



Support & Development Scheme



Like everyone, GPs go through times in life of significant change, unhappiness or difficulty...

The LMC's vision is to support and represent GPs both in distress but also to reach their full potential to allow General Practice to thrive. The LMC team provide an element of pastoral support but we also wish to provide a menu of options to allow extra tailored support.

Journey for support:

- Individual makes contact via email or telephone to the LMC office
- Call/email treated with complete confidentiality
- Chat arranged with a Medical Director (GP in the LMC office)
- Individualised advice and support given with suggestions of potential other avenues of support

Avenues of support include:

●●● Coaching

If a GP is facing a decision point or uncertainty whether that be for support, or personal development and aspirational reasons then they may benefit from working with a coach.

You may wish to use free and existing coaching support that can be accessed from Thames Valley and Wessex Leadership Academy or the South West Leadership Academy (TVWLA/ SWLA). Some GPs will wish to access support outside of this offer and for Wessex LMCs members, we will contribute £50 per session towards six sessions with an ILM-5 qualified coach.

●●● Mentoring

Offered by the Thames Valley and Wessex Leadership Academy and South West Leadership Academy. Free. Opportunity for positive, gently challenging conversation with a person ideally from another profession. Developmental mentoring.

●●● GP Mentor

"Mentoring isn't about changing someone, or getting someone to do something differently, it's about waking someone up to who they really are. The mentor's challenge is to distil their own experience into bite-sized chunks of wisdom, help or guidance that ultimately helps them to discover that."

For those who would benefit from a more structured conversation with a fellow professional. Our mentors have all been trained by HEE Wessex. Our GP mentors have worked with Wessex Insight and have the valuable skills of mentoring and GP experience combined. GPs would usually have between 2 and 6 sessions with their GP mentor. GP mentors are paid a fixed sessional rate, the LMC subsidises 50% of this.

●●● GP Listener

Sometimes a conversation with one of our Medical Directors is enough to help air the issues that someone is facing. Sometimes one conversation isn't enough. Our GP Listeners can be there when a GP is in a difficult situation needing help from a supportive guide. With our GP Listeners there is a less structured or formal relationship than with coaching or our GP mentors. We have a network of GP Listeners across our area. These are free to access for our members. Conversations might be face to face or by telephone.

●●● Counselling

Counselling is available to GPs via GP Health and the BMA. However sometimes individuals will choose, for whatever reason, not to use these counselling services. If counselling services are not suitable or available through the GP health service/BMA then the LMC is here to help. Once agreed that this is an appropriate intervention by a

Medical Director then the GP can select their own BACP registered professional. Counsellors will set their own fees and these will be paid directly by the individuals. If the GP has come through the GPSD then there is an LMC subsidy of £25 available per session for up to 6 sessions.

●●● GP Health

Provided nationally as a service separate to the NHS to support GPs with mental health concerns, stress, depression or addiction. Free to the individual. May provide CBT, counselling after initial session with a GP within the service.

●●● Practice Facilitation

To help address and resolve Partnership or Practice disputes/issues.

The LMC team can offer basic facilitation visits to practices but longer more complex facilitation may require professional facilitator input and we can signpost you to these services.

●●● Career Counselling

For those looking to change direction in Medicine or outside of Medicine signposting for career counselling.

●●● MBTI Assessment

Where there have been personality clashes or difficulty working in teams. MBTI assessment and a coaching session that explores the individual's preferences and their interactions with those around them

●●● Dyslexia Screening

Where concerns exist around dyslexia being at the root of problems. We can link in to testing and a more detailed review.

●●● Specialist Mentoring

For those who are referred under Performance Procedures for mentoring support. Signposting to those who are familiar with requirements to be able to provide tailored support.

(Note, those individuals requiring clinical supervision / retraining as part of performance procedures will be signposted to their local Deanery).

●●● Maternity Coaching

One day course to support individuals' planning. Individual coaching sessions.

●●● Complaints

Support for individuals facing a complaint.



Support & Development Scheme

t: 023 8025 3874 f: 023 8027 6414 e: GPSD@wessexlmcs.org.uk

Wessex Local Medical Committees Ltd
Churchill House · 122-124 Hursley Road
Chandler's Ford · Eastleigh · Hampshire SO53 1JB