

PCN Portfolio Role Development Grant Scheme

General Practice Forward View / Four Pillars GP Retention Funding 2019-2020

Expressions of Interest sought

National workforce strategies have highlighted portfolio careers as a means of reducing burnout and encouraging GP retention. Thanks to the General Practice Forward View and NHS England's Four Pillars Targeted GP Retention Programme, Herefordshire and Worcestershire CCGs GP Workforce Team has funding to support the development of flexible career opportunities within general practice.

The scheme outlined below has been designed to **retain existing GPs** within the counties **whilst enhancing an individual's skills and knowledge in areas of interest to them**, and **supporting areas of need for Primary Care Networks in Herefordshire and Worcestershire**. They encourage a different approach to tackling recruitment difficulties by encouraging GPs to adopt a portfolio approach to their employment options. The schemes are bespoke and flexible with the intention that all roles benefit local Primary Care Network needs and the wider health care system within Herefordshire and Worcestershire.

PCN Portfolio role Development Grant Scheme

Following the success and learning of the GP Retention Intensive Support Sites (GPRISS), we are able to offer **25 individual educational grants of up to £3000 to existing GPs to support developing a portfolio role** that creates additional expertise within Herefordshire and Worcestershire general practice and particularly within PCNs.

These grants may be used to support a key learning objective such as funding a diploma (which would in time support work within Herefordshire and Worcestershire PCNs), support time to develop a GPwSI / GPwER post, further training in medical education or be used to develop a leadership role or research expertise.

Grants will be awarded based on completion of the attached EoI form aiming for a geographical spread of funding across the counties and according to criteria devised in association with local GP Leaders, Integrated Care System partners and the CCGs.

Eligibility Criteria

To ensure we are awarding funding appropriately and add value to Herefordshire and Worcestershire general practice, we will apply eligibility criteria. All applicants must be:

- A current GP working within Herefordshire and Worcestershire GP practices (**open to any GP regardless of employment locum/salaried/sessional/retainer/partner/other and more than 2 years post CCT**)
- Be planning to stay in Herefordshire and Worcestershire for at least 2 years
- Be willing to share learning/brief case study across Herefordshire and Worcestershire
- Have discussed the grant proposal within their local PCN to ensure it fits with PCN need/direction of travel

Disclaimer: If for any reason you withdraw from your role before the end of the 12 month fixed term, we will expect you to discuss your intentions with us and may request some of the funding be returned.

Closing date: 24th January 2020

Please send completed expression of interest along with confirmation of support from your Practice/PCN to sowoccg.workforce@nhs.net by 24th January 2020.