**GP Mentorship Scheme**

We recognise that General Practice is going through a time of unprecedented change. GPs are having to manage ever increasing demands from CCGs, regulators, employing and contracting organisations and indeed the patients themselves.

Unmanageable workloads, conflict with peers and organisations, stress caused by complaints and litigation and unreasonable expectations are all leading to anxiety, burn-out and depression. This in turn is contributing to local recruitment and retention problems.

***What is Mentorship?***

As part of this programme, it is important to understand what the role of mentorship is. Mentorship works by enabling mentors to adopt a primarily selfless role in supporting the learning, development, and ultimate success of the doctor. They will use their own experience to support doctors over a defined period, and focus clearly on the needs, goals and challenges of the doctors they are mentoring. Mentoring programmes focus general on four key elements – identifying goal and supporting progress, career development, counselling and sharing knowledge. Mentorship is not a management relationship and is entered in to voluntarily on both sides (mentor and doctor).

Within the context of this programme, the need for mentorship will likely to be linked to the demands of the work environment and personal resilience. Mentorship focuses on ‘problem solving’ and is ‘solution focused’.

The GP Mentorship scheme recognises that these sessions will not provide or replace support already available to GPs through;

* GP Health Service;
* Support through the NHS England Appraisal Process;
* Support accessible through the RCGP for more vulnerable practices; and
* NHS England or private Coaching

This following case study of GP Mentorship supports the details provided above.

*“A doctor who struggled with time-management, regularly finished surgeries up to an hour late. They identified that they were investing too much emotional energy into the doctor-patient relationship and often felt exhausted and risked burn-out.*

*They worked with a mentor who helped them identify that the key problems were poorly defined boundaries within the consultation. The doctor was an expert listener and identified cues and problems very well, but often failed to give back responsibility to patients for their own health outcomes.*

*Working with a mentor they were able to identify their reluctance to accept that change in patient illness behaviour is often beyond their control. Using an agreed method and framework they were able to navigate the psychotherapeutic areas in a consultation more efficiently and empower patients to identify their own solutions. Other steps to reduce stress and improve time management were successfully employed. By the final meeting the doctor reported less fatigue levels, increased job satisfaction and feeling more in control of workload."*

***Mentorship Sessions***

The scheme will fund up to 4, two-hour sessions depending on the individual mentee.

Mentees will not be paid for their attendance at the sessions. Places are allocated on a first come first served basis.

***How do interested GPs access mentorship?***

We would ask that the following is emailed in to [simon.berriman@yorlmcltd.co.uk](mailto:simon.berriman@yorlmcltd.co.uk)

You may be asked to take part in a short telephone conversation with Simon to ascertain whether mentorship is an appropriate source of support for you.

1. Preferred email address
2. Contact telephone number
3. Home address (to help with assigning of mentor)
4. Practice address (if applicable)
5. Current Position

Details will then be uploaded to a portal in order to appropriately assign a mentor.

By providing your details you are agreeing to the use of the portal for this function.

Please note all sessions are confidential. In order to evaluate the outcomes of the pilot you will be asked to complete an evaluation questionnaire once your sessions are completed.

If you have any queries about the enclosed, please do not hesitate to contact

**Simon Berriman**

Executive Officer

YORLMC Ltd

[simon.berriman@yorlmcltd.co.uk](mailto:simon.berriman@yorlmcltd.co.uk)

Tel: 01423 879922