

Phoenix Programme Trainee Transition Scheme: Supporting GP Trainees Transition Into Independent Practice



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Background:

- The Nottinghamshire GP Trainee Transition Scheme (TTS) was created in September 2019 by the Phoenix Programme as part of the response to GP trainee feedback that they were concerned about how they would adapt to working independently post CCT and suggested that they would value support and mentoring during training to ease this transition.



- TTS is a novel scheme that pairs a local early career GP with GP trainees from the Nottingham GP Training Scheme. The TTS tutor facilitates locality group teaching and a peer support WhatsApp group.
- This connection helps smooth the transition from training into independent practice and links 180 local GP trainees annually with other recruitment and retention schemes post qualification as well as highlighting the benefits of remaining in the local area post-CCT.

Method/Approach:

- TTS is funded by Local GP Retention Funds. There are six local early career GPs with an interest in medical education who are assigned to six locality groups from the Nottingham GP Specialty Training Scheme.
- TTS tutors meet every four months to decide on the education programme to deliver to the GP trainees. The education programme is comprised of topics relevant to GPs at the start of their careers and topics suggested by GP trainees.

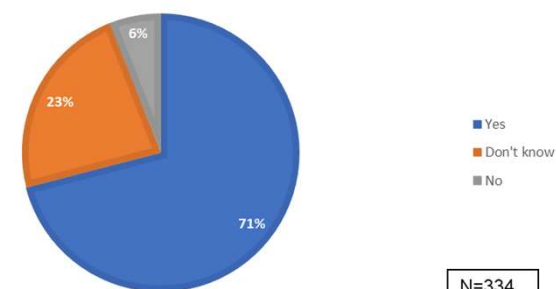


- Between April 2022 and April 2023 GP Trainees at Nottingham GP Specialty Training Programme were asked to complete an online feedback survey at the end of their locality teaching sessions with their TTS Tutor to explore whether being connected to the Phoenix Programme would influence their decision to work post completing GP training.

Results:

- There was a total of 334 responses to the survey question "Do you believe that being connected to the Phoenix Programme during GP training and being aware of the support that it offers to local newly qualified GPs would influence your decision to work in Nottinghamshire after you qualify?"

FIGURE 1: GRAPH TO SHOW GP TRAINEE RESPONSES TO SURVEY QUESTION ON WHETHER BEING CONNECTED TO PHOENIX PROGRAMME WILL INFLUENCE THEIR DECISION TO STAY IN NOTTINGHAMSHIRE ON COMPLETION OF TRAINING



Results:

- 237 responded "Yes" that being connected with the Phoenix Programme would influence their decision to remain in Nottinghamshire on completing their GP training
- 20 responded "No" that being connected with Phoenix Programme would not influence their decision with the remaining 77 responding with "Don't Know"

Conclusion:

- The TTS offers a route to connect trainees with recruitment and retention schemes including the New to Practice Fellowship, the NHSE nationally funded recruitment and retention initiative.
- The majority of trainees surveyed found being connected to the Phoenix Programme via the TTS would influence their decision to stay in Nottinghamshire on completion of training
- There is a higher uptake of GP trainees becoming New to Practice Fellows in Nottinghamshire than in comparison to other systems both regionally and nationally. Future development opportunities include adopting similar schemes in other areas.

Nottinghamshire GP Phoenix Programme: Building a Sustainable Primary Care Workforce – Helping GPs and colleagues develop fulfilling careers in supportive workplaces.

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