

GP Non-principals Mentoring Programme

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The issues in primary care

- Retention
- Professional isolation
- Low morale
- Rapidly changing context – new PCTs, new contracts, appraisal, revalidation

Programme aims

- Reduce professional isolation
- Support with career planning & role change
- Signposting to opportunities for professional development
- Helping Non-principals to stay engaged and find their place

The mentees

- 52 matched pairs
- 35 completed feedback forms
- 31 locums; 20 retainers; 13 assistants
- 14 – previously principals
- 19 in first 3 years as GP

Programme structure

- Pool of trained GPs
- 4-6 sessions over 12 months
- Choice of mentor
- Content confidential
- Mentor support via learning sets

Mentees identified needs

- 16/35 - Career/life transition –
- 15/35 – Support – feeling professionally very isolated
- 9/35 – Career development
- 6/35 – Planning CPD, preparation for appraisal & revalidation

Said they needed...

- *‘Clearer sense of direction – how to be an effective P/T GP*
- *To prepare for revalidation – not sure what is expected of me*
- *What to look for in good a practice*
- *Understand how the NHS works – am new to UK’*

Outcomes for mentees

- 18/35 – career decisions, job changes
- 1/35 – retired; 1/35 – decided not to leave
- 12/35- more pro-active CPD
- 7/35 - managing themselves better
- 5/35 – made changes to working practice

What they said they gained

- *‘Changed practice*
- *Spend more time in reflective practice*
- *More proactive about my CPD – more focussed*
- *More willing to take change!*
- *Clearer thinking about my career goals*
- *Formalised my portfolio’*

What mentors gained

- Personal & professional development
- Job enrichment
- Transferable skills
- Career development – moving into trainer and tutor roles
- *‘It is hugely enjoyable!’*

Organisation/Service gains

- Increases morale – both mentees and mentors
- Reduces professional isolation
- Promotes reflective practice
- Helps to retain skilled but demoralised GPs
- Maximises potential – values experienced GP mentors