

GP Mentoring: Available for all GPs



What does GP Mentoring offer?

We are proud to announce a free mentoring service that is now available for all GPs, including newly qualified GPs. The mentoring team can offer mentoring, support and signposting.

Who can use this service?

The service can be used by any GP who would like to explore ways to develop themselves. This could be personally, professionally or within their career. The aim is to provide mentors to support GPs in fulfilling their potential, whether this is in practice or in other leadership positions.

Early Career/First 5 GPs



GP Mentors can offer support to help you:

- Gain practical & academic experience in clinical leadership from local experts in the field
- Build a network of expert contacts with medical and NHS management leaders
- Enhance the skills & competencies that are essential for future primary care leaders
- Develop competencies relevant to the domains defined in the developing regional Leadership Model
- Develop & deliver a specialty or management driven project relevant to specific needs of Primary Care
- Access a postgraduate qualification, for example, in Leadership or Medical Education

Experienced GPs

GP Mentors can offer support to help you:

- By providing timely peer support to GPs who find themselves at a crossroad in their career or who are facing personal issues, we hope to retain GPs who might otherwise choose an alternative path.
- General Practice is still an incredibly rewarding career, however, it can be difficult to navigate through workload issues and practice dynamics as well as the ever-changing external goal posts that are imposed. There may also be personal circumstances that affect career progression and the ability to manage work life balance at various points in a GP's working life. We want to be able to support colleagues with these challenges.

What Can you Expect?



You can expect a professional GP colleague as a mentor who will be available to listen & understand your situation. They can act as a soundboard.

They will explore your situation with you in a way that will help you progress. They may reflect your thoughts back to you, to help you 'throw light' on things & suggest how you may move forwards. They may also sign post you on to others who can give you direct advice & experience of additional career avenues.



Confidentiality & Documentation

The content of the mentoring is absolutely confidential.

The only exceptions are if the mentor has concerns about your safety, patient safety or there are probity issues. In this situation the mentor will sign post you to further support. The CCG merely need to know that the sessions have taken place.

Notes will not be kept by the mentor. If made, they will not contain identifying information & will be stored securely. It is the mentee's responsibility to keep any records or action plans up to date & safe.

What your Mentor cannot do

It is important that you understand what the mentor cannot do, so you do not have unrealistic expectations. They can not counsel you, give advice, find you a job, be your referee or act in any way on your behalf - however, they will 'journey' with you & hopefully empower you to progress to whatever is right for you.

Think of the analogy of a hungry man who, if given a fish, is fed for a day. However, if given a fishing rod, he will be fed for a lifetime!

What's on offer?

We can offer you 3 **FREE** 1.5 hour mentoring sessions

We will ask you to complete a questionnaire once finished in order to help us evaluate the scheme, ensure future funding & enable us to improve the service we offer.

Find out more:

Contact the Primary Care Workforce Team:
sowoccg.workforce@nhs.net

Alternatively, complete the 'I'd like a mentor' application form & send to the above email address to be matched with a mentor. You can also self-match by viewing the biographies on the Mentoring page on Clarity TeamNet & let the Workforce Team know who you would like to match with. The LMC are also supporting the Programme, so you can also contact them.

If for any reason you need to cancel your arranged mentoring session, you must provide at least 48 hours' notice to your mentor.