

Support and Retention of GPs in Derby and Derbyshire

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Introduction

The GMC Barometer Survey reported significantly higher levels of dissatisfaction, burnout and expressions to leave, amongst GPs when compared to their hospital colleagues. I wanted to gain information on the experience, challenges and support needs of local GPs to identify what works well and where additional resources are needed to improve satisfaction and retention. I would focus on 2 main groups:

- senior GPs towards the end of their clinical career
- the newly qualified and salaried GP career journey.

Methodology

I consulted with Clinical Directors from several PCNs to establish their thoughts, challenges, ideas and current initiatives around GP satisfaction and retention.

I connected with support leads in Lincolnshire, Nottinghamshire and Staffordshire to discuss their current and future projects, and the challenges and success they had experienced.

I wrote and distributed a questionnaire to all GPs enquiring about the positive and negative aspects of their role and GP practice, and what support proposals they would welcome.

Through the questionnaire GPs were invited to attend a short online interview to answer the following questions:

- What are the best 3 attributes about your GP practice?
- What 3 things would you change?
- Do you have a portfolio role? And if so, why?
- What advice would you give to ST3 doctors finishing their training?
- Where do you want to be in 5 years' time?

Results

52 Questionnaires were returned and 17 GP interviews were completed. 94% of GPs had at least 1 portfolio role.

Best Practice Attributes:

Supportive team ethos with a sociable daily connection

Flexible working – appointments/hours/sessions

Training/education environment

Areas for Change:

Partner/salaried hierarchy

Working in isolation with ineffective communication

Unequal opportunities for salaried GPs

Top Tip Advice for ST3 Doctors:

Wait for the right job to align with strengths and values

Take opportunities – for portfolio roles and networking

Seek and accept support – Early Practice Support Scheme

17% of responses were from senior GPs

Which support ideas would you be interested in?

	1st	2nd	3rd
All GPs	Networking with career stage	Flexible sessions	Coaching at career intervals
Senior GPs	Flexible sessions	Coaching at career intervals	Networking with career stage

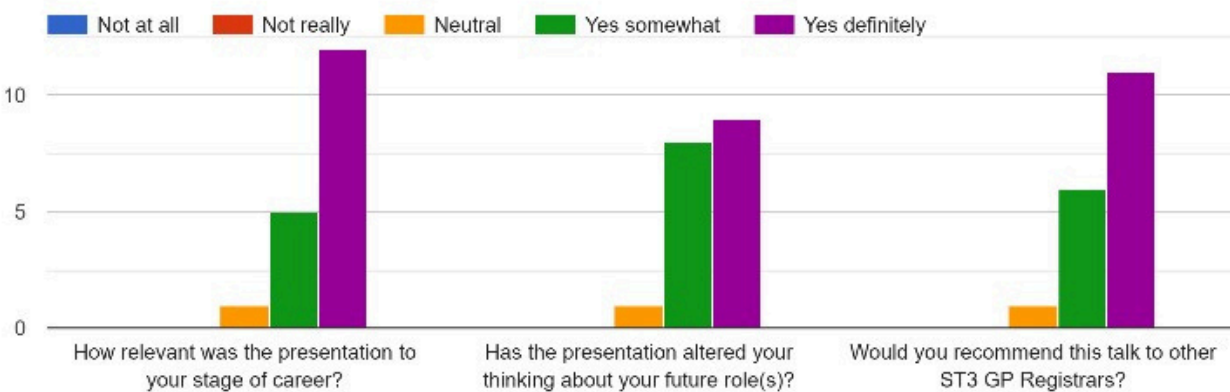
Impact and Benefits

The ‘Top Tips’ PowerPoint presentation was introduced to ST3 doctors in Chesterfield and Derby

What was your level of knowledge about the factors that would effect the satisfaction and retention of GPs before and after the session?



Regarding the presentation content:



Conclusion

This fellowship created a platform for GPs to communicate their success and challenges of working in primary care in Derby and Derbyshire. The results enabled me to produce a ‘top tips’ presentation and document to support ST3 doctors which were well received, relevant, informative and altered their thinking about their futures roles and career. For senior GPs, the results highlighted the need for flexible clinical sessions, coaching at career intervals and networking opportunities. I have created 2 proposals to The Hub Plus to address these needs as potential future projects.

