



NOTTINGHAMSHIRE ALLIANCE TRAINING HUB

Nottinghamshire GP Phoenix Programme - Mid-Career GP Primary Care Network (PCN) Fellowship Programme



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Nottinghamshire Phoenix Programme

Background:

- There is widespread concern about GP attrition rates/burnout yet mid career GPs are often neglected in retention work which usually focuses on early and senior career GPs
- The Phoenix Programme collaborated with local PCNs to create a Fellowship scheme offering a new opportunity for mid-career GPs to undertake portfolio work within their PCN, learn new skills and develop their career.

Method/Approach:

- Eligible GPs for the fellowship were between 2 years post-qualification and 5-10 years from retirement and usually working in a substantive post. Phoenix provided funding for one session per week for 12 months and support for fellows and PCNs. PCNs were responsible for recruiting their own GP fellow but Phoenix helped match GPs with PCNs occasionally to ensure all interested GPs/PCNs were able to engage with the opportunity. PCNs and fellows mutually agreed projects, focusing on local system development needs.

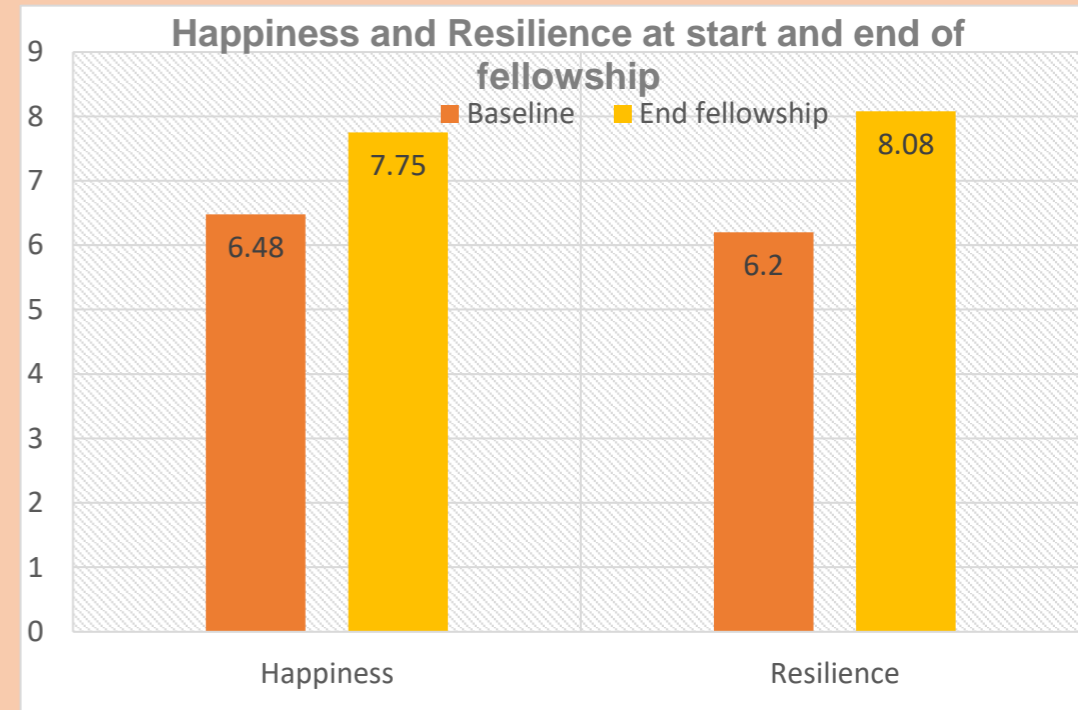
“It’s a great programme and it provides the fellows not only with the chance to progress a piece of work, but also make the networks, gain the confidence and develop the leaders of the future”

“I have broadened my knowledge and become more expert in a particular field”

“To **believe in myself** - at the start I had no experience in this sort of project work and now I am **really proud** of what I have achieved and feel better able to take up future opportunities”

Results:

- Since 2021, 38 fellows have been recruited across 20 PCNs in Nottinghamshire and Bassetlaw. Fellows and PCN clinical directors in the first cohort were interviewed and surveyed in 2022.
- Most fellows added this session to their usual work commitments, thus retaining their clinical sessions
- Projects ranged from **improving screening** and **immunisation uptake** to **greener inhaler prescribing**.
- Fellows reported **improvements in both happiness and resilience scores**. Mean happiness score at baseline was 6.48/10, increasing to 7.75 at the fellowship’s conclusion, whilst mean resilience score was 6.20/10 increasing to 8.08, respectively.



- Other **benefits** for **fellows** included: **personal and professional development, increased confidence, project management skills and networking opportunities.**
- **PCNs** saw **improved patient care and delivery on contract demands**, and benefited from having a funded fellow, increasing local GP skillsets and development of potential future leaders.
- A number of **fellows adopted leadership roles locally and nationally**, utilising the skills acquired during their fellowships.
- Fellows presented their projects at a celebratory event. This led to sharing of good practice and spread and adoption of project outcomes.

Conclusion:

- Mid-Career fellowships have had **excellent feedback** from fellows and PCNs with **mutual benefits demonstrated.**
- These benefits **help retain colleagues** in the local workforce (all Fellows continue to work in Notts) and **aid career development.**
- No adverse effects on clinical sessions worked.
- A third cohort is planned.



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