

—— The Primary Care Workforce Team is now offering ——

FREE Mentoring

for our General Practice Clinical staff including
GPs, Clinical Pharmacists & More

**New to General Practice or currently training?
At risk of burnout? Thinking of leaving General Practice?
Need help to manage your transition from training to a
new role, make decisions about personal development or
improve a process within your practice?**

Is this you:



I'm new to General Practice or currently training – how can I develop my career?



I'm an experienced GP – but I'm at a crossroads in my career



I'd like someone to help me identify new skills, inspire, motivate and increase my confidence and self-esteem



How can I fulfil my potential?



How do I manage my work/life balance

How can a Mentor help?

A mentor can help assess strengths and weaknesses, develop new skills and help in planning and implementing short and long term goals. They can often provide a fresh perspective, help in exploring alternative options and potential barriers and help seek new ways of overcoming challenges and problems. **We want to support you with the challenges you may be facing.**

About Mentoring

What are we offering?

We are offering you a mentor, as a 'professional friend', to support you in your general practice journey. This will be someone with dedicated time, who will listen, so you are able to share concerns and facilitate discussion, so you are able to think through how matters may progress.

We have all been through a particularly difficult time and now we are re-emerging in a different world with many additional challenges ahead. Mentoring is an opportunity to enable us to see through these challenges, and a way we can look after our own mental wellbeing. All our mentors are trained and most have educational as well as clinical backgrounds. **Why not give it a try?**

A mentor can provide support with:



Career Planning within General Practice



Taking on or dropping additional roles



Prioritising own wellbeing



Surviving in General Practice



Burnout



Coping with Stress



Dealing with a Complaint



Juggling Everything

Your local Mentor leads...

Dr Tricia Houlston

Retired GP



My career has involved nearly 30 years of General Practice combined with educational roles. I have taught undergraduates in practice for 20 years and continue in my role as Deputy Head of Academy for Community Based Medicine at the University of Birmingham. I have been a GP Trainer, Training Programme Director and more latterly, I was an Associate Dean with Health Education England.

As part of this, I worked on the Professional Support Unit and headed up a mentoring scheme for doctors in difficulty in the West Midlands. I believe mentoring should be for everyone and we all have times in our life when we need that bit of support.

I live in Worcestershire with my husband and 4 cats. I enjoy playing golf (badly!), gardening and sewing. GP Education is my specialist area.

Dr Gilly Cooper

Mentor, Member of BMA Doctor Supporter Team.

Retired from clinical practice



Previously a full-time partner at Elgar House, Redditch from 1982, I retired from clinical work in 2017. I held roles in GP education as trainer, programme director and appraiser, as well as being a member and trainer on the former West Midlands Mentoring Scheme. I was medical adviser to the Worcestershire Health Authority and later to a Birmingham CCG.

Now I work with the BMA Doctor Support Unit who provide help to doctors undergoing GMC investigation and peer support by telephone to doctors and medical students in difficulty. I am a long-term member of the Balint Society.

Tricia and Gilly support our team of 20+ mentors

Mentee Feedback

We've been running this programme for 5 years and have seen the benefits, here is some of the feedback we've received from our mentees:

“ I think that the mentoring process was overwhelmingly positive. Upon reflection having an outside voice to listen to and to discuss things with was invaluable. In a very busy and stressful environment often we don't get a chance to have a chat with other colleagues and I think it is a really positive step. Even though we talked generally about several topics and maybe diverted a few times, when the meetings are not there you realise the positive impact that they had. This is particularly still important as we are in a pandemic and the ability to interact socially is restricted. ”

“ I am fortunate to have an experienced mentor who is well informed about GP career opportunities and appropriately call my attention to opportunities and encourages me to apply for posts that most appeal to my interests. My GP mentor also provides an independent professional support especially when I am in need of career advice or someone to talk to professionally. ”

“ My mentor has been exceptional in informing me about opportunities available to develop my career here in Worcestershire. As a result I have successfully applied for multiple fully-funded leadership programs which have enhanced my leadership skills at work. One of the unique privileges I have with my mentor is the time to learn about me and my career interests over multiple informal meetings. My mentor is genuinely interested in empowering and planting newly qualified GPs within the locality. I am very grateful to have such inspiring Mentor! ”

Referral into the programme:

To apply for your 3 free mentoring sessions, simply complete the 'Mentoring Request Form': Apply via: <https://bit.ly/MentoringFormHW> or on our Teamnet page: <https://bit.ly/gpmentorhw>