

Role Description

Role:	GP Mentor
Pay Band:	Sessional rate of £289 (inclusive of on-costs)
Hours	A session a week up to a maximum of 35 weeks
Location	This role will may require travel around the BLMK ICS geography
Reporting to:	Workforce and Education Manager, Beds and Herts LMC
Accountable to:	Mid-Late Career GP Strategic Lead, BLMK Primary Care Training Hub
Tenure:	Minimum of 12 months from commencement of mentoring

BLMK ICS is committed to supporting the attraction, retention and development of the GP Workforce within Primary Care. A key part of achieving this within BLMK is to ensure that there are support mechanisms and development opportunities for all GPs, from newly qualified to late career. The role of the GP Mentor is an integral part of achieving a satisfying and supportive environment for BLMK GPs to thrive.

The role of the GP Mentor is part of the [BLMK Mid-Late Career GP Mentor Programme](#). This has been developed based on the [NHSEI Supporting Mentors Scheme](#) national guidance and has been tailored and will be delivered with local partners to best meet the needs of GPs in Bedfordshire, Luton and Milton Keynes. It is a core part of the [BLMK Primary Care Training Hub](#), GP Retention and Development Strategy.

GP Mentors will primarily mentor newly qualified GPs as part of the [NSHEI New to Practice Programme](#). The aim of the programme is to ensure our newly qualified GPs are supported at the very early parts of their careers as independent Practitioners in Primary Care. Given that the GP training scheme is condensed into only 3 years it has become apparent that qualified GPs often feel clinically safe, but lack some of the essential knowledge and experience that support early career GPs to build their confidence and resilience. The two year programme comprises of education and training, networking, mentoring and coaching and support to understand the GP role in integrated working. GP Mentors will play a pivotal role in supporting newly qualified GPs navigate their transition.

As a mentor, you will:

- Play a key role in helping individuals achieve their potential, professionally and personally.
- Listen actively to identify, clarify and understand their individual values and needs, respecting their views.
- Inspire, motivate and develop mentee confidence.
- Have an awareness of the environment in which the mentee works and share experience and knowledge that relates to this.
- Support and enable mentees to take responsibility and ownership for their own decisions and actions.
- Empower mentees to explore opportunities and find ways to overcome challenges.
- Organise and structure the sessions and evaluate and follow up accordingly.
- Adhere to the mentoring agreement, roles, responsibilities and expectations of a mentor and maintain confidentiality.
- Actively participate in learning and development opportunities, reflective practice and support sessions.
- Contribute to reporting activity and evaluation processes regularly, as and when required

PERSON SPECIFICATION

Role title: GP Mentor	Band: Medical Grade
BLMK Integrated Care System	Date: August 2021

* Assessed method **A=Application** **I=interview**

Essential Criteria	*	Desirable Criteria	*
Qualifications and Training <ul style="list-style-type: none"> • Qualified doctor included on the GMC GP Register 	A		
Experience <ul style="list-style-type: none"> • Minimum 8 years' experience of working within Primary Care • Minimum 3 years' experience of working in BLMK • In-depth clinical knowledge and understanding of the principles of evidence based healthcare 	A/I	<ul style="list-style-type: none"> • Experience of working with a wide range of stakeholders • Previous experience of supporting of newly qualified/ early career GPs • Up to date knowledge and expertise of national priorities for GP profession in Primary Care 	A/I
Skills <ul style="list-style-type: none"> • Excellent communication skills, listening, written and verbal. • Good organisational and planning skills • Skilled and sensitive communicator, confident in dealing with a range of stakeholders at all levels and with issues that may be contentious. 	A/I	<ul style="list-style-type: none"> • Leadership skills • Mentoring and coaching skills 	A/I
Aptitude and professionalism <ul style="list-style-type: none"> • Accepts responsibility and accountability for own mentorship workload • Recognises the limits of own authority within the role • Seeks and uses professional support appropriately • Understands the principle of confidentiality • Self-motivated with a 'can do' attitude and can motivate others. 	A/I	<ul style="list-style-type: none"> • Political awareness 	A/I
Commitment <ul style="list-style-type: none"> • Ability and willingness to undertake the ILM5 accredited training • Willingness to complete necessary study and assessment activities in own time over the 12 months of the course • Willingness to commit to a minimum of 12 months as a mentor. • Ability to 			