

Humbertside LMCs Wellbeing Strategy - Summary

The purpose of this strategy is to define the threats to, and improve the wellbeing of, GPs and other staff working in general practice in the Humber, Coast and Vale ICS area.

Our strategy covers six key domains of risk for developing burnout which are highly applicable to current NHS primary care:

Workload	Reward	Values
Control	Fairness	Community

We have also added two further areas that we believe fall under the broad definition of wellbeing: first aid interventions required when a colleague has reached crisis point, and racism, particularly highlighted by the Black Lives Matter movement, but also the disproportionate effect of the Covid-19 pandemic on colleagues from an ethnic minority.

Funded by the NHS England General Practice Forward View, our project to implement the strategy will involve developing new services, tools and resources to support wellbeing and enable individuals to look after their own health both proactively and reactively. It will highlight the enormous benefit to the NHS of having an engaged, supported and valued workforce.

Wellbeing

- We will be mirroring the Wellbeing model, already developed by YORLMC, across Hull, East Riding, North Lincolnshire and North East Lincolnshire.
- We will support our colleagues to understand the factors that impact their wellbeing and how to address these via a dedicated communication approach and bespoke events.

Peer to Peer Support*

- We've started to provide training to a minimum of 10% of the GP population in the area (60 GPs), delivered by a series of single 'Having Better Conversations' two-hour sessions. Whilst GPs are self-selecting, we will aim for an indicative number across each locality.
- This will be rolled out to include all local primary care staff.

Mentoring*

- We have established a GP Mentorship Resource across the locality providing support to local colleagues. Mentorship is flexible to GP need, including, but not limited to, personal resilience, career planning and development, and business/organisational development.

Resilience and Coaching

- We are delivering coaching-style training to primary care colleagues in all roles, and use all strands of the strategy to support personal and professional resilience in an increasingly challenging environment.

International Recruitment

- We raised awareness of the requirements in the locality and provided support and advice to practitioners and practices regarding Tier 2 Visa applications.

Signposting

- We have created a web-page which lists a large number of sources of support for those working in primary care.
- Included in our directory is the NHSEI publication 'GP Signposts for Yorkshire and the Humber' which signposts GPs to support if they are in difficulty and provides options for career development.

For information and links to sources of support for GPs, regardless of role or contractual status, practice nurses and non-clinical staff working within General Practice visit www.humbersidelmc.org.uk/support.

If you'd like more information about our Wellbeing Strategy please email us at humberside.lmcgroup@nhs.net.

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