



General Practice Task Force - GPTF



Providing wraparound support to Derbyshire GP Practice Teams and PCNs as well as individual GPs and Practice Managers to ensure Derbyshire general practice thrives.

Visit our [website](#) or watch this short [video](#) to find out more

Background

GPTF was originally conceived by Derby and Derbyshire LMC and was made possible by Health Education England commissioning in 2016.

This funding alongside LMC resources helped to support general practice to meet the demands of the Five Year Forward View and the GP Forward View by preparing GPs for transformation, collaboration and whole system working. There were over 30 initiatives supported over the 2 years which reached across many general practice organisations and federations.

GPTF interventions were designed to work across 3 operational domains:

Workload – reducing administrative burdens

Workforce – planning, modeling and development

Working at scale – supporting mergers, collaboration and multi sites

The GPTF has continued to evolve and grow delivering more project support than ever before.



Who We Are

The Team

Name	Role	Time Commitment	
Office Team			
Claire Leggett	Project Lead	0.6 FTE	
Dr Susie Bayley	Clinical Lead	0.5 FTE	
Laura Grainger	Project Coordinator	1 FTE	
Ola Sobolewska	Project Apprentice	1 FTE	
Core Team			
Dr Gail Walton	GP Workforce Lead	2 sessions / wk	
Dr Phil Parker	GP Retention Lead	1 sessions / wk	
Dr Simeon Rackham	First 5 Lead	1 sessions / wk	
Dr Elise Brogan	GPTF Fellow	1 sessions / wk	
Drs Ruth Dils / Julie Law	Derbyshire Education Network Leads	2 sessions / month	
Drs Drew Smith/Tony Shanks	Partnership Development Programme	2 sessions / month	
Additional Team members			
GPTF Executive	GPTF Facilitators	GPTF Fellows	GP Alliance Advisors

Our Vision

To help Derbyshire General Practice to become sustainable and resilient and help practices to transform, grow and thrive.

We deliver bespoke, practical wraparound support for general practice through expert independent facilitation, workforce support and training in association with key partners.



What We Do

Our Projects: GPTF Workforce Support Schemes

GP RETENTION

GP ASPIRE

- 1:1 Career coaching and development including creation (and funding) of Fellowship lite options and portfolio careers
- Coaching and Mentoring via GP-S
- Networking incl CV / Retirement / Webinars

GP ASPIRE: NQ + FIRST 5

- ABOVE offer directed to First 5 and ST3s to help support / design careers +
- [GP Preceptorship](#) – 6 sessions for ST3s and NQ GPs + teach to mentor
- [Derbyshire First5s](#) – Supported networking across the county

4 PILLARS retention

- First5 and Clinical Workforce Lead roles hosted by GPTF
- Welcome to Work scheme – supported return to work for those on long-term leave
- Tier 2 support
- GP Academy – see above

Other

- PARTNERS [GP Partnership Development Programme](#)
- SESSIONALS [Derbyshire Education Network](#) - monthly meeting and networking South and North
- LOCUMS GPTF support and networking + admin needs via [Derbyshire Medical Chambers](#)

NEW TO PRACTICE SCHEME

- Support for **ALL** newly qualified GPs and GP Nurses
- Covers key elements
 - Induction
 - Mentoring
 - Peer Support
- Educational activities
- Leadership development

Our Projects: Workforce / Workload Support Schemes

PRACTICE RESILIENCE

- Facilitation
- Diagnostics and organisational development
- Workforce analysis
- Succession planning
- Rapid intervention for practices at risk
- Formal and informal collaboration support (including mergers)
- Team-building, practice sustainability, relationships between practices
- Practice and individual resilience support
- Workflow
- Appointment and demand analysis
- Change management support
- GP Consultant model introduction

PM DEVELOPMENT

- Coaching and mentoring support
- Practice Management education, training and master classes - ongoing education programme continuing
- Project Management series Sept 19-March 20
- Peer support via GPTF Facilitators

PCN Support

- Facilitating practice engagement within PCNs
- Support for CDs and PCN Ops staff with expert advice eg via Webinars plus Leadership offer
- PCN menu of support

GPTF Key Relationships

ALL PROJECTS



Joined Up Care Derbyshire
Derby and Derbyshire CCG
NHSE&I
Health Education Derbyshire
Derby and Derbyshire LMC
Derbyshire GP Alliance

GP RETENTION



- Secondary Care / Mental Health Trusts / DHU
- HEE
- GP-S Mentoring
- RCGP
- Regional First5 network
- National Leadership Academy
- University of Nottingham
- Appraisal and Revalidation Team
- International Recruitment Team
- Local HEE Fellowship Leads
- GP Leadership Group
- GPRISS Sites

Practice Resilience



- Local practices
- PCNs
- Federations

PM Development



- Local practices
- PCNs
- Federations
- Local HR expertise

PCN Support



- Local practices
- PCNs
- Clinical Directors
- General Practice Defence Fund
- National LMC network / GPC England

GP Aspire

GP Aspire initially starting as a pilot project in early 2018 to try and retain GPs considering leaving general practice.

After listening to GPs across the county, the project has now widened to support all GPs in Derbyshire at any stage of their career with the following:

- 1:1 Careers advice
- Support for those changing roles
- Signposting to available support including wellbeing, mentoring, leadership and mental health
- Job brokering
- Help designing your perfect portfolio career
- Welcome to work support for those re-joining the profession or new to Derbyshire / retainership

NEW FOR 2019/20

- Targeted support for newly qualified GPs including the **GP Preceptorship Programme**
- Facilitated Networking
- Development programmes including the **GP Partnership Development Programme**
- **Fellowship light and Portfolio roles**
- Increase awareness of Aspire amongst the GP community

Lead: Dr Gail Walton supported by Dr Phil Parker and Dr Simeon Rackham First5

Practice Management Development

Thanks to GPFV support, the GP Task Force Derbyshire are running a programme of Practice Management Development support.

- Tailored training courses covering a range of business areas such as HR and Finance to meet needs at different scales across the county
 - *All of Derbyshire*
 - *Place / PCN*
 - *Individual practice*
- Wellbeing support via GP-S
- Mentorship for Practice Managers – Peer to Peer

NEW for 19/20

- 4 day Change project training programme aimed at practices and PCNs with HED
- Aspiring Practice Managers of the future
- Seminars on selected topics
- Support for new PMs

Lead: Claire Leggett

Practice Resilience

Designed to support any Derbyshire practice struggling with workload, workforce or working-at-scale issues. GPTF will scope the issue and match the practice with a Change Facilitator to provide expert assistance

Workforce

- Facilitation and mediation
- Diagnostics & OD
- Workforce analysis
- Succession planning
- Team building
- Rapid intervention for practices at significant risk
- Training Needs analysis
- Identify cost savings, income opportunities & cash flow optimisation
- Business Continuity
- Change management support
- Building personal resilience
- Mentoring (via GP-s)

Workload

- Saving practice time
- Workflow
- Appointment analysis
- Clinical pathway review
- System redesign
- Tools and audits to consider demand/ manage change

Working at Scale

- Formal and informal collaboration including mergers
- Federation support
- Shared staffing models
- Resilience programme of events for all Derbyshire practices
- PCN development support (funded separately not through resilience)

NEW FOR 2019/20

- Expand offer to practices at risk including rapid intervention
- Expand facilitation team
- Bespoke facilitation of change projects and practice challenges
- Promote new ways of working
 - *Derbyshire GP Consultant model*
 - *Document management*

Lead: Claire Leggett

Primary Care Networks (PCNs)

Bespoke PCN support and facilitation to emerging Derbyshire PCNs coupled with Derbyshire wide advice and guidance.

- Working with PCNs to encourage and increase practice engagement across PCN network
- Provide facilitation for events, meetings as requested
- Provided 1:1 and group support for Clinical Directors and PCN management staff
- Create bespoke events for Clinical Directors and the ops teams to share information and network
- Bespoke PCN projects

Project focus for 2019 / 20

- Support business planning and year 1 objectives around PCN values, vision and mission
- Identify support needs for Clinical Directors
- Provide advice and guidance for emerging PCNs
- Self assessment of PCNs against PCN maturity matrix

Lead: Claire Leggett

GPTF Services

Derbyshire Medical Chambers

Our growing locum chambers is a **not-for-profit** initiative creating a premium service for locums and practices alike, to make working as a locum stress free and supported.

- GPTF provide the administration to match quality locums availability with practices requiring support
- GPTF manage all the paper work including invoicing and pension forms

Lead: Susie Bayley

Derbyshire Educational Network

The Derbyshire Education Network is for your doctor's educational needs. Whether you are a salaried GP, locum, retainer, portfolio doctor or on a career break all GPs are welcome to join our thriving education and networking sessions.

- Free CPD
- Varied content
- Networking with peers

GPTF Contact Details and links

Website: <https://gptaskforce.com/>

Email: DDLMC.GPTF@nhs.net

Derbyshire Education Network:
<https://derbyshireeducationnetwork.com/>

Derbyshire Medical Chambers:
DDLMC.Chambers@nhs.net