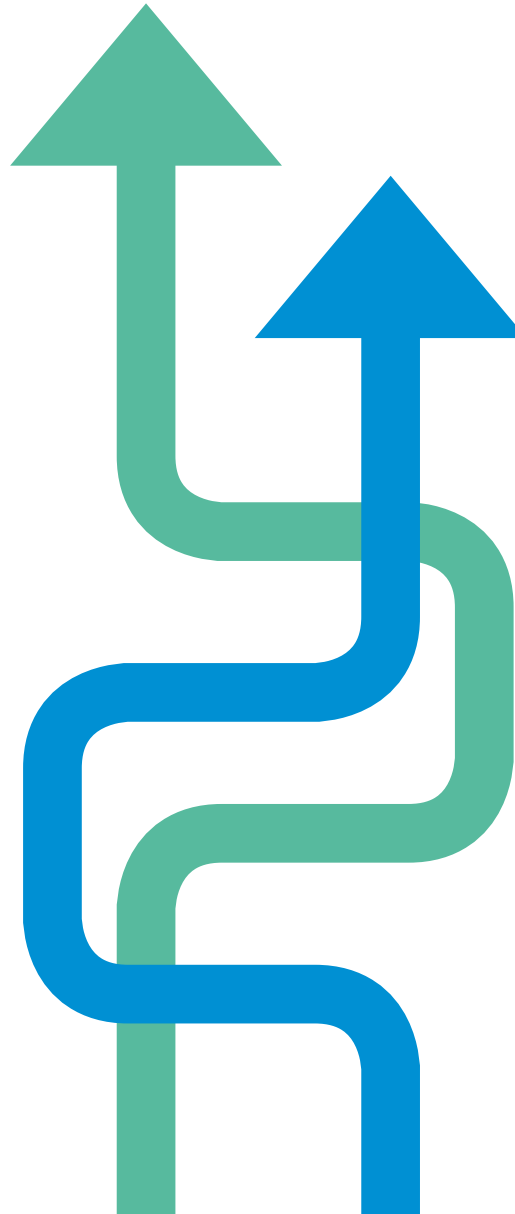




New to
general
practice?

Thinking of
reducing
your work
commitments?



Looking
for support
with **your**
wellbeing?

Considering
your **career**
options?

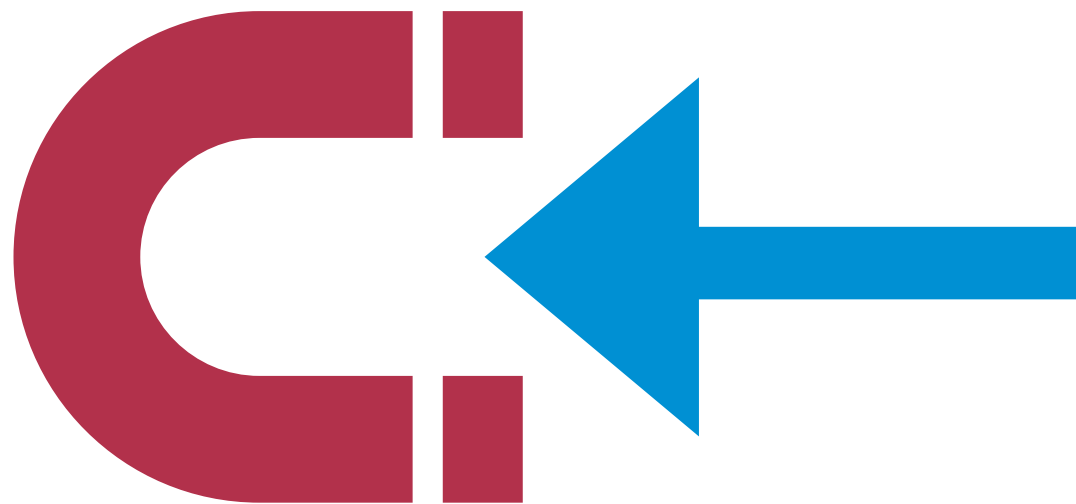


This document sets out the various types of support available to you throughout your career as a general practitioner in England. The guide focuses on support for you – not the practice or the wider system.

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 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 training to be a GP? 
- Are you at the start of your career in general practice? 
- Are you an experienced GP who is considering their career options? 
- Are you considering reducing your professional commitment, taking a career break, leaving or returning to general practice? 
- Are you on the National Performers List (Medical) but not currently working as a GP? 
- Need support with your wellbeing? 
- Useful links and support for all GP career stages 





Are you training to be a GP?

Life as a GP registrar is often a busy yet exciting time in your career as you progress to gaining your Certificate of Completion Training (CCT). There is a range of support available to help as you become a competent, effective and confident GP.

Support available

GP Schools

Your training programme may be tailored to your individual needs and particular rate of progress. You can find details of your local HEE recruitment lead here:

gprecruitment.hee.nhs.uk/recruitment/letbs-deaneries

Health Education England (HEE) Targeted GP training scheme

The targeted GP training scheme is designed for GP trainees who passed their Work Place Based Assessment and one of the two required exams, but left training without passing the second exam, to re-enter GP training.

Details of how to apply can be found on the GPNRO website at:

gprecruitment.hee.nhs.uk/Recruitment/TGPT

British Medical Association (BMA) GP trainees subcommittee

The GP trainees subcommittee is part of the BMA's general practitioners committee (GPC UK) and provides national representation for all doctors on a GP training programme.

Find out more at: **www.bma.org.uk/collective-voice/committees/general-practitioners-committee/gp-trainees-subcommittee**

RCGP

Once you have been accepted onto a GP training programme you can register with the RCGP. This will give you access to a Trainee ePortfolio, so you and your educational supervisors can record your training and assessments and monitor your progress through your programme.

You can find further information on training and assessment at:

www.rcgp.org.uk/training-exams/training

Associate in Training (AiT) membership offers a dedicated support package for GP trainees. As an AiT member you'll have access to a wide range of events and activities - each focused on supporting trainees through their training programme - including wellbeing, mentorship and exam preparation. To become an AiT member and gain access to numerous benefits including the Trainee ePortfolio visit **www.rcgp.org.uk/AiT**

Local medical committees (LMCs)

LMCs (local medical committees) are membership organisations that represent the interests of all GPs at a local level. Make sure your LMC has your contact details, so you can receive news and information about local issues.

Find your LMC here: **www.bma.org.uk/about-us/how-we-work/local-representation/local-medical-committees**



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's 'First5' initiative is designed to support members in the five years after qualifying. The initiative is supported by the First5 Committee, a group of newly-qualified GPs with representatives from every faculty across the UK. The committee aims to support and improve the transition from trainee to independent practitioner right through your first five years, and act as your voice both locally and nationally.

First5 members also have access to a range of RCGP resources and events.

Events

Transition events include:

- 'Life after VTS' events, designed to equip trainees to prepare for life as a newly qualified GP
- 'Welcome to First5' events, which aim to introduce you to your area and connect you to your peers and useful local contacts.

Resources

The First5 'Work, Wellbeing and your Future' transition handbook provides information and support to ST3s and newly qualified GPs. To request a copy email first5@rcgp.org.uk

Community

First5 members have access to a community of over 10,000 First5 members and 53,000 overall members across the UK and globally. Through this community, you can access:

- career mentoring through your local faculty
- the opportunity to build your own personal support network or CPD group with support from the College
- free local faculty social and peer-to-peer networking events
- local volunteering opportunities.

Wellbeing

You'll have access to wellbeing events and resources including 'Be the Best You' conferences, the RCGP parkrun initiative and local resilience and wellbeing events.

Find out more

To learn more visit www.rcgp.org.uk/first5 or email first5@rcgp.org.uk

Wellbeing events and resources: www.rcgp.org.uk/wellbeing

Local events and initiatives: www.rcgp.org.uk/faculties



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 their career options?

As an experienced GP, you may be considering how you would like to develop your career - perhaps taking on more leadership responsibility, going into partnership or developing a speciality. You may also have added personal responsibilities, such as caring for a child or family member and may 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/gdpd/capability

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'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):

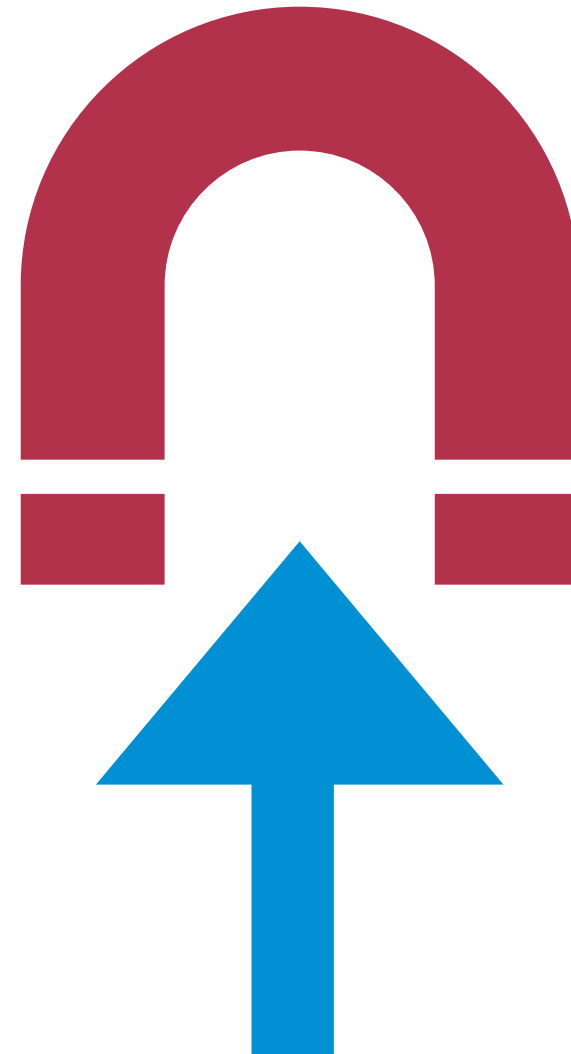
Information on the revalidation and appraisal process can be found on the NHS England website at:
www.england.nhs.uk/medical-revalidation/appraisers/app-pol/

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 considering reducing your professional commitment, taking a career break, leaving or returning to general practice?

You will have been working in general practice for several years and may be considering options for what's next. Perhaps you are planning your retirement or considering alternative ways of staying in practice that can best use the skills, experience and wisdom you've gained over the years.

You may need help with making financial decisions around pensions and indemnity that are good for you, your family, patients and practice.

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

National GP Retention Scheme

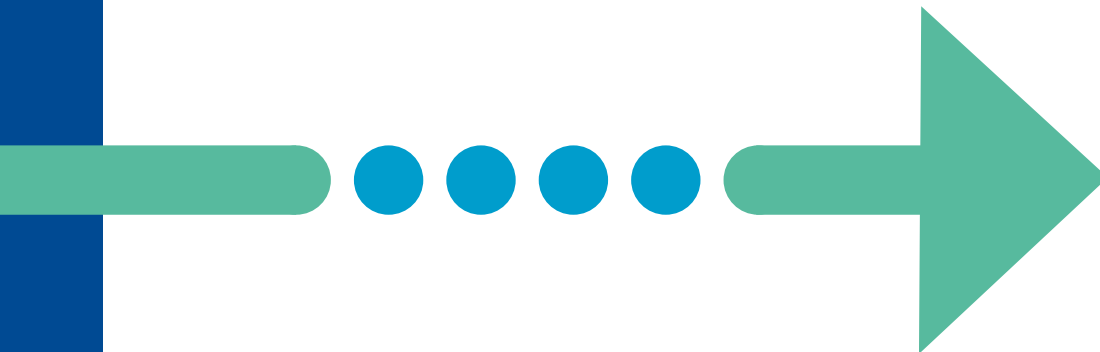
The scheme is aimed at GPs who are seriously looking to leave general practice or have left general practice, who are unable to undertake regular part time work and cannot commit to working more than four sessions a week (for example, due to child care responsibilities). The scheme supports both the 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:

gprecruitment.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, or left within a year of completing training, and are working abroad in a similar 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:

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**
(RCGP members only)

Guidance for returning doctors (RCGP members only)

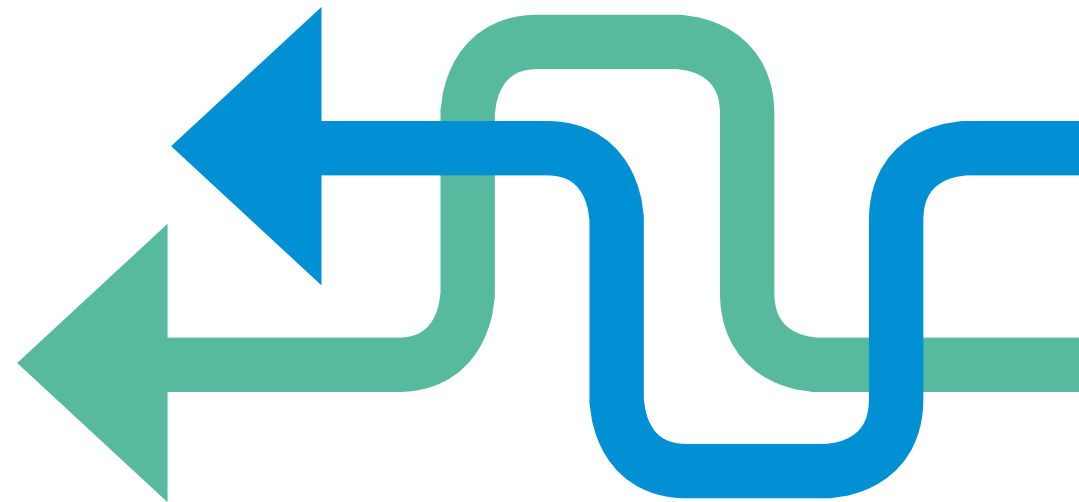
RCGP members can request a guidance document created with returning GPs in mind (maternity, sick leave, career breaks, working abroad etc.). Further openly available information is available at: **www.rcgp.org.uk/revalidation**

NHS Pension Scheme

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

BMA support on returning to clinical practice after absence

You can find BMA guidance and support on preparing for a good return to work at: **www.bma.org.uk/advice/career/applying-for-a-job/returning-to-clinical-practice-after-absence**



Are you on the National Performers List (Medical) but not currently working as a GP?

Are you a GP that has recently retired, moved abroad, taken a career break (including paternity leave) or suffered from a long-term illness but are now wanting to return back to general practice?

After a two-year break from clinical general practice, GPs are removed from the National Performers List (Medical) and will need to return via the Induction and Refresher Scheme -

gprecruitment.hee.nhs.uk/induction-refresher

However if you remain on the National Performers List (Medical) the process for returning is much simpler. To help you transition back there is range of support available locally to facilitate your return. In the first instance you should contact your local NHS England responsible officer as there are now many local schemes ranging from shadowing placements to supervised clinical sessions to help you get back into general practice easily.

You should consider contacting your local medical committee as they may also be able to provide further advice. Details can be found here:

www.bma.org.uk/about-us/how-we-work/local-representation/local-medical-committees

The table below sets out the contact details for responsible officers across England.

Region	Local area	Responsible officer
NORTH	Yorkshire and the Humber	Paul Twomey - paul.twomey@nhs.net
	Greater Manchester	Richard Preece - richardpreece@nhs.net
	Cumbria & North East	Jonathan Slade - jonathan.slade@nhs.net
	Cheshire & Merseyside and Lancashire and South Cumbria	Kieran Murphy - kieranmurphy1@nhs.net
MIDLANDS	North Midlands	Ken Deacon - ken.deacon@nhs.net
	West Midlands	Kiran Patel - kiran.patel4@nhs.net
	Central Midlands	Aly Rashid - aly.rashid1@nhs.net David Briggs – dave.briggs@nhs.net
	East	Alistair Lipp - alistair.lipp@nhs.net
SOUTH	South West (North)	Sue Frankland sfrankland@nhs.net
	South East	James Thallon - james.thallon@nhs.net
	South Central	Shahed Ahmad - shahed.ahmad1@england.nhs.uk
LONDON	South London	Jane Fryer - jane.fryer@nhs.net
	Northwest London	David Finch - dfinch@nhs.net
	North Central and East	Helene Brown - helene.brown@nhs.net



Need support with 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 Wellbeing Support Services - www.bma.org.uk/advice/work-life-support/your-wellbeing/counselling-and-peer-support
- 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 support for all GP career stages

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/gpwer
- 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

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

Training hubs

- Training hubs are networks of education and service providers designed to meet the educational needs of the multi-disciplinary primary care team. Contact your local training hub: www.hee.nhs.uk/our-work/training-hubs

Learning and Development for BMA members

- The BMA's Learning and Development web pages provide access to tailored career support for doctors on different career paths and stages, alongside webinars, masterclasses and events. www.bma.org.uk/advice/career/learning-and-development

Other membership organisations

- The National Association of Primary Care (NAPC) is a membership organisation representing the interests of primary care professionals. www.napc.co.uk/courses-and-events/
- The Alliance of Primary Care Societies (APCS) is a forum for primary care organisations to come together to work with the RCGP a range of primary care topics. Find out more: www.rcgp.org.uk/clinical-and-research/resources/a-to-z-clinical-resources/alliance-of-primary-care-societies

Charities

- A number of charities, such as Dementia UK, Macmillan and Diabetes UK, offer specialist courses aimed at GP trainees. Check their websites for details.

All GPs are encouraged to liaise with their local 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

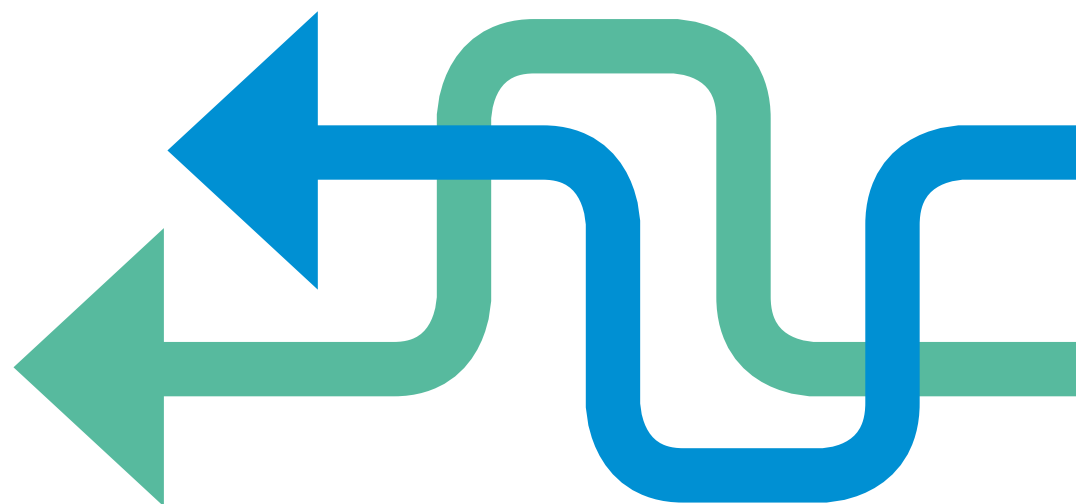
- RCGP Faculties - www.rcgp.org.uk/rcgp-near-you/faculties.aspx
- BMA advisors - www.bma.org.uk/contact-bma or phone **0300 123 1233**

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

- National 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*	National 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