



# YORLMC & Wellbeing

**YORLMC is committed to providing its constituents with a variety of services that will give modern General Practice the support it needs. It has responded to the rapidly evolving COVID-19 situation by putting measures in place to support General Practice, you as an individual, and the wider healthcare system.**

This has included:

- Regular updates summarising the latest guidance and advice, signposting as appropriate
- Regular liaison with the CCGs, NHSE, LA PH teams and colleagues working in community pharmacy to ensure a collaborative approach to supporting practices
- Daily status report, circulated to all practices and designed to feed into discussions with local partners such as CCGs, PCNs, Federations and NHSE to help practices obtain any support they require. This valuable data is also used to feed into and help strengthen the national discussion, for example, NHS staff testing.
- The 'COVID19 Support Programme' which offered virtual mentoring support to GPs and other members of the practice team via video calling facilities.

At this time of great stress and pressures, the wellbeing of ourselves and our colleagues is particularly important. YORLMC's wellbeing programme is bringing together a range of services, schemes and events that have been designed to support wellbeing and enable individuals to look after their own health and know when to seek help before difficulties arise. Funded predominantly through [GPFV funding](#), this leaflet contains more details about the range of services now available.



## Practice Management Resilience project

This work was commissioned by VoY & SR CCGs and the project is exploring what life is like now for Practice Managers and the wider practice management team.

Subject to the ongoing support of the Commissioners it is YORLMC's aim to take forward the project findings and develop a best practice guide for how Practice Managers and their teams are supported within their workplace environment.

## Having Better Conversations (HBC)

"Having better conversations" is based around a loosely structured framework that provides informal yet timely peer support, allowing the sensitive exploration of any contributing factors, and the possibilities that might exist for change.

There is now an infrastructure and a standalone website resource in development.

Additionally, work is underway to develop this well-received programme for other clinicians as well as practice managers and non-clinical practice team members and PCNs.

# Coming soon... GPMplus

Inspired by the successful YORLMC and Leeds LMC GP Mentoring pilot and operating as a Hub, GPMplus will

- provide bespoke mentoring to GPs and other staff working in General Practice by trained mentors who are currently GPs
- support long term personal and career development for individuals working within General Practice healthcare teams

GPMplus will be open to all GPs, regardless of role or contractual status, practice nurses and non-clinical staff working within General Practice. The support offered aims to help those members of the practice team with responsibility for making decisions on behalf of patients or on behalf of other colleagues, i.e. individuals with supervisory duties and/or with leadership responsibilities. We will provide more details once the new service is available to constituents.

## Stress Assessment App

A Wellbeing App that can be used as a tool to monitor burnout levels is in development. It will be supported by [FourteenFish](#) and had been expected to launch during Spring 2020. However, due to COVID, FourteenFish's workplan was refocused to the development of software to support GP Trainees exams. The App is however now expected to be available to YORLMC late 2020/early 2021 and made freely available to clinical and non-clinical staff.

The App will take the format of a questionnaire that individuals voluntarily sign up to complete once a month. The scores will be monitored and flagged when an individual's score worsens enabling signposting to support to be provided.

## Support groups

Peer Problem Solving Groups (PPS), GP Generation, Balint groups

There is evidence that where an individual has access to a support group they will achieve more. YORLMC's Wellbeing framework will identify and signpost via its website to peer problem solving groups (PPS groups).

YORLMC is also linking with GP Trainee LMC Members and HEE GP Fellows and has been supporting a current HEE Fellow with their project on Mindfulness in GP. As well as providing practical experience in clinical leadership it is providing the individual with the opportunity to test and evaluate their work through feedback obtained from GP Partners, Sessional (locum and salaried) GPs, returning GPs and GP trainees working locally. Through this process it has become apparent that working with YORLMC, particularly the Wellbeing stream of activities, enables a learning experience not easily gained elsewhere and is providing a useful platform for providing support and experience to other fellows. YORLMC is keen to continue to provide ongoing opportunities to GP Fellows in partnership with HEE.

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***There is more information about YORLMC's full suite of wellbeing services [here](#). There is a lot of support available - please do get in touch any time at [info@yorlmltd.co.uk](mailto:info@yorlmltd.co.uk)***

