



New to general practice?

Thinking of **reducing your work commitments?**



Looking for support with **your wellbeing?**

Considering your **career options?**

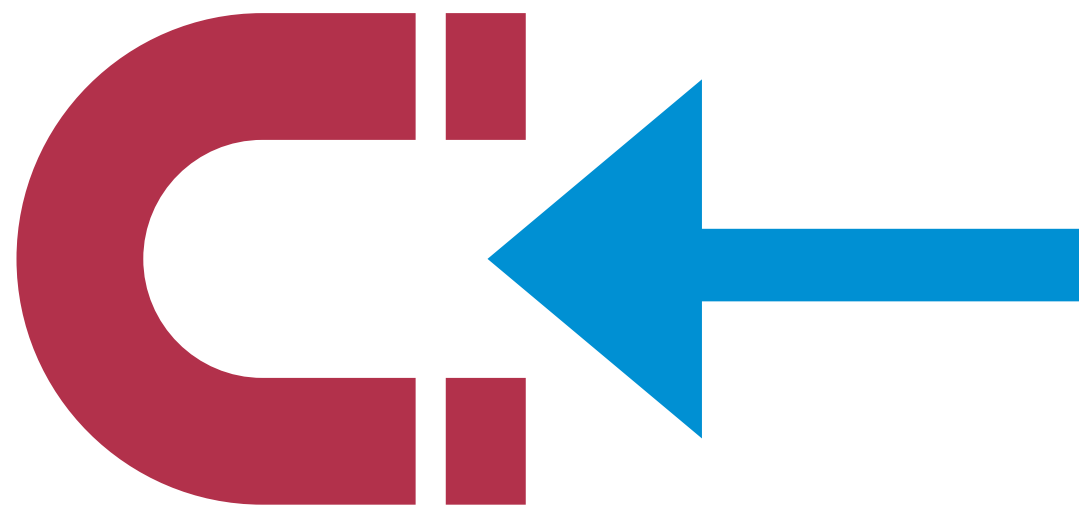


This document sets out the various types of support available to you throughout your career as a general practitioner in England. The guide focuses on support for you – not the practice or the wider system.

GPs are a valued and vital part of the NHS team. Regardless of where you are on your career path – whether you are straight out of training, in your mid-career or nearing retirement – support is available to help you to continue in practice and develop a rewarding and sustainable career in general practice.

Whether you need career-planning advice, help exploring portfolio career options, assistance with indemnity or pension questions, or just the support of understanding colleagues who've 'been there,' help is available. This guide is intended to signpost GPs to support which is offered by NHS England and other key partners such as the Royal College of General Practitioners (RCGP) and the British Medical Association (BMA).

All GPs are encouraged to liaise with their responsible officer team usually via the appraisal lead to obtain further advice and support on the initiatives and schemes set out in this pack.



GP support and the Five Year Forward View

Several of the GP support initiatives in this guide are supported by the General Practice Forward View (GP Forward View), published in April 2016 which commits to an extra £2.4 billion a year to support general practice services by 2020/21.

The GP Forward View includes help for struggling practices, plans to reduce workload, expansion of a wider workforce, investment in technology and estates and a national development programme to speed up transformation of services. More information can be found at www.england.nhs.uk/gp/gpfv/about/



Where are you on your career journey?

Are you at the start of your career in general practice?



Are you an experienced GP who is considering your career options?



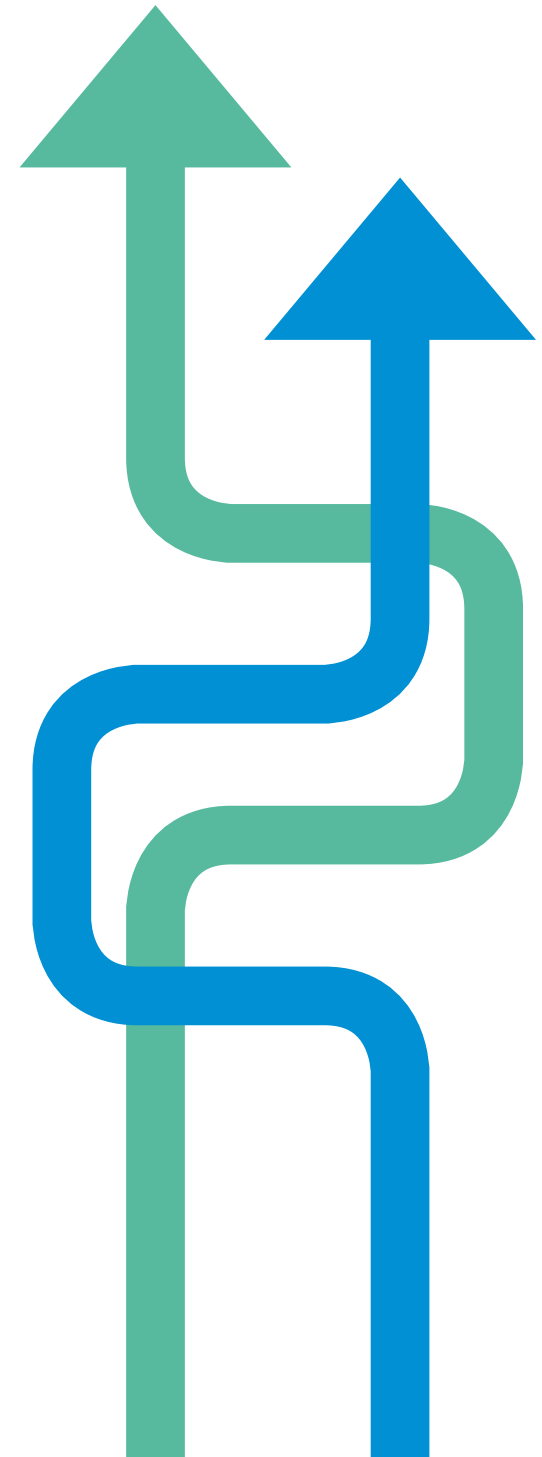
Are you thinking of reducing your professional commitment, considering taking a career break or otherwise considering leaving (or returning to) general practice?



Need extra support or worried about your wellbeing?



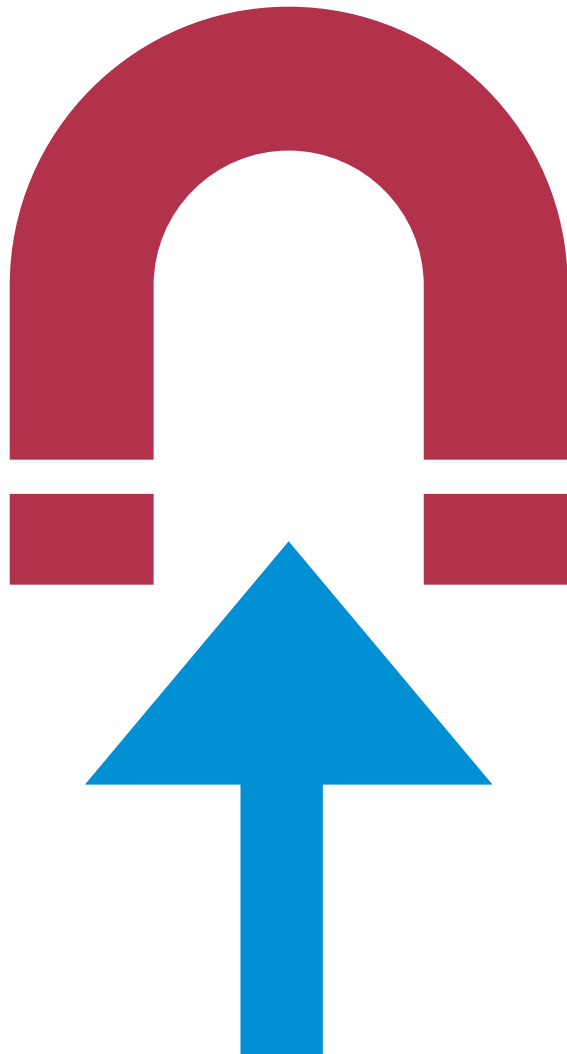
Useful links and other sources of support available across the career pathway





Are you at the start of your career in general practice?

We know that the first five years of practice after obtaining the Certificate of Completion of Training (CCT) is an exciting time putting learning into practice but it can also be full of challenges as you adjust. The following is here to help you.



National initiatives and schemes

RCGP 'First5' scheme (RCGP members only)

The RCGP has an established 'First5' scheme, an initiative to support GPs in the five years after qualifying – post MRCP through to revalidation.

RCGP members can benefit from access to:

- the RCGP Online Learning Environment
- mentors
- opportunities for networking with other GPs, and
- access to First5 and wellbeing events.

The RCGP have produced a handbook for newly qualified GPs which provides information and support regarding the transition to becoming a qualified GP. Request more information here:

www.rcgp.org.uk/First5

First5 members have access to a range of learning resources – including bitesize Essential Knowledge Update modules, which help members keep up to date with new developments in general practice. RCGP's topical '5 mins to change your practice audio and visual resources and the monthly e-learning blog links to further related content. RCGP's Online Learning Environment can be accessed by members here:

www.elearning.rcgp.org.uk



Additionally, RCGP First5 partners with MDDUS where members in their first five years post-CCT who sign up with MDDUS can get a 75% contribution towards RCGP fees. Find out more at:

www.mddus.com/join/rcgp-first-5-partnership

More information on RCGP's full offering for First5s, including pre and post-CCT events, preparing your for life as a GP and 'Life after GPVTS', is available at: **www.rcgp.org.uk**

Health Education England's GP fellowships (post CCT)

Health Education England's (HEE) GP fellowships programme provides additional support and development for newly qualified GPs or those in their first few years of practice. The programme directly contributes to the transformation of the primary care workforce by supporting both the acquisition of clinical maturity in general practice and extended development in specific clinical or professional areas, furthering both local workforce capability and the career aspirations of the GP Fellows themselves.

To learn more: **www.hee.nhs.uk/our-work/gp-fellowships**

NHS Leadership Academy

The NHS Leadership Academy's philosophy is simple – great leadership development improves leadership behaviours and skills. Better leadership leads to better patient care, experience and outcomes. The academy offers a range of tools, models, programmes and expertise to support individuals, organisations and

local partners to develop leaders, celebrating and sharing where outstanding leadership makes a real difference. Learn more at:

www.leadershipacademy.nhs.uk

BMA personal and career development programmes (BMA members only)

The BMA offers personal, step-by-step guidance, FAQs and practical tools on the topics you face on a day-to-day basis as a GP, as well as a variety of career development and leadership courses.

To learn more phone 0300 123 1233 or visit: **www.bma.org.uk**

Next Generation GP

Next Generation GP is aimed at GP trainees and early career GPs (first 5-7 years) with an interest in health policy and the wider NHS. The programme is about empowering a new generation of leaders in primary care, equipping them with the skills and networks to succeed and empowering them with the belief that they can translate insight into impact. To find out more visit:

www.nextgenerationgp.wixsite.com/2017



Are you an experienced GP who is considering your career options?

As an experienced GP, you may be considering how you would like to develop your career going forwards - perhaps taking on more leadership responsibility, going into partnership or developing a speciality. With added personal responsibilities – caring for a child or family member for example - you may also be looking for ways to achieve a better work-life balance.

National initiatives and schemes

General Practice Improvement Leader Programme

Having clinicians and managers with quality improvement skills is key to successful change. Funded places are provided on the General Practice Improvement Leader training programme from NHS England's Sustainable Improvement team. This is a successful personal development programme with small cohorts of up to 30 people to build confidence and skills for leading service redesign in your practice or federation. Find out more at:

www.england.nhs.uk/gp/gpfv/redesign/gpdp/capability/

NHS Leadership Academy

As part of Health Education England (HEE), the NHS Leadership Academy's philosophy is simple – great leadership development improves leadership behaviours and skills. Better leadership leads to better patient care, experience and outcomes. The academy's courses in primary care leadership are led locally and vary in different parts of the country. Courses that might be available include team leadership development, emerging leaders networks and systems leadership. To enquire about what's available in your area and for more information visit:

www.leadershipacademy.nhs.uk/





BMA personal and career development programmes (BMA members)

The BMA offers personal, step-by-step guidance, FAQs and practical tools on the topics you face on a day-to-day basis as a GP, as well as a variety of career development and leadership courses. To learn more phone **0300 123 1233** or visit **www.bma.org.uk**

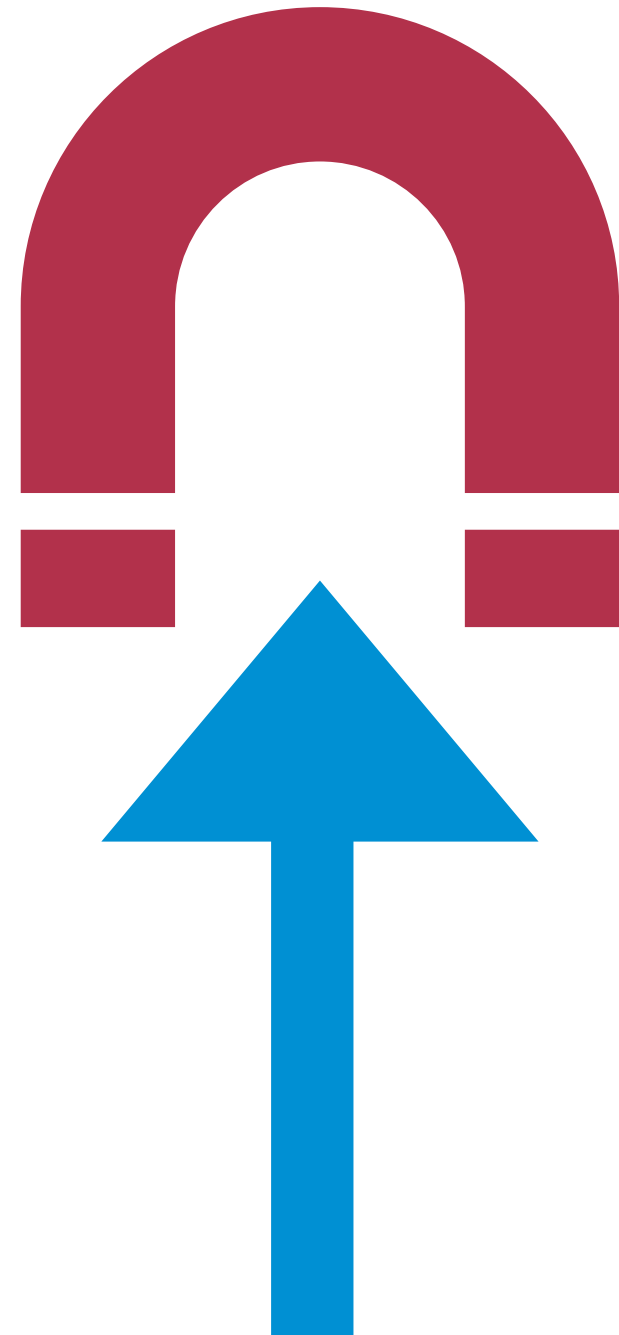
Guidance on revalidation / appraisal (GMC):

Information on the revalidation and appraisal process can be found on the NHS England website at:
www.england.nhs.uk/medical-revalidation/appraisers/app-pol/

NHS Pension Scheme

For information and guidance on the NHS Pension scheme can be found at: **www.nhsbsa.nhs.uk/nhs-pensions**

 **Useful links and other sources of support are available here**





Are you thinking of reducing your professional commitment, considering taking a career break or otherwise considering leaving (or returning to) general practice?

You will have been working in general practice for several years and maybe considering options for 'what's next?'. Perhaps you are planning your retirement or considering alternative ways of staying in practice that can best utilise the skills, experience and wisdom you've gained over the years – whether you've been part of a large practice, working solo or as part of a local network. How do you manage financial questions around pension or indemnity, and make decisions that are good for your practice, your family and your future, not to mention your patients?

Or, perhaps you're now taking time out for family, on a career break or practicing overseas, and would like to plan your return to general practice in England?

National initiatives and schemes

GP Retention Scheme

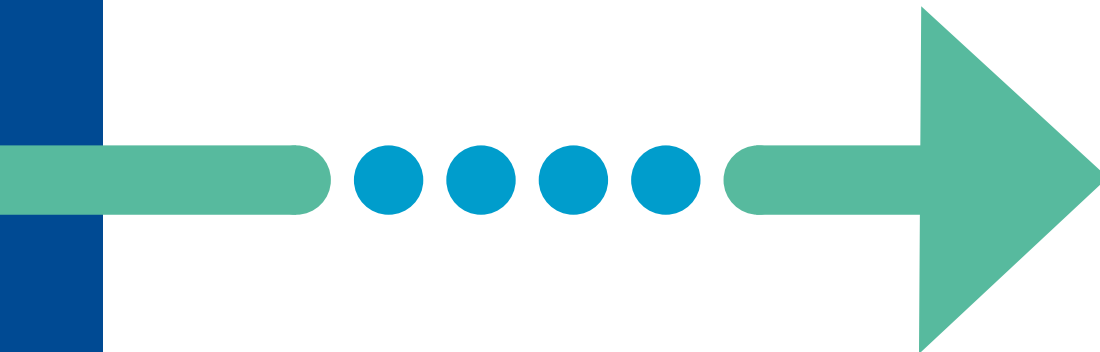
The scheme is aimed at GPs who are seriously looking to leave general practice or have left general practice, who are unable to undertake regular part time work and cannot commit to working more than four sessions a week (for example possibly due to child care responsibilities). The scheme supports both the retained GP and the practice by offering financial support in recognition of the fact that this role offers greater flexibility and educational support than a 'regular' part-time salaried post. For more information including how to apply visit the NHS England website:

www.england.nhs.uk/gp/gpfv/workforce/retaining-the-current-medical-workforce/retained-doctors/

Return to practice: Induction and Refresher Scheme

The scheme is designed for GPs who have previously been on the GMC Register and NHS England's National Performers List (Medical) and who would like to return to general practice after a career break, raising a family or time spent working abroad. The scheme also supports the safe introduction of overseas GPs who have qualified outside the UK and have no previous NHS experience. For more information visit the General Practice National Recruitment Office at:

gpemployment.hee.nhs.uk/Induction-Refresher





Return to practice from overseas: portfolio route

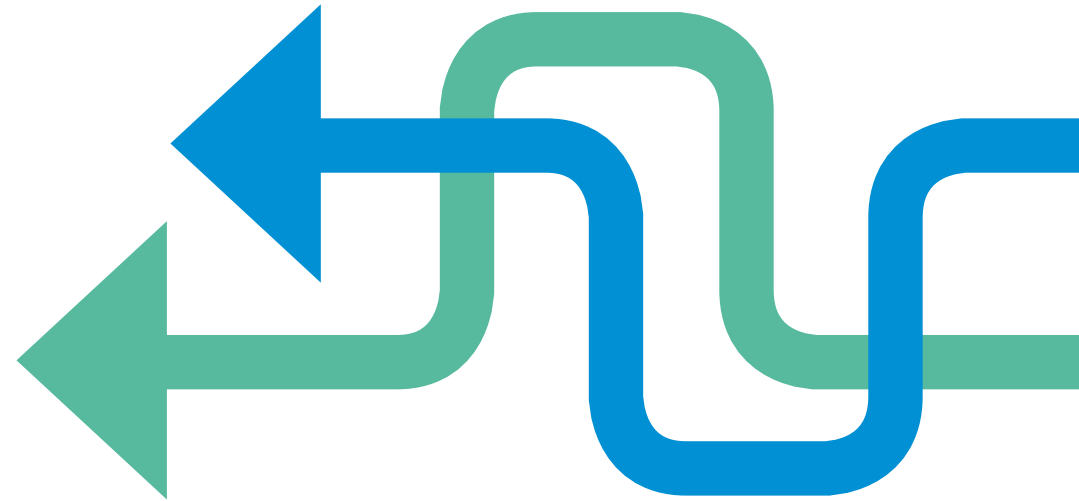
The Portfolio Route gives the option for GPs, who have worked in UK general practice for at least a year, and are working abroad in an equivalent primary care setting, to return smoothly to the UK by providing information from their overseas practice rather than take the Induction and Refresher Scheme assessments. Ideally, before a GP leaves the UK to start a new job abroad they should familiarise themselves with the requirements of the Portfolio Route. For more information, visit the General Practice National Recruitment Office at: www.gprecruitment.hee.nhs.uk/Induction-Refresher/Portfolio and the RCGP website at: www.rcgp.org.uk/training-exams/practice/the-induction-and-refresher-scheme-portfolio-route.aspx (RCGP members only)

Guidance for returning doctors (RCGP members only)

RCGP members can request a guidance document created with returning GPs in mind (maternity, sick leave, career breaks, working abroad etc.). Further openly available information is available at: www.rcgp.org.uk/revalidation

NHS Pension Scheme

Information and guidance on the NHS Pension scheme can be found at: www.nhsbsa.nhs.uk/nhs-pensions





Need extra support or worried about your wellbeing?

Perhaps you are feeling like you're struggling to balance both work and personal commitments? Or maybe you feel overwhelmed, or that you're approaching burnout?

National initiatives and schemes

NHS GP Health Service

The NHS GP Health service is a free and confidential health service for GPs and trainee GPs, who may be experiencing mental health and addiction issues. The service launched in January 2017 and has already seen over 1,000 GPs access the service.

The service has a number of clinical services available to access – from face to face psychological therapies to peer group sessions – the service can also provide support more remotely using online tools and tailoring the support to the needs of the GP where possible.

The service is confidential and can be accessed between 8am-8pm weekdays and 8am-2pm weekends.

More information on how the service can be accessed can be found here: www.gphealth.nhs.uk or by calling **0300 0303 300**.

Other support services available include:

- Doctors Support Network - www.dsn.org.uk/
- DocHealth - www.dochealth.org.uk/
- Royal Medical Benevolent Fund - www.rmbf.org/
- Cameron Fund - www.cameronfund.org.uk/
- BMA Doctors Advisor Service - www.bma.org.uk/advice/work-life-support/your-wellbeing/bma-counselling-and-doctor-advisor-service
- BMA Doctor Support Service - www.bma.org.uk/advice/work-life-support/your-wellbeing/doctor-support-service
- Family Doctor Association - www.family-doctor.org.uk



Useful links and other sources of support available across the career pathway

Peer support

- GP+ Networking (paid member network but free to RCGP members) - www.medicalnetworking.co.uk

Extended roles

- RCGP guidance for GPs with an extended role - www.rcgp.org.uk/gpwr
- RCGP Clinical Advisers Programme - www.rcgp.org.uk/circ

Becoming or taking on a partner

- BMA guidance on GP Staffing and Partnership - www.bma.org.uk/advice/employment/gp-practices/gps-and-staff/preparing-for-changes-to-your-gp-partnership/changes-to-your-gp-partnership-agreements

Working as a salaried GP

- BMA Salaried GP handbook - www.bma.org.uk/advice/employment/contracts/sessional-and-locum-gp-contracts/salaried-gps-handbook

Working as a locum

- National Association of Sessional GPs, including information on local sessional GP groups and chambers - www.nasgp.org.uk
- RCGP's First5 Transition Handbook (includes a short section with career and financial advice for locums who are RCGP members). Contact RCGP for more information - www.rcgp.org.uk/first5
- Locum GP handbook - www.bma.org.uk/advice/employment/contracts/sessional-and-locum-gp-contracts/locum-gp-handbook

International GPs

- NHS International GP Recruitment Programme - www.england.nhs.uk/igpr
- RCGP Guidance for overseas doctors - www.rcgp.org.uk/overseas

Need extra advice or support?

All GPs are encouraged to liaise with their responsible officer team usually via the appraisal lead to obtain further advice and support on the initiatives and schemes set out in this pack.

BMA / RCGP contacts

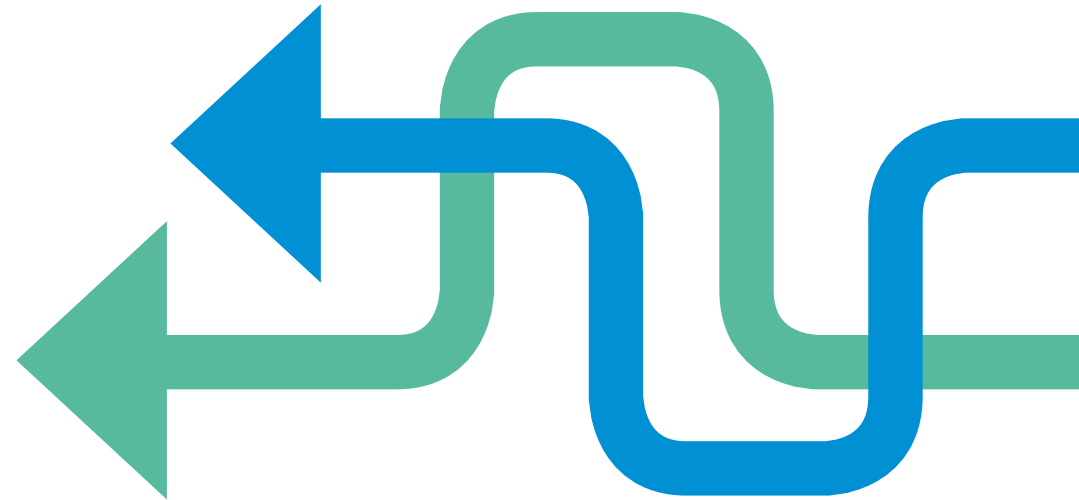
- RCGP Faculties - www.rcgp.org.uk/rcgp-near-you/faculties.aspx
- BMA advisors - www.bma.org.uk/contact-bma or phone **0300 123 1233**

Local medical committees are also a helpful source of advice. Details can be found here: www.bma.org.uk/about-us/how-we-work/local-representation/local-medical-committees

National scheme contacts

- GP Retention Scheme - england.primarycareworkforce@nhs.net
- NHS GP Health Service - gp.health@nhs.net or phone **0300 0303 300**
- Local GP Retention Fund - england.primarycareworkforce@nhs.net
- Induction & Refresher Scheme - iandr@hee.nhs.uk
- International GP Recruitment Programme - england.primarycareworkforce@nhs.net

This guide will be updated on a regular basis. If you would like to suggest additional content, please contact: england.primarycareworkforce@nhs.net





GP supports at a glance

	HEE GP Fellowships*	NHS Leadership Academy*	Next Generation GP*	General Practice Improvement Leader Programme*	GP Retention Scheme*	Return to Practice – Induction and Refresher Scheme*	Return to Practice From Overseas – Portfolio Route*	NHS GP Health Service*	BMA Career Advice**	RCGP Activity resources and support**
Newly qualified GP	✓	✓	✓	✓	✓			✓	✓	✓
Experienced GP		✓		✓	✓			✓	✓	✓
Nearing retirement		✓		✓	✓			✓	✓	✓
Taking a career break					✓	✓	✓	✓	✓	✓
GP needing extra support								✓	✓	✓
GP returning to practice		✓		✓	✓	✓	✓	✓	✓	✓

*Available to all GPs / **Available to organisation's members