

What additional support is available through the GP wellbeing pilot?

The following additional services are available for you to signpost doctors to.

A confidential, wellbeing focused discussion:

- This is an opportunity to have a one-off discussion with an appraiser trained in wellbeing and with skills in coaching;
- Whilst the discussion will be with an appraiser, this is NOT an appraisal. It is completely independent of revalidation or any other regulatory/governance process. No information about the discussion will be shared, and as long as no patient safety or fitness to practice concerns are raised, this will be completely confidential;
- This will provide the doctor with the opportunity to reflect upon their situation and their wellbeing with a peer, identify issues to address and commit to goals. If necessary, the doctor will be guided to additional support.

Wellbeing focused coaching:

- Devon LMC will be offering up to six sessions of coaching to GPs identified at appraisal as stressed/working under stress, free of charge;
- These will be confidential coaching sessions, where the aim is to support the doctor's wellbeing. The doctor is free to use this opportunity to discuss whatever they wish;
- The sessions can be virtual or in person.

Peer support groups:

- There is lots of evidence that the support doctors get from their peers is beneficial, and this is often what doctors say they need the most;
- In response, to this we have established a peer support group for GPs who have been identified at appraisal as stressed/working under stress;
- This will be a facilitated, closed group, where the focus will be on the doctor and not on their patients. They will be able to share their experiences with peers and will be supported to take action to maintain or improve their wellbeing. Depending upon the needs of the participants, the group could include training on different aspects of wellbeing;
- In order to ensure GPs are able to attend these groups, they will be reimbursed for their attendance, enabling them to pay a locum for work at the practice;
- The groups will be in person initially, moving to online if this is what attendees would prefer.

Mindfulness training

- a. Of all of the interventions that have been shown to improve doctor wellbeing, mindfulness has some of the best evidence of effectiveness;
- b. For those who wish to access it, Mindfulness Based Stress Reduction training will be available to GPs who have been identified at appraisal as stressed/working under stress;
- c. This training will be provided a GP and highly experienced mindfulness trainer, with lots of experience of providing mindfulness training to doctors;
- d. There will be a small charge to GPs who wish to access this training.

How does the doctor access this support?

Simply send an email to selma.hussain2@nhs.net (copying in vik.mohan@nhs.net to ensure any periods of absence are covered) giving the name of the doctor and the support they want to offer. Tell the GP they will be contacted by the appraisal team, who will connect them to the appropriate support. Please also tell them that the appraisal team will also want to seek their feedback on the support they've received.

Where can I access guidance on how best to support this doctor?

If at any time in the coming year you would like to discuss how best to support a GP you're appraising, or where best to signpost them to, please email Vik Mohan on vik.mohan@nhs.net. As always, your senior appraiser is also there to support.