



Black Country and West Birmingham
Primary Care Workforce
Your career in Primary Care



Black Country and West Birmingham Primary Care Workforce Retention Programme

Sustaining our primary care

This newsletter sets out the latest updates from our programme, celebrates the success and impact of our schemes and looks forward to the next phase of our work.

Welcome to the latest Primary Care Workforce newsletter.

Following on from the real success of our work in 2018/19 we are delighted to confirm that we are not only continuing with the schemes from last year, but we are expanding the scope significantly to design offers for GPs at all stages of their career and to the wider workforce, including a real focus on General Practice Nursing in 2019/20!

The team are working hard to improve opportunities, job satisfaction and support offers for staff across the STP.

Please get in touch with us via email or phone to see what opportunities are available to help you.

Dr Rajiv Kalia

GP/Clinical Lead for GP retention
Black Country and West Birmingham STP

Contact us

Would you like more information
or join a Primary Care Workforce
support scheme?

Email: england.blackcountry.gpfv@nhs.net
Call: 01902 444 053



GP First 5 Network

Hello to all fellow First5's! It has been great meeting Cohort2 at our recent events over the last few months, we are now a total 159 members in the Network! We have had excellent feedback from the speed mentoring session held in July with 12 experienced mentors lending us their time, ears and expertise with GP Careers as well as the Careers fair held in September. Our recent event; Insights Discovery has been a great exercise in personal profiling; understanding your strengths, awareness of what you bring to the team as well as recognising the working style and contributions of others. If you have missed it; keep an eye out for emails for **2019- 2020** events.



Based on feedback, starting October there will be **evening bitesize events** during the weekdays for those who are unable to attend the weekend events – do keep an eye on your emails for these dates.

We are hosting a celebratory event on the **11th of December** at WBA and further information about 2020 events will be emailed to you in due course. We look forward to seeing you at the celebration event

Looking forward to meeting more of you soon. Feel free to email us with any queries on **england.blackcountry.gpfv@nhs.net**

Best wishes

Dr Pooja Sarkar: First 5 Clinical Lead
Jazz Singh: Project Manager
Black Country and West Birmingham STP



GP Mentoring

The GP mentoring scheme has steadily gained momentum since April with 60 GPs now accessing the service and being supported in a range of ways. These include career development, help with a work-based challenge, managing professional relationships and/or something more personal. Thank you to Black Country and West Birmingham PCNs who have helped raise awareness and increase uptake.

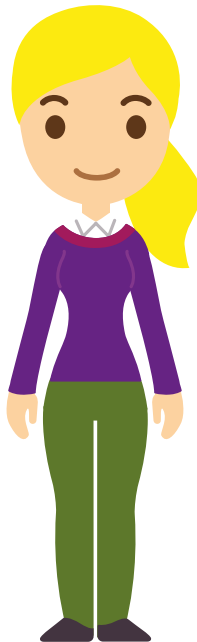


Feedback from mentees remains positive. Here are three testimonials:

Believing it
won't be a lonely
place anymore



Very beneficial,
something
concrete I can
go forward with



It has
reignited
my passion.



Our mentors are experienced GPs working across all areas of the Black Country and West Birmingham and have been appointed specifically to provide this support. So, if you're looking for a helping hand and need some extra support, don't hesitate to apply for a mentor. It's free and confidential help and support on your doorstep.

There are two access points for getting a mentor –
1) via your PCN and **2)** direct access via the email below.

For more info: Email: england.blackcountry.gpfv@nhs.net

Call: 01902 444 053



Portfolio Careers for GPs



Financial incentives will be available until March 2020 for GPs wishing to adopt a portfolio career. GPs who are keen to introduce flexibility into their career may choose to increase their clinical skills to undertake additional specialist work in general practice/hub or another setting i.e. secondary care, mental health, leadership i.e. in a CCG or education. Each applicant will have access to **up to £7,500 (maximum)** to fund associated costs such as training/educational costs, supervisory costs, etc. This is one-off funding. Travel and accommodation as well as any ongoing costs will not be funded.



The concept:

- To develop flexible career opportunities for GPs – portfolio career
- The scheme encourages GPs to liaise with CDs from Net works to determine gaps/priority areas for portfolio opportunities
- To enhance skills and knowledge in area(s) of interest
- The scheme encourages flexibility whilst retaining GPs
- The scheme strengthens speciality level exposure, experience, and flexibility in employment.

What's included?

An expression of interest form that confirms the broad area of interest, skills and knowledge development.

The opportunity to work alongside colleagues in a different setting/ area of interest

Financial support up to £7,500 per portfolio career/ person available until March 2020

A mutually agreed period of time for development into an additional role



Who can access this support?

- It's available to all GPs on the performers list employed in the Black Country
- GPs willing to remain in general practice & keen to explore a blended career path



What is the time commitment?

- The scheme is tailored to individual preference.
- Reduction in GP clinical sessions/additional sessions in an alternative setting i.e. education, leadership, hospital, community etc.
- Preparation of a joint development plan (portfolio match).
- Training, education needs may be identified.



How long is the offer available?

Offer is open to applications until 31 March 2020



How do I find out more?

For further information, email to england.blackcountry.gpfpv@nhs.net or call us on 01902 444053



We have already supported GPs to pursue a wide variety of Portfolio Careers and supporting local population health needs - examples include:



Coil & Implant Fitting



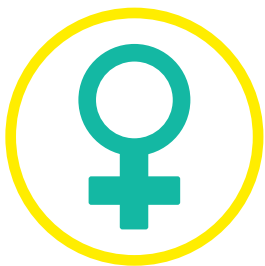
Dermatology



Occupational
Medicine



Medical Education



Gynaecology



Mental Health



Rheumatology



MSK Sports Medicine



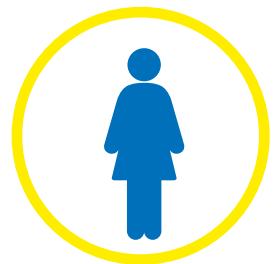
Frailty



Paediatrics



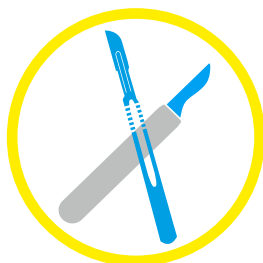
Neurology



Womens Health



Cardiology



Minor Surgery



Diabetes

We have the funding to support a lot more GPs including those GPs who are new to practice - so please get in touch with us! You benefit from funded support and career development, the Primary Care Network benefits by increased GPs with specialisms and most importantly the patient population **benefit from more specialised care closer to home!**



New FREE GP Mid-Career Offer!

Are you a GP in your mid-career who would welcome the opportunity to widen your knowledge, experience and enhance your skills?

If so, **we have the perfect scheme for you!**

The **PHOENIX GP PROGRAMME** has been designed to provide with career development pathways through motivation, developing transferable skills and exposure to new opportunities. This in turn, will reduce the risk of burn out, make you feel re-energised and turn your job back into a career!

The **PHOENIX GP PROGRAMME** consists of:



Some quotes from GPs who have accessed the scheme in other areas:-

"...so excited to discover this program for mid-career GPs. There has been so much focus on First5s and late-career GPs and yet we are the ones right in the middle of it all. It's great to have some investment and development opportunities"



"...really excited about this 'middle years' opportunity. We're all working really hard, we're good at our job but we're swamped by the day job. I need this to focus my aims and use my time wisely and effectively to benefit colleagues and patients"

"I'm acutely feeling the pressure and am facing burnout. I'm looking for ways to help me function effectively and safely. Phoenix covers both personal resilience and leadership development which I hope will prepare me for the pressures of my job and give me inspiration and guidance on making my aims effective and achievable"



If this is something you would be interested in, please register your interest by contacting us at england.blackcountry.gpfv@nhs.net or calling us on **01902 444053** by **Friday 20th December 2019**.



Incentivising GP Legacy and Welcome Back Scheme

Are you a GP that is seriously considering retirement, recently retired or left the profession but still feel you want to offer something to General Practice and your patients?

If so, we have the perfect scheme for you!

The Incentivising GP Legacy and Welcome Back Scheme aims to work with a small number of GPs and practices on an individual basis to offer:-



Incentives to practices to offer GPs who are seriously considering retirement or leaving the profession the opportunity for longer appointment times with patients and reducing the burden of paperwork



Working collaboratively with Training Practices to offer GPs who have recently retired or left the profession an opportunity to return to practice at a pace that suits the GP – and with a wraparound support offer designed with the GP. This may include specialised mentoring, access to training and pensions/financial advice.



If this is something you would be interested in or know of others that may be interested, please contact us at england.blackcountry.gpfv@nhs.net or call us on **01902 444053**





Celebrating the success of our 2018-19 GP retention schemes

During 2018-19, as a GP Retention Intensive Support Site (GPRISS) we supported GPs with a number of schemes to test activity that might improve GP retention in our area. Evaluation of this work showed that where issues around workload are tackled and GPs have opportunities to work with greater flexibility or with greater variety and with additional support to help them in their role through mentoring or peer support, there is a greater chance that they will have increased job satisfaction and will be more likely to stay in general practice.

Check out this GPRISS video, featuring our very own **Dr Rajiv Kalia**: <https://youtu.be/OqR-S61Q-e4>

**Over the next
few pages are case
studies from GPs
who have accessed
our schemes:-**



GP Case Study 1



GP Case Study 2



GP Case Study 3



Our success has been recognised nationally, which has resulted in site visits from colleagues from as far afield as Blackpool wanting to learn from our experiences! We have also been in demand to speak at national and best practice events – the latest one being in Birmingham in October 2019.



The GP Retention Toolkit and GPRISS evaluation has been published and can be accessed at:
<https://www.england.nhs.uk/gp/gpfv/workforce/retaining-the-current-medical-workforce/making-general-practice-a-better-place-to-work/>

Successful post CCT fellowships

We are delighted to announce that the STP have successfully been awarded another 8 potential post-CCT fellowship placements cross the Black Country and West Birmingham, with the first GP from the new cohort due to commence the programme in September. He says "It is an opportunity to take my training beyond CCT and work on my specialist interest."

There are still opportunities for practices to access the Post-CCT Fellowship Programme – for more information please contact us at england.blackcountry.gpfv@nhs.net



New free STP wide GP vacancy advertising website available

We now have a central place where all Black Country and West Birmingham practices can advertise their GP vacancies:

<https://sandwellandwestbhamccg.nhs.uk/sustainability-and-transformation-partnership-stp/primary-care-vacancies>

To advertise here please email to us at england.blackcountry.gpfv@nhs.net

If you are unable to find a role that suits your needs and wants, please contact us to express an interest in your preferred role type and we will contact you if/when we receive a role that is suitable.



Doctor successfully passes Professional and Linguistic Assessments Board (PLAB) exams



The Health Overseas Professionals (HOP) programme, delivered in partnership with NHSE, the Local Workforce Action Board (LWAB) and Sandwell & West Birmingham Hospitals NHS Trust's Widening Participation Team, is designed to support overseas medical professionals who have settled locally to transition their skills into the Primary Care Workforce in the UK. We are proud to celebrate our first successful GP, **Dr Nikhat Iftikhar**, passing her PLAB examinations and being able to take the next step towards becoming a GP in the Black Country and West Birmingham!



General Practice Nurse Workforce Developments



Landmark for General Practice Nursing as the STP approves its own strategy for the profession!

The STP now has a General Practice Nurse Strategy which has been approved by all CCGs and LMCs across the Black Country and West Birmingham. This is a landmark moment for the profession, and in celebration of this there was a GPN Strategy Launch Event held on 3rd October at Himley Hall.



The event was a great success, with presentations from Sally Roberts, Chief Nurse for the STP, and colleagues from Health Education England and NHS England, while partners from our local universities, colleges and Training Hubs joined us to share the opportunities they have available.

There was a range of sessions covering the content of the strategy, digital nurse champions, nurse retention programmes and Return to Practice, as well as a panel of nurses and nursing students sharing their experiences of working in general practice.

A huge thanks and congratulations go to Liz Corrigan and Kassie Styche from Wolverhampton CCG for organising this great event.



Exciting General Practice Nurse workforce initiatives move a step closer!

Following engagement events across the STP, nurses and Health Care Assistants identified key themes they felt would improve job satisfaction, career progression and attract new talent to the profession. In July, a group of nurses and wider stakeholders took these themes and began the exciting task of designing these initiatives, all of which have been approved for implementation by the STP Primary Care Programme Board.



Coming soon for nurses across the STP...

GPN Champions

The Black Country & West Birmingham STP is seeking to appoint 12 General Practice Nurse Champions. This is an exciting opportunity for practice nurses and ANPs from across the Black Country & West Birmingham to become leaders in their Primary Care Networks and support the development of the nursing workforce.

The General Practice Nurse Champions will:

- be funded for 4 sessions (2 days) per month for 6 months;
- become members of their respective PCN leadership teams, acting as a representative of their nursing colleagues;
- be supported to access leadership development opportunities;
- have dedicated time to develop opportunities for nurses within their PCN and across their CCG;
- support recruitment initiatives and education/engagement events;
- meet on a regular basis to share good practice across the STP.



Portfolio Careers for General Practice Nurses

Financial incentives will be available until March 2020 for nurses in General Practice wishing to adopt a portfolio career. Nurses who are keen to introduce flexibility into their career may choose to increase their clinical skills and undertake additional specialist work in General Practice or another setting (e.g. secondary care or mental health), in a leadership role or undertake further education. Each applicant will have access to funding for training, educational, supervisory and other related costs.

The scheme will:

Develop flexible career opportunities for GPNs and ANPs – a 'portfolio career.'

Provide an opportunity to work alongside colleagues in a different setting.

Enhance skills and knowledge in area(s) of interest.

Strengthen speciality level exposure, experience, and flexibility in employment.

Address clinical gaps/priority areas within PCNs aligned to portfolio opportunities.



To register your interest please contact us via email at england.blackcountry.gpfv@nhs.net or call us on **01902 444053**



Peer Mentoring



We will be recruiting a number of GPN Peer Mentors to provide 1:1 support for nurses and HCAs working in local General Practice.

Mentees	Mentors
<ul style="list-style-type: none">• Are you at risk of burn-out or thinking of leaving General Practice• Do you need support to plan your personal development or manage the next step in your career?• Do you need help to manage a difficult conversation with a colleague?• Perhaps you need support with improving a process within your practice? <p>A team of experienced nurses will be available FREE, confidential support and advice for up to three sessions (six hours).</p>	<ul style="list-style-type: none">• Do you enjoy mentoring students and other colleagues?• Do you have a wealth of experience and expertise to share?• Are you keen to develop your skills as a mentor and support your fellow nurses?• Are you looking to reduce your clinical sessions and do something different? <p>Funding will be available to enable you to deliver mentoring sessions on a flexible basis, with training provided to support you.</p>

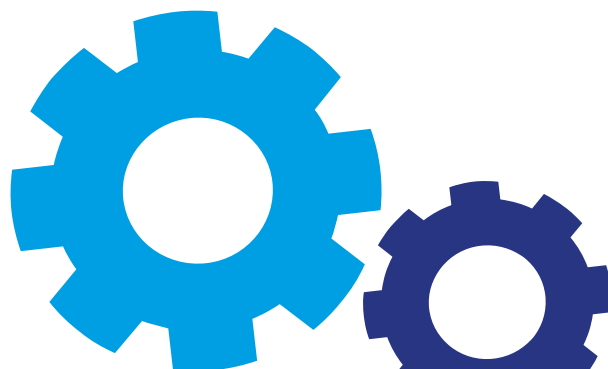
GPN Networks

GPN Networks will soon be launched across the STP. The Network events will be fully funded and nursing staff can attend whichever date suits them, regardless of location.

- **Education:** Receive clinical updates relevant to your practice.
- **Networking:** Spend time with colleagues from other practices and share learning.
- **Opportunities:** Learn about further training and development opportunities to suit all career levels.
- **News:** Hear the latest updates from PCNs, CCGs and the STP.

For further details about the GPN Networks, please contact your local Training Hub lead:

Dudley: admin@futureproofhealth.co.uk
Sandwell & West Birmingham: leonmallett@nhs.net
Walsall / Wolverhampton: nancy.szilvasi1@nhs.net



New members of the STP GPFV team

We are delighted to welcome the following colleagues who are joining the team to support the Primary Care workforce schemes across the STP:-

Alyson Hall STP GPFV Project Manager

Laura Sharpe STP GPFV Project Manager (starting with us in October 2019)

Charlotte Armstrong STP GPFV Project Support Officer

You can contact all of us on **01902 444053** or at england.blackcountry.gpfv@nhs.net

Going forward...

Over the next couple of months as well as continuing to focus on our existing offers, we will be busy working on implementation plans for our General Practice Nurse schemes and undertaking a series of co-design activities to develop more schemes to support our mid-career GPs, as well as the potential to support colleagues who may wish to return back into the workforce. We will also be scoping out schemes to support Pharmacy colleagues and looking to develop an STP wide locum bank.

We also have the following co-design events approaching – see our event calendar for the next 2 months.

NOVEMBER 2019

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
27	28	29	30	31	1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
1	2	3	4	5	6	7

November 12

12.00pm – 4:30pm

[Urology Update](#)

Himley Hall

12.00pm – 4.00pm

DPMA – [Ear Syringing](#)

Wordsley Green Health Centre

November 14

6:30pm – 8:45pm

[First 5 Bitesize Workshop](#)
[Women's Health](#)

Walsall Village Hotel

November 23

NHS England Regional
First 5 Leaders event.

[Register and more info](#)

November 25

9:30am – 4.00pm

[Adult Minor Illness Course](#)

Himley Hall, Dudley



DECEMBER 2019

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31	1	2	3	4
5	6	7	8	9	10	11

December 11

6:30pm – 9pm

First 5 Celebration evening

West Bromwich Albion Football Club – this is for cohort 1, 2 and new members joining the programme early 2020.

[Register and more info](#)

December 19

1pm – 3pm

PCW Retention Mentor Meeting

Armstrong Room, WSP



Coming soon...

Your new FREE workforce App!

Key features will include:-

- Immediate access to our events calendar and booking
- Up to date information on all of our schemes and latest offers
- Access to all current GP Job Vacancies in the area
- Case studies
- Twitter Feeds from events and forums

To register for your FREE App please email us at england.blackcountry.gpfv@nhs.net

