLUS

- is providing bespoke mentoring to GPs and other staff working in General Practice by trained mentors who are also GPs
- is supporting long term personal and career development for individuals working within General Practice healthcare teams

1) Introducing General Practice Mentoring PLUS

Inspired by the successful GP Mentoring pilot YORLMC and Leeds LMC have worked together to develop General Practice Mentoring PLUS.

Operating as a Hub, General Practice Mentoring PLUS is enabling the delivery of a streamlined and consistent model of mentoring to:

- GPs including trainee and returning GPs
- practice nurses
- practice/business managers and other qualifying nonclinical staff

working within General Practice

Whilst not the intention to limit Hub access to a set geographic boundary, it will initially be promoted to GPs and practice teams through LMCs across the WY & HCV ICS footprints.

It is accepted that offering a strong career pathway that is supported by a programme of personal and professional development is an important factor in attracting and retaining GPs and practice staff, including practice nurses.

Mentoring focuses on an individual's long term personal and career development and aims to motivate and empower the individual to identify their own goals and resolutions. Mentoring also provides mentees with the opportunity to develop their strengths and review their areas of concern.

Specifically mentoring has been shown to:

- improve retention and work performance
- aide working relationships
- promote a healthy work life balance
- improve the mentee's knowledge and confidence
- help the mentee feel supported

The need for Mentorship has been recognised nationally through the GP Forward View, locally through LMC surveys and also through discussion with colleagues leading on the NHS England appraisal process and the Practitioner Health service.

2) General Practice Mentoring PLUS and Hub Working

a) Overview

YORLMC & Leeds LMC learned from the recent pilot that whilst on the whole feedback from mentees had been positive it had also demonstrated that in order to support GP Mentoring and extend that support to the wider practice team in a resource efficient way required a different approach.

The creation of a Hub model will support the development and provision of

- training, support and peer networking for mentors
- a defined Quality Assurance system to support mentors
- an IT solution to streamline processes
- mentoring to mentees

b) Hub operation

- i. YORLMC & Leeds LMC will work together to form a project Board
- ii. Leeds LMC will book its own mentoring sessions through the Hub infrastructure
- iii. YORLMC will book its own mentoring sessions through the Hub infrastructure
- iv. Other LMCs/localities: mentoring sessions will be booked through the Hub infrastructure
- v. The Hub, will provide
 - training, support and peer networking for mentors
 - a defined Quality Assurance system to support mentors
 - an IT solution to streamline processes

3) Next steps

Should NHSE agree to flex the funding the Hub will:

- Update individual LMCs
- Engage with training hubs across WY& HCV to maximise opportunities for collaborative working
- Engage further with NHSE and Commissioners to promote Hub working and seek continuation of support for mentoring.

25 June 2020