

Leeds Local Medical Committee

Registered Office: 2 Farrar Lane, Leeds, West Yorkshire. LS16 7AA

Registered in England and Wales – Registered number 7287736

Tel: (0113) 295 1460 email: mail@leedslmc.org website: www.leedslmc.org Twitter: @Leedslmc

GP Mentorship Pilot

Background

Towards the end of the last financial year, YORLMC and Leeds LMC were allocated funding through the NHS England GP Resilience Programme to pilot a locally led model for GP Mentorship. The need for GP Mentorship had been recognised nationally through the GP Forward View and locally through recent LMC surveys but also through discussion with colleagues leading on the NHS England appraisal process. The funding Leeds LMC and YORLMC have secured has enabled us to provide training to 21 mentors across the two LMC areas and will provide capacity for 50 mentee places in each LMC area from November 2018 to June 2019.

This is an opportunity to build and develop support mechanisms for GPs across the Leeds and Bradford, Airedale, Wharfedale & Craven areas whilst providing a basis for evaluation that will support the wider West Yorkshire area to consider how it develops the role of GP Mentorship.

What is Mentorship?

As part of this pilot programme, it is important to understand what the role of mentorship is. Mentorship works by enabling mentors to adopt a primarily selfless role in supporting the learning, development, and ultimate success of the doctor. They will use their own experience to support doctors over a defined period, and focus clearly on the needs, goals and challenges of the doctors they are mentoring. Mentoring programmes focus general on four key elements – identifying goal and supporting progress, career development, counselling and sharing knowledge. Mentorship is not a management relationship and is entered in to voluntarily on both sides (mentor and doctor).

Within the context of this pilot programme, the need for mentorship will likely to be linked to the demands of the work environment and personal resilience. Mentorship focuses on 'problem solving' and is 'solution focused'.

The GP Mentorship pilot recognises that these sessions will not provide or replace support already available to GPs through;

- GP Health Service;
- Support through the NHS England Appraisal Process;
- Support accessible through the RCGP for more vulnerable practices; and
- NHS England or private Coaching

This following case study of GP Mentorship supports the details provided above.

“A doctor who struggled with time-management, regularly finished surgeries up to an hour late. They identified that they were investing too much emotional energy into the doctor-patient relationship and often felt exhausted and risked burn-out.

They worked with a mentor who helped them identify that the key problems were poorly defined boundaries within the consultation. The doctor was an expert listener and identified cues and problems very well, but often failed to give back responsibility to patients for their own health outcomes.

Working with a mentor they were able to identify their reluctance to accept that change in patient illness behaviour is often beyond their control. Using an agreed method and framework they were able to navigate the psychotherapeutic areas in a consultation more

efficiently and empower patients to identify their own solutions. Other steps to reduce stress and improve time management were successfully employed. By the final meeting the doctor reported less fatigue levels, increased job satisfaction and feeling more in control of workload."

Mentorship Sessions

The pilot will fund 50 mentee places in both Leeds and Bradford, Airedale, Wharfedale and Craven. Each mentee will be offered up to 4, two-hour sessions depending on the individual mentee. Mentees will not be paid for their attendance at the sessions. Places are allocated on a first come first served basis.

How do interested GPs access mentorship?

We would ask that the following is emailed in to mail@leedslmc.org. You may be asked to take part in a short telephone conversation with Dr John Bibby or Dr Jonathan Dixon to ascertain whether mentorship is an appropriate source of support for you.

1. Preferred email address
2. Contact telephone number
3. Home address (to help with assigning of mentor)
4. Practice address (if applicable)

Details will then be uploaded to a portal in order to appropriately assign a mentor. By providing your details you are agreeing to the use of the portal for this function. Please note all sessions are confidential. In order to evaluate the outcomes of the pilot you will be asked to complete an evaluation questionnaire once your sessions are completed.

If you have any queries about the enclosed, please do not hesitate to contact

Jodie Mcneil or Kate Gagen

Joint Executive Officers

Leeds Ltd

mail@leedslmc.org

Tel: 0113 295 1460