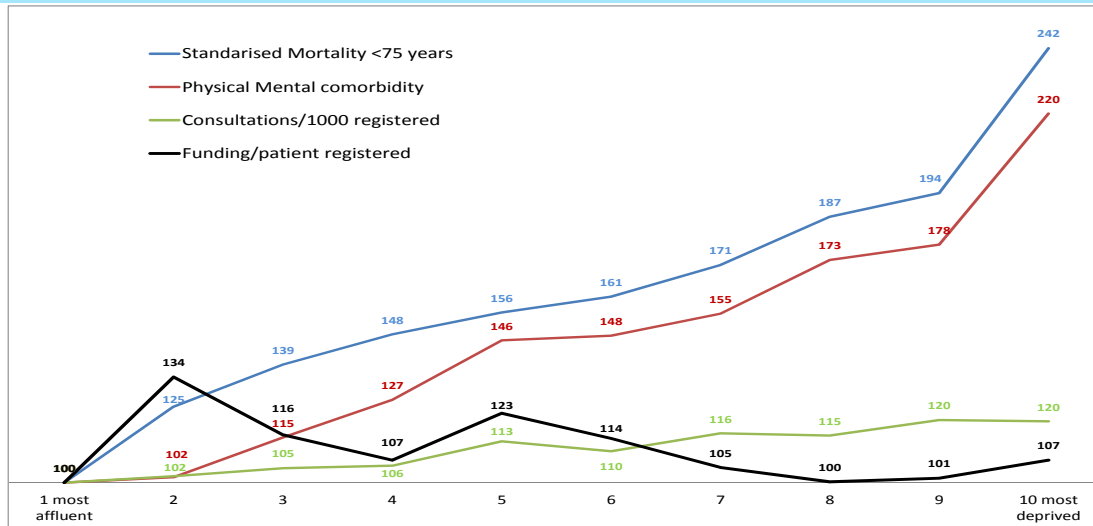


Overview

- The Issues
 - Deep End GPs
- The Scottish Recruitment and Retention Fund
 - Deep End GP Pioneer scheme
- Impact of Scheme

Inverse care law today



McLean G, Guthrie B, Mercer SW, Watt GC. *General practice funding underpins the persistence of the inverse care law: cross-sectional study in Scotland?* BJGP 2015; 65(641): 799-805.

Deep End Issues

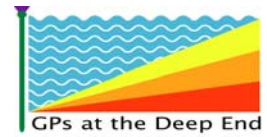
ISSUES AFFECTING DEEP END COMMUNITIES

- Unemployment
- Benefits sanctions
- Cuts to services
- Drugs and alcohol
- Child protection
- Refugees / Immigrants
- Vulnerable adults
- Bereavement

KEY POINTS ABOUT DEEP END ENCOUNTERS

- Multiple morbidity and social complexity
- Interpreter consultations
- Shortage of time
- “Unworried unwell”
- Health literacy
- Weak interfaces
- Practitioner stress

4 Main Areas of Activity



1) Advocacy



2) Evidence



www.gla.ac.uk/deepend

3) Service development



The Scottish Government
 Riaghaltas na h-Alba



4) Professional development

Deep End Pioneer Scheme

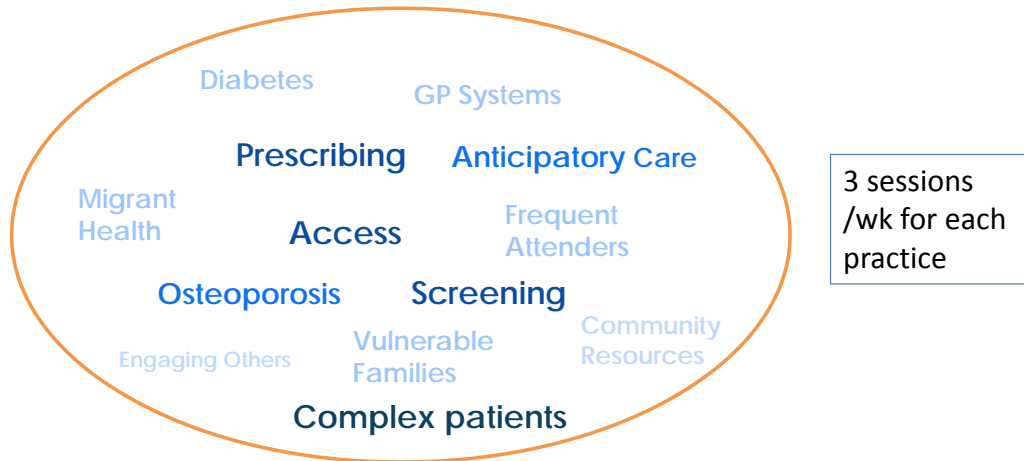


- 5 Early career GP Fellows
- 6 Deep End practices

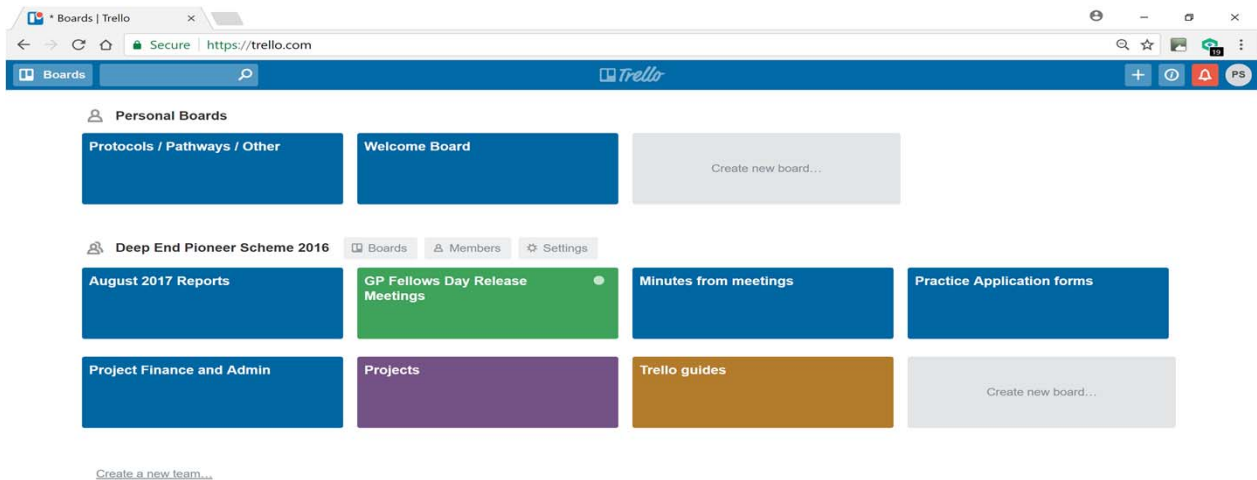
'Key ingredients':

- **Additional** clinical capacity
- **Released time** of experienced GPs for service development
- **Protected time** for Fellows for tailored day-release curriculum and service development
- **Shared learning** across practices

Examples of Practice Projects



Sharing of learning



IT platform: Trello

The screenshot shows a Trello project board with the following columns and cards:

- Screening:** Lightburn Bowel Screening (1), Lightburn Cervical Screening (1), Lightburn Breast Screening (2), Lightburn SCREENING INFORMATION LEAFLETS - VARIOUS LANGUAGES, AND EASY READ (20), Jo's Trust - Materials Order Form (1), Newhills Cervical Screening (1), Lightburn Cervical Screening (1), Newhills cervical screening 2 (1), Baltimore Surgery cervical screening (1), Baltimore Surgery bowel screening (1).
- Anticipatory Care:** Keppoch Palliative Care plans (1), resources and procedures (4), DNA CPR Patient Information Leaflets (1), Review of ACPs Newhills Practice March 2017 (1), ACP Project - Lightburn - Drs O'Neill, Caven and Miller (1), Keppoch High Health Gain Patients (1).
- Service Development/Engagement with Others:** Fit For Work Scheme (1), Hi AMP - Pain/Addictions proposal (1), Virtual Lung Cancer Clinic (1), Income maximisation for pts with LTC (1), Keppoch meeting with local psychiatrist (1), Newhills additional work (1).
- community resources:** Possilpark (1).
- Diabetes:** Newhills Diabetes Audit (1), Lightburn - Diabetes, use of Pioneer time (1).
- Osteoporosis:** Keppoch Osteoporosis Protocol - updated May 17 (1), Newhills bisphosphonate audit (1), Lightburn Osteoporosis Recall/Register (1).

Also sharing within and between clusters

Day-release curriculum

Summaries of day release sessions

- [Child protection in the Deep End](#) (02 Aug 2017)
 - [Freedom from torture](#) (19 Jul 2017)
 - [Personality disorder](#) (05 Jul 2017)
 - [Living with poverty](#) (14 Jun 2017)
 - [Chronic pain, trauma and shame](#) (24 May 2017)
 - [Asylum Health Bridging Team](#) (10 May 2017)
 - [Palliative care in the Deep End](#) (26 Apr 2017)
 - [Multiple exclusion/complex consultations](#) (29 Mar 2017)
 - [Complex consultations and trauma](#) (15 Mar 2017)
 - [Learning from the Links Worker Programme](#) (01 Mar 2017)
 - [Financial inclusion](#) (15 Feb 2017)
 - [Violence reduction and domestic violence](#) (01 Feb 2017)
 - [Govan SHIP](#) (18 Jan 2017)
 - [Preventing burnout](#) (21 Dec 2016)
 - [Quality after QOF and Julian Tudor Hart](#) (07 Dec 2016)
- **External speaker** (approx. half have been Deep End GPs; half from other services/backgrounds)
 - **Fellows take turns to write up**
 - Also time for:
 - Reflective writing
 - Small group learning
 - Discussing practice projects/issues
 - **Engagement activities**
 - REACH
 - Medical student conference
 - Regional Trainers' conference

Impact of the Pioneer Scheme

- Year One Report: **Fellows**
 - More supported compared to locums
 - Part of the team (well established teams)
 - Regular employment / CPD needs met
 - Time to undertake projects
 - Deep End experience / leadership roles

Impact of the Pioneer Scheme

- Year One Report: **GPs**
 - Less stressed and burnt out GPs / retention
 - Extended appointment time
 - Time for ACP / visits / case management
 - Quality improvement positive impact on patient care

Impact of the Pioneer Scheme

- Year One Report: **Practice**
 - Increased morale
 - Increased job satisfaction
 - Team meetings

Summary

- The Pioneer Scheme approach is promising...
 - **Protected time** for both service and professional development
 - **Shared learning** within and between practices
 - **Recruitment & Retention**



Thank you for listening...
Any questions?

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