



GPMplus summary report – February to December 2021

The GPMplus mentoring service

The need for mentorship has been recognised nationally through the GP Forward View, regionally through the experience of the NHS England appraisal process, and locally through LMC surveys.

The GPMplus hub model has been developed to enable the delivery of a streamlined and consistent model of mentoring to:

- GPs including trainee and returning GPs
- Practice Nurses
- Other clinical staff with leadership responsibilities
- Practice/Business Managers and other non-clinical staff with leadership responsibilities

All mentees are provided with up to 8 hours of mentoring support. Mentoring sessions are delivered in a flexible way to meet the needs of the individual.

It is acknowledged that some mentees may not require 8 hours of mentoring whilst some may benefit from additional sessions; flexibility has been built into the system in order to deliver a tailored approach to mentees based on their needs.

GPMplus aims to increase resilience and retention within the General Practice workforce by helping mentees to:

- Move forward with personal and career goals
- Work through any problem or potential opportunity they feel they have
- Manage transitions positively
- Build confidence
- Improve their work life balance
- Build their resilience
- Achieve their aspirations

General Practice Mentoring Plus

GPMplus is the trading name of LMC Services Yorkshire CIC

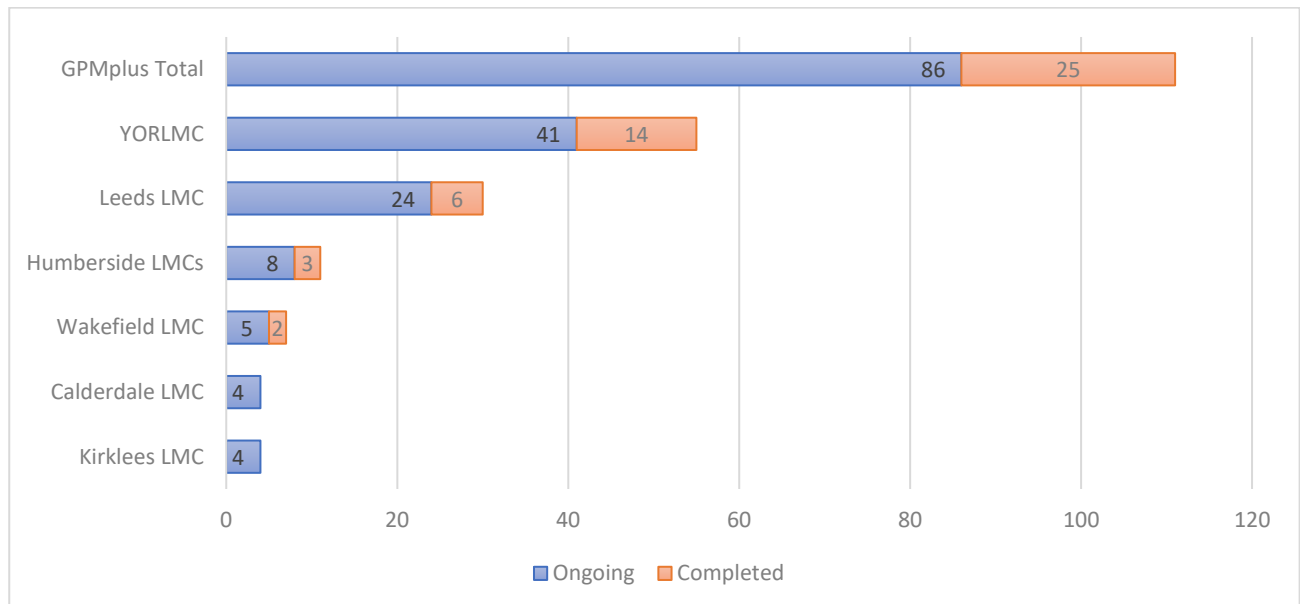
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GPMplus demand

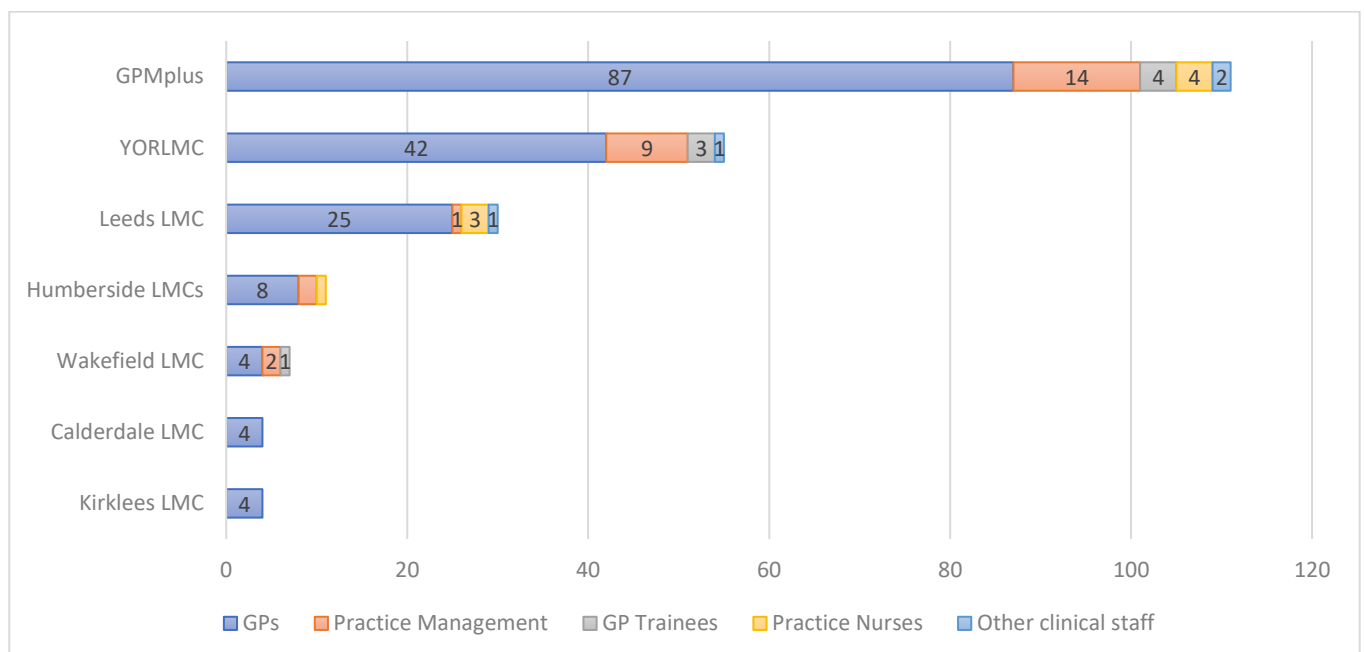
Since the service was launched at the end of February 2021, demand has continued to increase each month. LMCs are provided with promotional materials and are encouraged to promote the service to their constituents on a regular 6-8 weekly basis; where this is undertaken spikes in demand are evidenced.

The total number of mentees that have registered with GPMplus is 111, the breakdown is shown below:



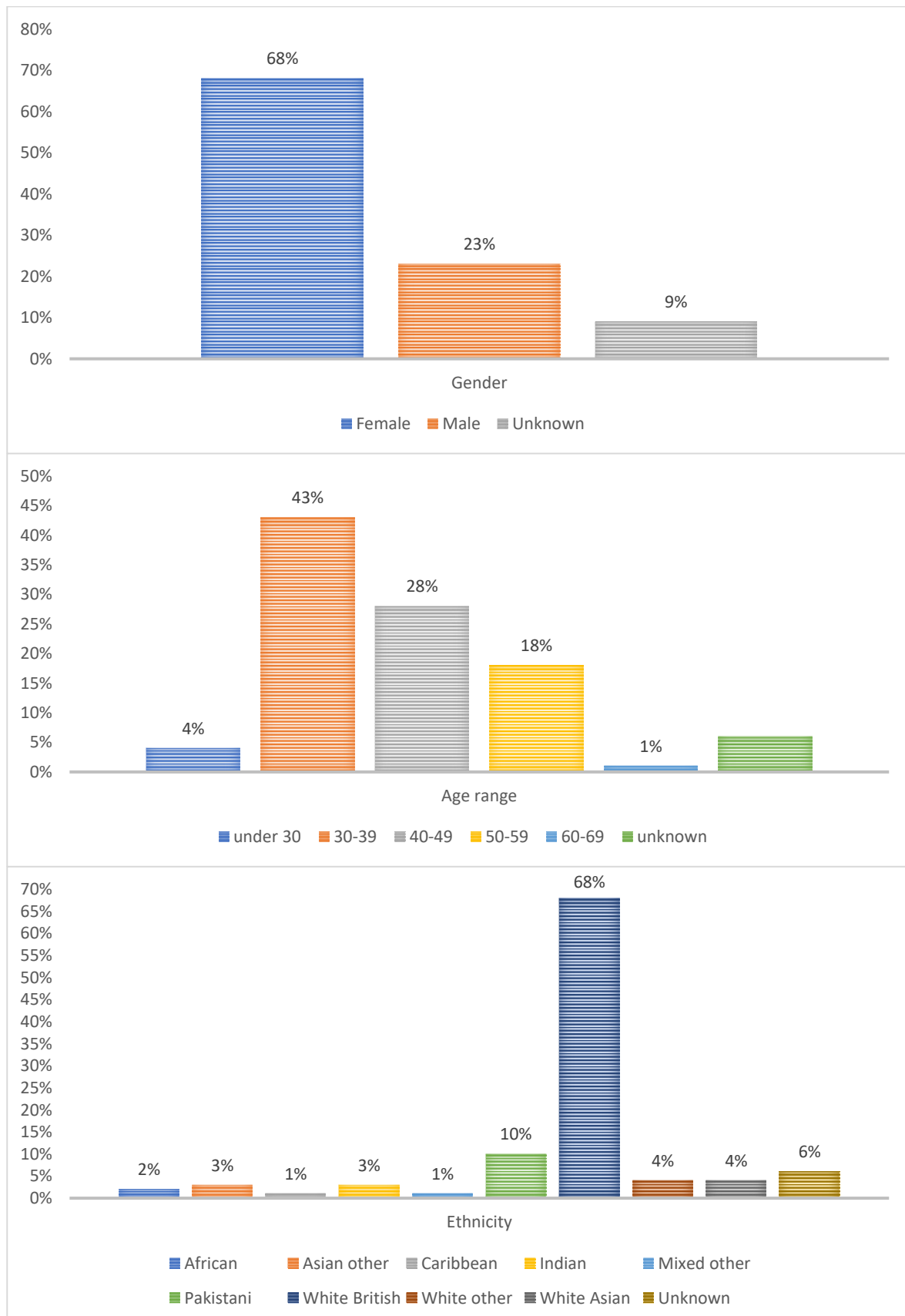
The GPMplus service is available to GPs, Practice Managers, Practice Nurses and other practice staff with leadership responsibilities.

Mentee registrations by role are shown below:



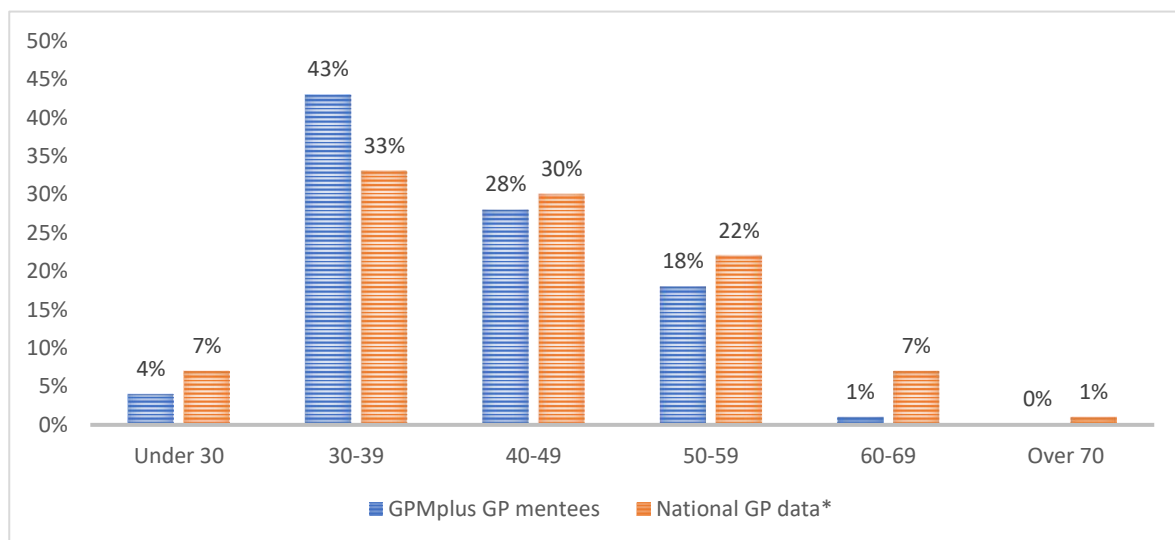
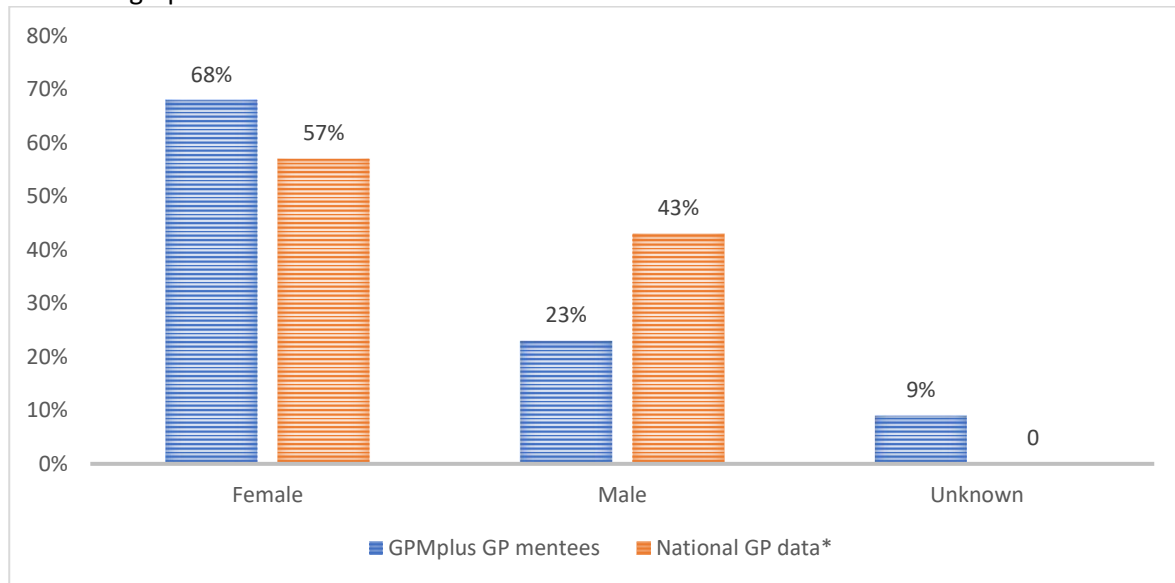
Mentee Demographics - overall

The demographics of mentees is shown below:



GP Mentee Demographics compared to National GP Demographics

The demographics of mentees is shown below:

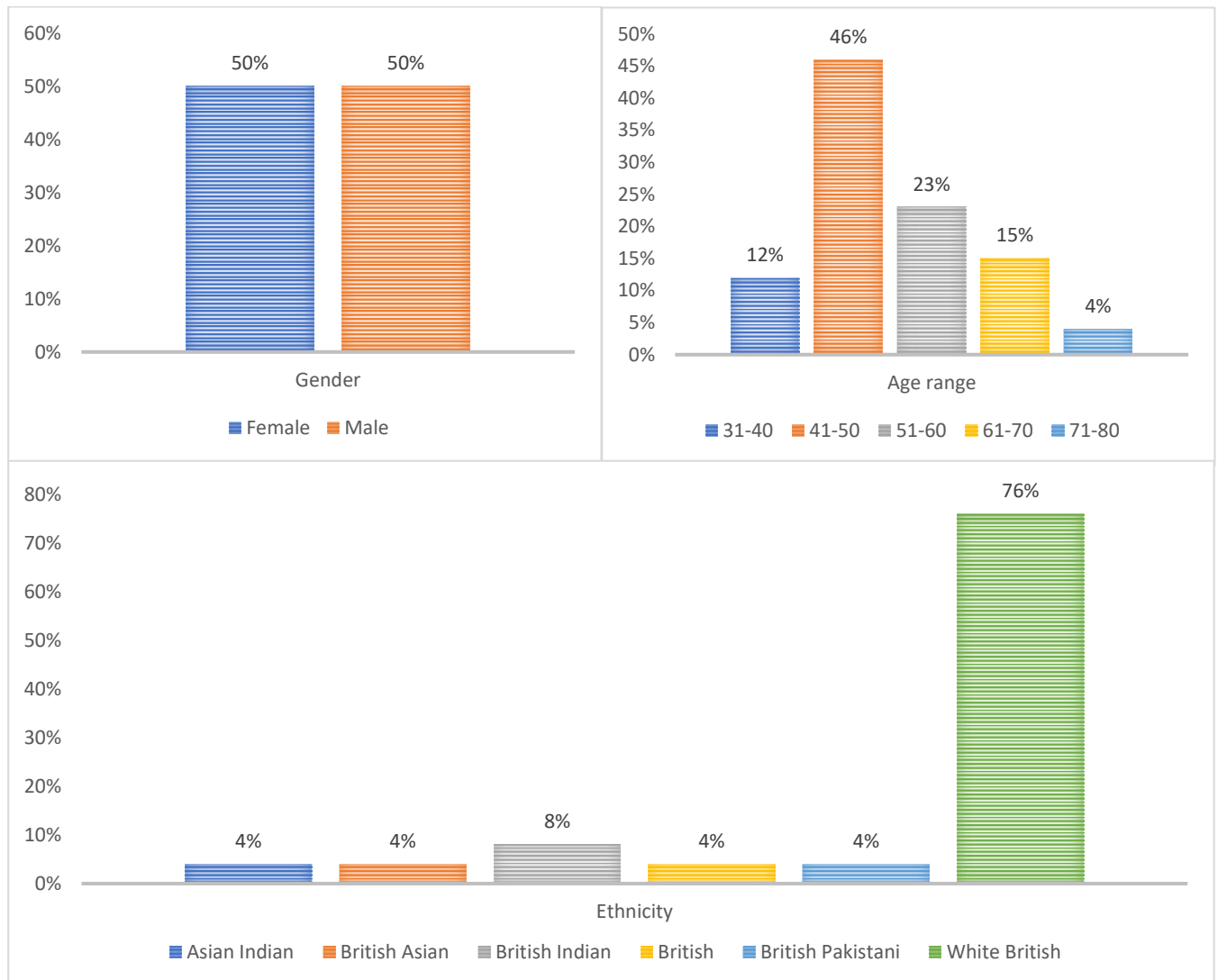


* National GP data from NHS Digital General Practice Workforce September 2020 data. Ethnicity of GPs is not available through the NHS Digital General Practice Workforce data.

GPMplus mentors

All GPMplus mentors are experienced in supporting colleagues using mentoring and coaching skills. Mentors hold, or are working towards, the ILM5 qualification in effective mentoring and coaching. GPMplus mentors have in depth knowledge of the challenges facing General Practice, as they are practising or recently retired GPs. GPMplus currently has an active pool of 25 mentors, providing capacity for c. 210 mentorships.

Demographics of GPMplus mentors are shown below:



Mentor training and support

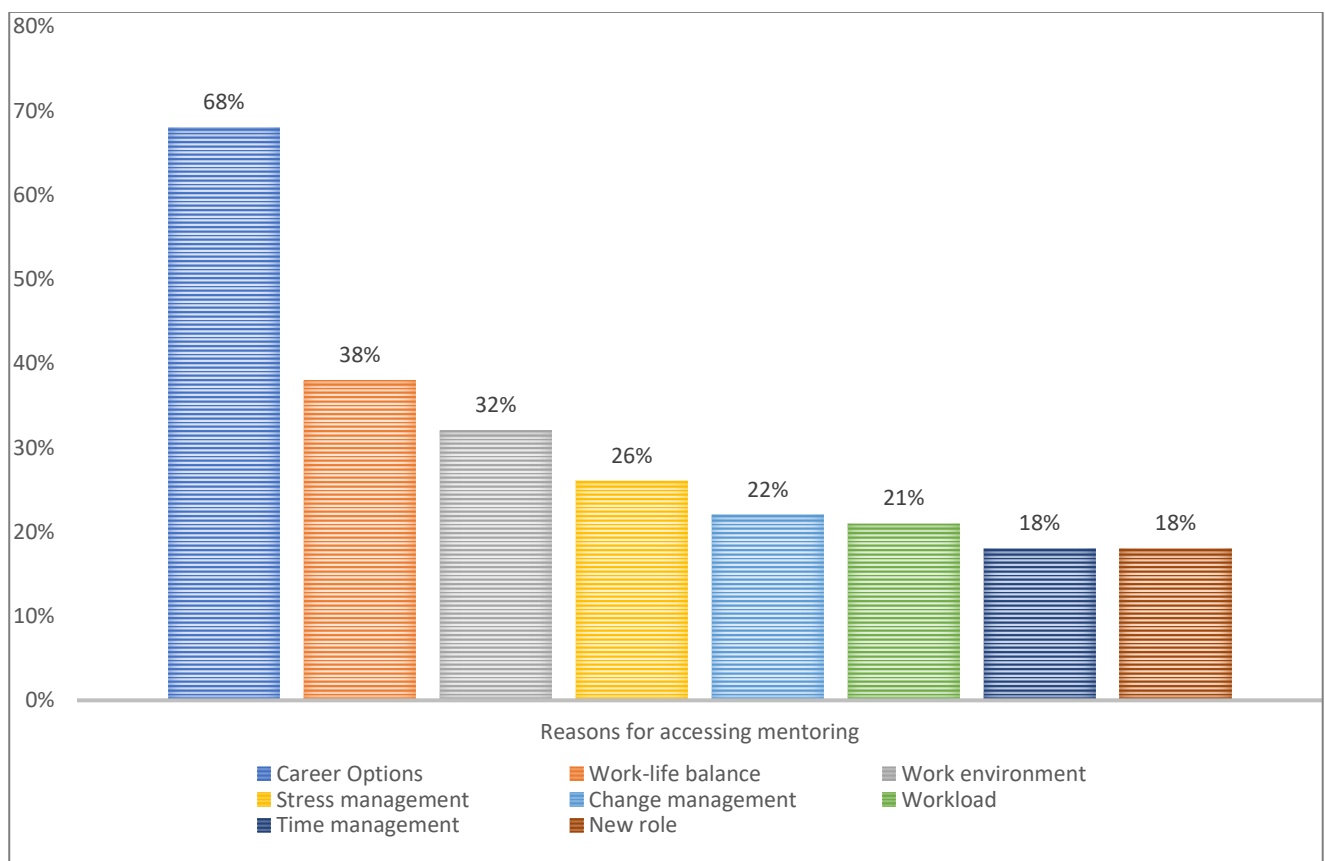
All mentors have attended a GPMplus 2 day mentor training programme, and receive training updates each quarter. Mentors are also invited to attend a peer support session fortnightly.

All mentors that do not already hold the ILM5 qualification in effective mentoring and coaching, have been enrolled on the course and are due to achieve the qualification within 2 years of commencement.

Reasons for accessing mentoring

During the initial mentoring session, the mentor undertakes an assessment to understand the needs of the mentee and to assess what the mentee hopes to achieve from their mentorship. Two thirds of mentees have accessed the service to discuss career options, 38% to discuss their work-life balance and a third to discuss their work environment. Other reasons for accessing mentoring include stress management, to discuss a new role, workload, change and time management, as shown in the graph below.

At their final mentoring session, mentees will be asked which of these topics were addressed during their mentorship, to allow the service to measure whether mentees are being provided with the support they requested.



Measuring the benefits of the GPMplus mentoring support

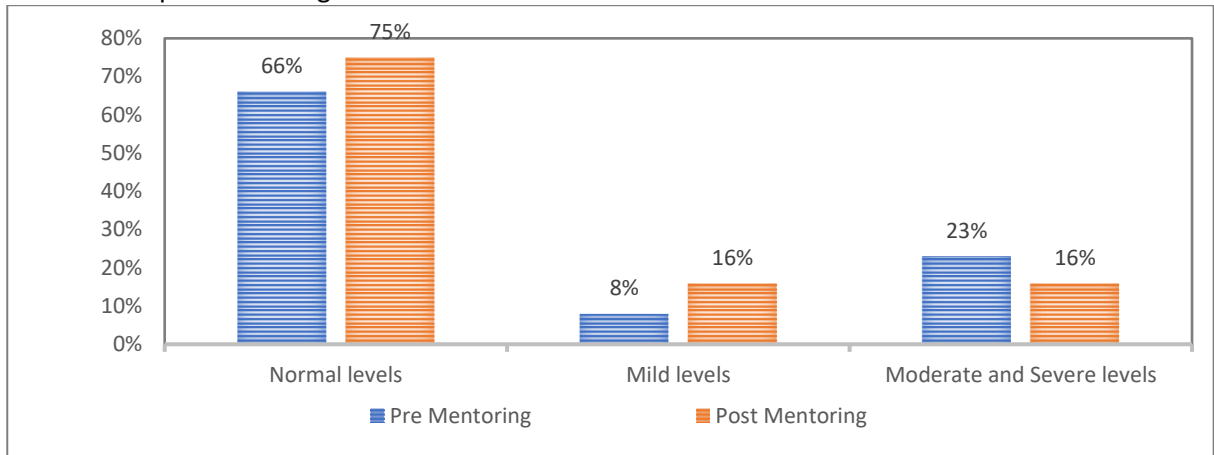
Benefits of Gpmplus support will be measured using:

- **Mentee feedback survey**
Mentees are asked to complete a feedback form detailing the impact of the mentoring support they received, 3 months after completion of their mentorship. The feedback form also asks mentees to provide feedback on any changes they have made as a result of the mentoring support they received. Currently only very limited feedback is available as the majority of mentees are not yet 3 months past completion of their mentorship journey. It is anticipated feedback will become available for reporting from March 2022.

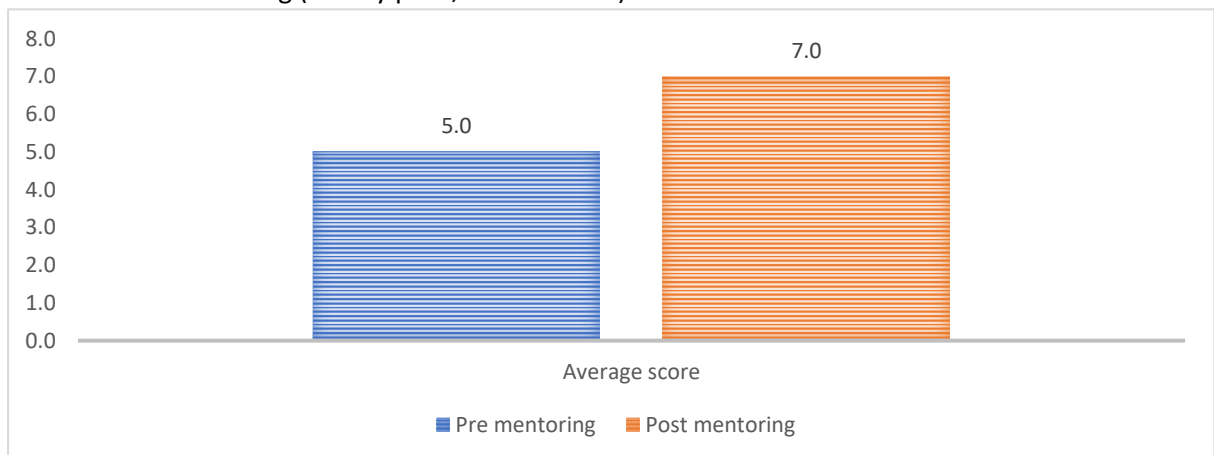
- Stress questionnaire

Mentees are asked to complete a stress questionnaire ahead of their first mentoring session. The questionnaire provides a score reflecting their current stress levels. In addition mentees are asked to rate their current work-life balance on a scale of 1 to 10, 1 = very poor, 10 = excellent. Based on responses to date there, data indicates an improvement in work-life balance ratings following mentoring support.

Stress levels pre mentoring:



Work life balance rating (1=very poor, 10=excellent):



Changes mentees are considering when they start their mentorship:

