Deep End GP Pioneer scheme

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Deep End GP Pioneer Scheme
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Overview

• The Deep End Pioneer Scheme
• Impact of Scheme Year One and Two
• Post Scheme
Deep End Pioneer Scheme

- 5 Early career GP Fellows
- 6 Deep End practices
- 2 years

‘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

Funded by...

GP Recruitment and Retention Fund
Shared Learning

• 6 to 8 weekly meetings with GPs and Fellows
• 2 meetings with Practice Managers
• Morning meeting
• Culture change to use protected time
• Peer support
Examples of Practice Projects

- Prescribing
- Anticipatory Care
- Access
- Screening
- Osteoporosis
- Migrant Health
- Engaging Others
- Vulnerable Families
- Complex patients
- Diabetes
- GP Systems
- Frequent Attenders
- Community Resources

3 sessions /wk for each practice
Examples of Practice Projects

- Transition of General Practice Partnerships
- Able to recruit
Sharing of learning
IT platform: Trello
Day-release curriculum

• Examples:
  • Child protection
  • Living with poverty
  • Palliative care
  • Complex trauma
  • Violence reduction unit
  • Chronic pain

• **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
  – Wider engagement: students/studies/projects
Impact of the Pioneer Scheme

• Year One Report: **Practices**
  – Increased morale
  – Increased job satisfaction
  – Team meetings
  – Time
Year 2 Learning

- Consolidation of new work patterns
- Group coherence
- Mismatch Fellow/Practice
- Admin support
- Lack of evaluation
- Unclear future
Jan 19 Practice Feedback

- Lack of reflection/project time missed
- Lack of extra capacity felt
- Unable to recruit for a retiring partner with impact on remaining partners
- Longer waiting times for routine appts/more work in own time
- One development session per month
- Transition to GP partner smoother
Jan 19 Practice Feedback

• Practices are identifying clinical areas e.g. NPT that need updating but lack of time
• Continue some of the implementations
• Uncertain about future
• “Tough”, holiday cover
• Reduction of sessions
• “I cannot do this forever”
• Admin staff are missing GP time
Jan 19 Fellows

- Regular use of shared resources
- Peer support
- Highlight: meaningful shared learning between practices
- Fellow: Teaching programme/Partner: protected time
- Continue locum work in Deep End practices
- How to spot a good practice
- Excellent scheme/continuity with patients and support
- Difference in workload since leaving scheme
Jan 19 Fellows

- Days much busier, no catch up time with academic sessions despite admin time
- Increased stress, lack of time
- “It frustrates me that GPs trying to do good work and make positive changes are expected to do this in their own time”
Own observations/Summary

- Observations: competent, compassionate, caring, community orientated practices, avoidance of duplication, clinical innovators
- R&R, collaborative working/~10% extra capacity, but net gain?
- Fellow experience positive
- New GP contract / lack of funding increase for deprived practices
- Burnout/recruitment/retention of “C” GPs /practices
Thank you for listening....
Any questions?

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