

GP signposts for Yorkshire and the Humber

The NHS England GP Career Support Pack signposts to a range of national resources for GPs and is available [here](#).

The aim of this directory of services for Yorkshire and the Humber is to provide further details of support, career opportunities and contacts to supplement the national pack. We will be reviewing and updating this document frequently and will depend on your input to provide local information.

If you would like to suggest additional content or offer feedback please contact england.yh-appraisals@nhs.net

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Need extra support or worried about your wellbeing?

The appraisal team can provide guidance and advice around appraisal and revalidation or refer doctors to one of our experienced clinical leads for 1-2-1 supportive meetings. We would encourage you to contact the team sooner rather than later if you are feeling professionally vulnerable or worried about your wellbeing for any reason.

To contact the appraisal team, please email:
england.yh-appraisals@nhs.net

There are a number of organisations offering help and support to doctors experiencing difficulties; links to useful resources are provided in this section along with information about the newly available mentoring scheme.

Health and counselling

Action on Addiction: a national charity offering residential rehab and community-based addiction treatment.

BMA doctor advisor service: enables doctors and medical students in distress or difficulty to speak in confidence to another doctor.

British Doctors and Dentists Group: a recovery group for doctors addicted to alcohol and/ or drugs.

DocHealth: a confidential service allowing doctors to explore professional and personal difficulties with senior clinicians.

Doctors' support network: a confidential peer support network for doctors and medical students concerned about their mental health.

GLADD: unites and represents LGBT doctors from all over the UK.

NHS GP Health Service: is a confidential, self-referral service for GPs and GP trainees offering help to doctors with mental health and addiction issues.

Physician Burnout: provides resources and blogs on dealing with burnout and information on available support.

The Sick Doctors Trust: offers support and help for doctors, dentists and medical students who are concerned about their use of drugs and alcohol.



Mentoring

The mentoring offer is a new initiative, widely available across Yorkshire and the Humber, designed to provide time-limited, solution-focused support for GPs who have identified challenges in their professional lives which could benefit from the help of a mentor. Doctors can self-refer and may be sign-posted to the service by colleagues, the LMC, their appraiser etc. The first point of contact is the local LMC office. Following a discussion to identify whether mentoring is the most appropriate route, a mentor will be allocated or an alternative approach recommended.

The mentor contacts the doctor to arrange the meetings. Up to four meetings each lasting 2 hours are offered. At each meeting the issue(s) and mutually agreed best-fit solutions are agreed and documented with a SMART action plan. The current and preferred scenarios are further clarified at each meeting culminating in a final action plan being agreed and documented at the last meeting. The doctor completes a work/life balance questionnaire before and after the period of mentoring and there is a short “exit” questionnaire for the mentor and the mentee at the completion of mentoring all of which will remain anonymous.

Self-help

Be Mindful: an online resource for mindfulness.

Headspace: offers online meditation courses and downloads.

The Royal College of Psychiatrists: a source of information providing fact sheets on mental health issues, supporting someone with a mental health condition and information on mental health professional training.

Living life to the full: a website offering free online courses covering low mood, stress and resiliency.

Mindfulness: A practical guide to finding peace in a frantic world.

Mindfulness for health: A practical guide to relieving pain, reducing stress and restoring wellbeing.



Whole-practice help

RCGP practice support can offer diagnostic assessment and support tailored to meet the particular needs of practices. They have a national team of GPs, practice managers, nurses and pharmacists who can be deployed to support practices on the ground.

Medical defence organisations:

- **MDU**
- **MDDUS**
- **Medical Protection**

Local LMCs: offer a range of support for GPs; see below.

Financial help

The Cameron Fund: provides support to GPs and their families in times of financial need, whether through ill-health, disability, death or loss of employment.

The Royal Medical Foundation: a charity providing assistance to registered doctors and their families who are in financial hardship.

Help me, I'm a doctor: a group of five medical charities working with NHS England who have launched the "Help me, I'm a doctor" portal – a confidential single access point for doctors searching for financial help as well as signposting to other support.

The Royal Medical Benevolent Fund: supports doctors and their families through all stages of their career and beyond. Help ranges from financial assistance in the form of grants and loans to a telephone befriending scheme for those who may be isolated and in need of support.



How the LMC can help you and how you can get involved

Local Medical Committees (LMCs) provide the voice of general practice as providers in their respective localities. Elected members work for and support individual GPs and their practice teams and also contribute to the wider professional voice of general practice.

Whilst recognised by statute and having statutory functions, LMCs are not themselves statutory bodies, they are independent. It is their unique status as independent representative bodies recognised by statute that allows them to be so effective in standing up for and supporting their colleagues.

How the LMC can help you

Your local LMC is able to provide personal and confidential support with problems linked to contractual, financial or performance concerns. This includes attending performance meetings and/or supporting you to get appropriate medical care when required. Confidential support is also available for the wider practice team. When difficulties arise, it's important to contact your LMC for help as early as possible so that timely and effective support can be provided. However, please do note that it's never too late to get in touch.



Why and how to get involved with the LMC

As an elected or co-opted member of your LMC you will have the opportunity to get involved in:

- Actively promoting general practice
- Supporting your colleagues as they adjust to new ways of working brought about by changing NHS structures and reform
- Setting the direction and building better services for everyone in your community
- Holding commissioners and providers to account whilst working collaboratively with partner organisations
- Raising awareness and sharing information with colleagues relating to national developments, including their impact on the local health economy

Election or co-option to your LMC will provide individual benefits and opportunities including:

- Developing a greater understanding of the political arena in which NHS general practice is placed
- Assisting progression at all stages of a career in general practice
- Enhancing your knowledge of clinical and practice management
- Developing your skills in communication, negotiation, diplomacy and accountability
- Working with other partner organisations at local and national level and developing relationships with key individuals within those organisations
- The ability to influence initiatives affecting the livelihood of practices and the working lives of colleagues
- Meeting with GP colleagues locally and nationally
- Raising awareness of issues affecting sessional GPs

To be elected to the LMC you must be on the Performers List and carrying out the majority of your work in the LMC area you wish to represent.

The process of, and timetable for, electing LMC members is individual to each LMC. Please take contact with the LMC in your locality for more information – see next page for details.



Contact your Local Medical Committee:

Barnsley LMC

barnsley.lmc@nhs.net / 01226 355800

Calderdale LMC

seema@vermas.co.uk / 01924 465851

Doncaster LMC

office@doncasterlmc.co.uk / 01302 320010

Humberside LMC (*Hull, East Yorkshire, North and North East Lincolnshire*)

humberside.lmcgroup@nhs.net / 01482 655111

Kirklees LMC

LMC@forrestburlinson.co.uk / 01924 465851

Leeds LMC

mail@leedslmc.org / 01132951460

Rotherham LMC

rotherhamlmc@hotmail.com / 07986 401764

Sheffield LMC

executive@sheffieldlmc.org.uk / 01142 588755

YORLMC (*Bradford, Airedale, Wharfedale, Craven, North Yorkshire, York*)

info@yorlmcld.co.uk / 01423 879922

Wakefield LMC

lmc@wakefieldlmc.co.uk / 01977 625739



Questions about the GP Forward View?

The GP Forward View includes help for struggling practices, plans to reduce workload, expansion of a wider workforce, investment in technology and estates and a national development programme to speed up transformation of services.

More information can be found at www.england.nhs.uk/gp/gpfv/about/

Local clinical advisors are available for further information and signposting:

West Yorkshire

- Dr Andrew Sixsmith: a.sixsmith@nhs.net

South Yorkshire

- Dr Ben Jackson: ben.jackson@sheffield.ac.uk

North Yorkshire and the Humber

- Dr Cathy Twomey: catherine.twomey@nhs.net



Interested in working as a commissioning lead or contributing to the work of a local Clinical Commissioning Group?

NHS Commissioning requires an understanding of clinical evidence, public health, health economics and the management of change. General Practitioners have the skills and clinical experience needed to contribute to an understanding of how services can be optimally configured to meet the needs of their patients. Working in the CCG allows you to develop your personal and management skills, and work with the local health community to influence changes and improve systems in a way that benefits patients. All CCG roles are fully supported, and training is provided.

If you would like to get more involved in the commissioning of local services or become a clinical commissioning lead please contact Dr Andrew Sixsmith for more information: a.sixsmith@nhs.net



Interested in becoming a GP appraiser?

The role of GP appraiser is both challenging and rewarding. Excellent training is provided and there is always support available if needed. Appraiser network meetings provide an opportunity to meet with fellow appraisers, discuss topical issues and share ideas.

The appraisals themselves provide a wealth of material for discussion, reflection and planning which also supports the development of the appraiser and is an excellent way of keeping up to date.

NHS England periodically runs a national appraiser training course that is modified to reflect local policy. This is a two-day competency-based course which includes pre-course preparation, lecture-based material, group work and assessed coursework.

For more information about the role and available training opportunities please contact the appraisal team: england.yh-appraisals@nhs.net



Like to be involved in postgraduate education? Share your expertise - teach General Practice

Pass on your expertise to the next generation of GPs; use your experience to guide younger doctors as they develop their own generalist approach to caring for patients. Help them learn about the importance of continuity and a holistic approach. Keep your own clinical knowledge sharp as they learn about the wide range of presentations in general practice. The GP training community is wide and varied. Local peer support is available for all trainers and FY2 supervisors.

FY2 supervisor opportunities

For more information, visit the [Yorkshire and Humber deanery website](#).

Lead for foundation trainer approval

- Sarah Jordan: sarah.jordan@hee.nhs.uk

Tutors

- Martin Coleman: m.c.coleman@talk21.com (*Doncaster, Barnsley*)
- Keith Collett: keith.collett@nhs.net (*North & North East Lincolnshire*)
- Sarah Jordan: sarah.jordan@hee.nhs.uk (*Sheffield, Rotherham*)
- Mark Roman: mark.roman@nhs.net (*York and Scarborough*)

GP trainer opportunities

For more information, visit the [Yorkshire and Humber deanery website](#).

Or email: gpapprovals.yh@hee.nhs.uk





Undergraduate teaching opportunities

Medical students are keen to learn medicine in general practice and need to develop a generalist approach to care that is holistic and person-centred rather than biological and disease-centred. Use your expertise as a GP to help the doctors of the future become caring and professional generalists.

Medical school expansion means there is currently a demand for more placements in general practice. Training and support is provided.

Contact the GP teaching lead at your local medical school for available opportunities:

Hull York Medical School (HYMS)

- Kevin Anderson, Director of Education, Academy of Primary Care:
Kevin.Anderson@hyms.ac.uk
- Mary Kennedy, Primary Care Coordinator:
Mary.Kennedy@hyms.ac.uk
- General enquiries: **primarycare@hyms.ac.uk**

Leeds University School of Medicine

- General enquiries: **e.m.luff@leeds.ac.uk**
- Jane Kirby, Head of Student Education in Primary Care:
J.Kirby@leeds.ac.uk

Sheffield Medical School

- General enquiries: **teachingoffice1@sheffield.ac.uk**
- Ben Jackson, Director of Primary Care Teaching:
ben.jackson@sheffield.ac.uk
- Peggy Haughton, Admin Manager: **p.haughton@sheffield.ac.uk**



Considering academic options? Unleash your potential for scholarship

Good GPs are good scholars. They face the challenge of keeping up to date in a wide variety of clinical areas whilst bringing their wisdom and experience to the decisions they make with their patients. Do you want to begin or re-ignite an interest in scholarship, such as research or evaluation? Most GPs are unaware of the opportunities available and new communities are developing.

Recommended sources of information and support include:

- **The Society for Academic Primary Care**
- **The HYMS Academy of Primary Care**
- **The NIHR Research Design Service**
- **The West Yorkshire R&D team**
- Doctors in training might be interested in this **NIHR guide**.

You can also contact:

- Srdjan Ljubojevic, NIHR : srdjan.ljubojevic@nihr.ac.uk

Considering GP practice-based research? Some useful contacts:

- Margaret Ikpoh, Clinical Research Network Cluster Lead for Holderness Health and Co-Lead Research Champion for Yorkshire and the Humber Clinical Research Network supporting AITs and First 5GP: mikpoh@nhs.net
- Fran Adams, Clinical Research Network Cluster Lead for MyHealth Pocklington and Unity Cluster and Co-Lead Research Champion for Yorkshire and the Humber Clinical Research Network supporting AITs and First 5GP: fadams1@nhs.net
- Liz Walton, Deep End Research Network Cluster – *particularly interested in practices that work in the most deprived areas in South Yorkshire*: e.walton@sheffield.ac.uk
- Jon Dickson, Lead GP for **Sheffield Primary Care Research** (SPCR) and NIHR Clinical Research Network, delivering NIHR portfolio studies: j.m.dickson@sheffield.ac.uk



Interested in academic roles including research?

Some useful contacts:

Hull York Medical School

- Joanne Reeve, Professor of Primary Care Research and the Director of Research, Academy of Primary Care: joanne.reeve@hyms.ac.uk

Sheffield Medical School

- Chris Burton, Professor of the Academic Unit of Primary Medical Care: chris.burton@sheffield.ac.uk

Leeds Medical School

- Robbie Foy, Professor of Primary Care, Leeds Institute of Health Sciences: r.foy@leeds.ac.uk

Leeds Institute of Health Sciences

- Richard D Neal, Professor of Primary Care Oncology, Academic Unit of Primary Care: r.d.neal@leeds.ac.uk



Would you like to welcome and support international GPs?

International recruitment projects are underway across Yorkshire and the Humber. The schemes rely on support from local GPs throughout the process of relocation and beyond. The benefits include meeting and learning from our international colleagues, opportunities for teaching and training and offering observational placements as well as potentially finding new doctors to help in your practice.

Financial support and all necessary training (including for current non-training practices) is available via the International GP Recruitment Programme and Health Education England.

For further information please contact:

North Yorkshire and the Humber

- Dianne Swiers: dianneswiers@outlook.com
- Cathy Twomey: catherine.twomey@nhs.net

West Yorkshire

- Lindsey Bell: lindsey.bell@nhs.net
- Please see their [international recruitment website](#)

South Yorkshire

- Jaswinder Uppal: jaswinder.uppal@nhs.net

