

Mid-Career GP Fellowship Evaluation: You said-We did 2021-23

You Said...	We Did...
1:1 session with someone at an early stage to talk through ideas	All new M/C GPs invited to have 1:1 chat soon after the introductory meeting with CV
1:1 session would be good	Offered 1:1 regularly at the monthly support meetings and by email to those unable to attend a monthly support meeting.
Initial talk with Sarah C-P in November was helpful. Would have been good to have the peer support meetings straight away	Second cohort- invited to celebratory presentation 5/10/22, intro mtg 10/10/22 then group meetings began Nov 22. Third cohort: intro mtg 17/1/24; group meetings started Feb 24.
It would be helpful to have training in searches	List of useful contacts disseminated at beginning of Fellowship and monthly when relevant following the support session. PCDC Portal. IT Training portal – help to get data: https://trainingbooking.notts-his.nhs.uk/ - Mid Notts e-HS support/help: Stephen Wormall- health & inequality lead (Stephen.wormall1@nhs.net)-happy to support around health inequalities, e-HS and fingertips data and running projects.
Prepare GPs better/manage expectations for non-linear progress	Covered by CV and SC-P at intro mtgs and subsequently by CV at monthly mtgs
Consider getting a list of project ideas - from the current cohort- to help new fellows and feed into a new cohort/new projects.	List of previous projects/outcomes added to Phoenix website for reference/idea generation.
Could there be a scheme like this for women returning to work?	Yes - they can apply for this at the usual time and at least one of fellow took the Fellowship on as they returned from mat leave. Phoenix also offer the GP returners scheme with peer support sessions and access to free learning resources.
I would like to see more leadership programmes	Signposted to resources- Midlands leadership academy, Kings Fund, NHSE leadership courses; options/suggestions as to how to spend £500 educational bursary to access leadership courses/development. Mid-career GPs in Notts are also invited to attend the Phoenix GP leadership webinar series- offered free annually.
How to make PCNs more aware of it and the support needed.	PCNs now much more aware of the fellowship projects now we are on the third cohort of fellows. Project outcomes and scheme evaluation shared with PCN CDs and local system leaders at celebratory event and by email respectively, along with full project title lists at start of year and written outcomes at the end.

	PCN CDs informed when funding is secured for new cohorts. Suggested timeline for recruitment given along with all appropriate forms/info to assist with recruitment. Phoenix speak at PCN CD meetings when invited to update on progress.
Project management skills training	SC-P meeting advising on general project management early in project- October 22, Jan 24. Other training unique and tailored to the individual- identified ad hoc or at group support meetings and signposted accordingly.
Some GPs working over the paid hours	CV regular reminders re sticking to hours and fellows may work flexibly if they choose and it suits them to do so
Need for poster/publication skills	2 meetings delivered June 2023 (also recorded and shared with fellows). Covered: how to end the project- things to consider; how to make posters & where to publish work; PowerPoint presentations. Elevator pitch workshop delivered Sept 2023.
Need for PowerPoint presentation skill	Teaching session by GW in June 2023- slides and recording disseminated after
Offer change management training	Model for improvement shared with 2 nd cohort. QI tool session in development for 3 rd .
In future would the scheme have to be linked to the PCN	Probably, yes, with current fellowship format- but some projects have been extended across the ICS footprint and other projects further reaching (SMD network, TLHC network).
Would value further advice on career progression	Fellows offered signposting: GP-S; Looking after your career (now pulled); Midlands leadership academy; Phoenix have sought to find ongoing carer development options post fellowship via ICS/CDA however opportunities have been difficult to identify. Phoenix are still working on this.
Maybe start the project in summer so not at the busiest time for general practice?	Subsequent cohort funding has to be secured prior to advertising for a new cohort- which is out of our control. Hence October start state for second cohort and January start for third. We are mindful not to commence the fellowships at the most busy times for GP.