Overview

• The Issues
  • Deep End GPs
• The Scottish Recruitment and Retention Fund
  • Deep End GP Pioneer scheme
• Impact of Scheme
Inverse care law today


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
3) Service development
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

- Prescribing
- Anticipatory Care
- Access
- Screening
- Osteoporosis
- Migrant Health
- Community Resources
- Vulnerable Families
- Engaging Others
- Complex Patients

3 sessions/wk for each practice

Sharing of learning
IT platform: Trello

Also sharing within and between clusters

Day-release curriculum

- 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 SHEP (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?

psambale@nhs.net
deepeendgp@gmail.com
@deepeendgp