



# Nottinghamshire GP Phoenix Programme Senior Career GP Fellowship Scheme



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## Background:

- Senior GPs often leave primary care with minimal coordinated support or succession planning.
- Losing these skilled, experienced doctors with their wisdom and organisational memory without transfer of that knowledge presents a risk to their workplaces and can be unfulfilling for individuals.



- Senior career GPs have often forged strong links with their local PCN, Place, Federation and Secondary Care and given adequate time, are keen to support improvements to local systems and their primary care colleagues.

## Method/Approach:

- Local senior GPs were interviewed to understand the challenges at this stage of career.
- These findings informed the creation of the fellowship to simultaneously capture the knowledge and skills of senior GPs and enhance their career satisfaction peri-retirement.



- Senior GPs, within 5-10 years of retirement, or recently retired, were recruited.
- Phoenix Programme provided funding and support for a 6 or 12 month project, to be worked collaboratively within a Federation, PCN, Place or with another local organisation.
- Fellowships had to include support for the primary care workforce.

## Results:

- Nine fellows have been recruited from within all local Federations
- Projects involve supporting or developing primary care staff, addressing processes, workload issues and/or wellbeing, aiming to enhance retention of the wider workforce in the locality eg:
  - **Upskilling clinicians in staff mentoring**
  - Developing women's health services by training junior colleagues and restructuring processes
  - **Supporting new mental health practitioners**
  - Identification of workforce support and development needs in a federation led practice



- Evaluation is ongoing but initial findings are positive.
- Fellows appreciated having time to think about/solve practice issues and also the ability to extend their careers in areas of interest, whilst supporting colleagues, prior to fully retiring.
- Recommendations were made by several fellows on optimising workforce support to retain GPs and other primary care colleagues.

## Conclusion:

- Senior GPs have organisational knowledge and a **desire to “give back” and support colleagues** by improving workload and processes.
- Senior GPs are **happy to extend their careers** doing this type of work.
- We plan to continue to offer senior career GP fellowships to help develop further strategies for local workforce retention & support.