



# Deep End GP Pioneer scheme

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**Deep End GP Pioneer Scheme**  
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# GPs at the Deep End

# 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

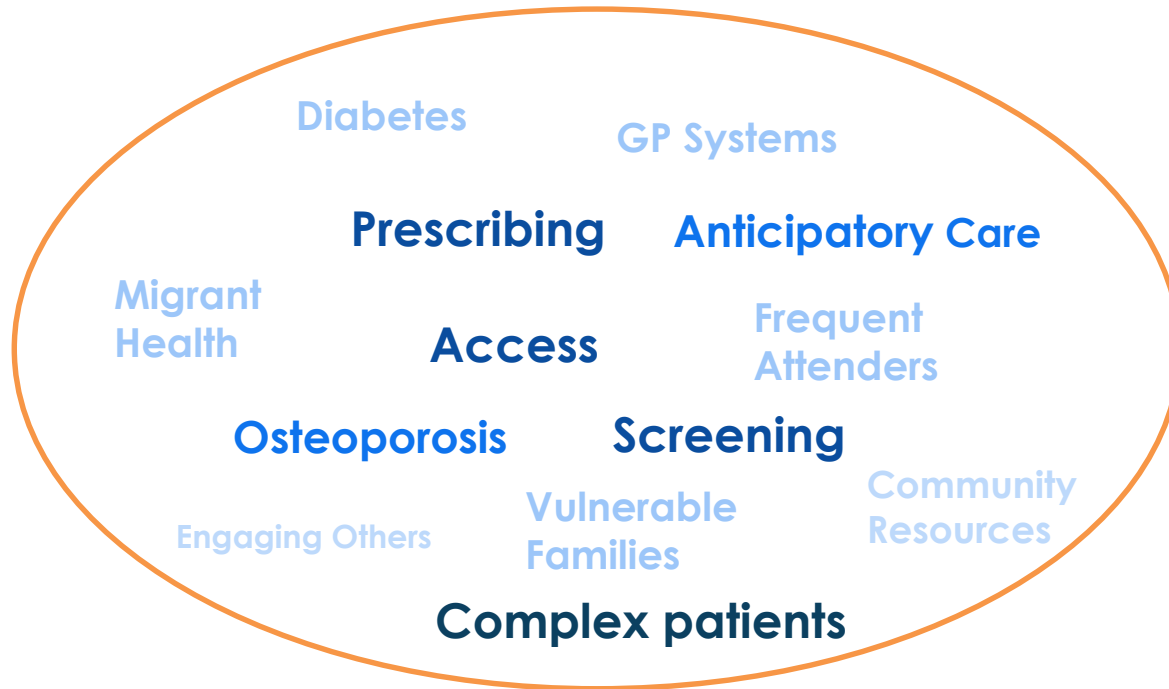
## *'Key ingredients':*

- **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

# 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



3 sessions  
/wk for each  
practice

# Examples of Practice Projects

- Transition of General Practice Partnerships
- Able to recruit

# Sharing of learning

The screenshot shows the Trello web interface in a browser window. The address bar displays "https://trello.com". The page title is "Boards | Trello". The main content area is divided into two sections: "Personal Boards" and "Deep End Pioneer Scheme 2016".

**Personal Boards**

- Protocols / Pathways / Other
- Welcome Board
- Create new board...

**Deep End Pioneer Scheme 2016**

Navigation: Boards | Members | Settings

- August 2017 Reports
- GP Fellows Day Release Meetings
- Minutes from meetings
- Practice Application forms
- Project Finance and Admin
- Projects
- Trello guides
- Create new board...

[Create a new team...](#)

# IT platform: Trello

The screenshot shows a Trello project board titled "Deep End Pioneer Scheme 2016" with the following lists and cards:

- Screening**
  - Lightburn Bowel Screening (1 comment, 3 likes)
  - Lightburn Cervical Screening (1 comment, 3 likes)
  - Lightburn Breast Screening (2 likes)
  - Lightburn SCREENING INFORMATION LEAFLETS - VARIOUS LANGUAGES, AND EASY READ (20 likes)
  - Jo's Trust - Materials Order Form (1 like)
  - Newhills Cervical Screening (1 like)
  - Lightburn Cervical Screening (1 like)
  - Newhills cervical screening 2 (1 like)
  - Baltimore Surgery cervical screening (1 comment, 1 like)
  - Baltimore Surgery bowel screening (Add a card...)
- Anticipatory Care**
  - Keppoch Palliative Care plans (1 comment, 1 like)
  - resources and procedures (4 comments, 3 likes)
  - DNA CPR Patient Information Leaflets (1 comment, 2 likes)
  - Review of ACPs Newhills Practice March 2017 (1 comment, 1 like)
  - ACP Project - Lightburn - Drs O'Neil, Caven and Miller (1 like)
  - Keppoch High Health Gain Patients (1 comment, 1 like)
  - Add a card...
- Service Development/Engagement with Others**
  - Fit For Work Scheme (1 comment, 1 like)
  - Hi AMP - Pain/Addictions proposal (1 like)
  - Virtual Lung Cancer Clinic (1 comment, 2 likes)
  - Income maximisation for pts with LTC (1 like)
  - Keppoch meeting with local psychiatrist (1 like)
  - Newhills additional work (1 comment, 1 like)
  - Add a card...
- community resources**
  - Possilpark (1 like)
  - Add a card...
- Diabetes**
  - Newhills Diabetes Audit (1 comment, 1 like)
  - Lightburn - Diabetes, use of Pioneer time (1 like)
  - Add a card...
- Osteoporosis**
  - Keppoch Osteoporosis Protocol - updated May 17 (1 comment, 1 like)
  - Newhills biphosphonate audit (1 like)
  - Lightburn Osteoporosis Recall/Register (1 like)
  - Add a card...

Also sharing within and between clusters



# 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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