

**Bright idea:
Deep End GP Pioneer scheme**

Dr David Blane, Academic Co-ordinator,
Deep End GP Pioneer Scheme

Locum GP, Pollokshaws Medical Centre
Clinical Academic Fellow, University of Glasgow

GPs at the Deep End

Overview

- What the problem was?
 - Inverse care law / GP Recruitment and Retention issues
- What is the Bright idea?
 - Deep End GP Pioneer scheme
 - Protected time for lead GPs to work on local service development
 - Fellows have a programme of fortnightly day-release learning
 - Sharing of learning within and between practices
- Impact of the Bright idea?

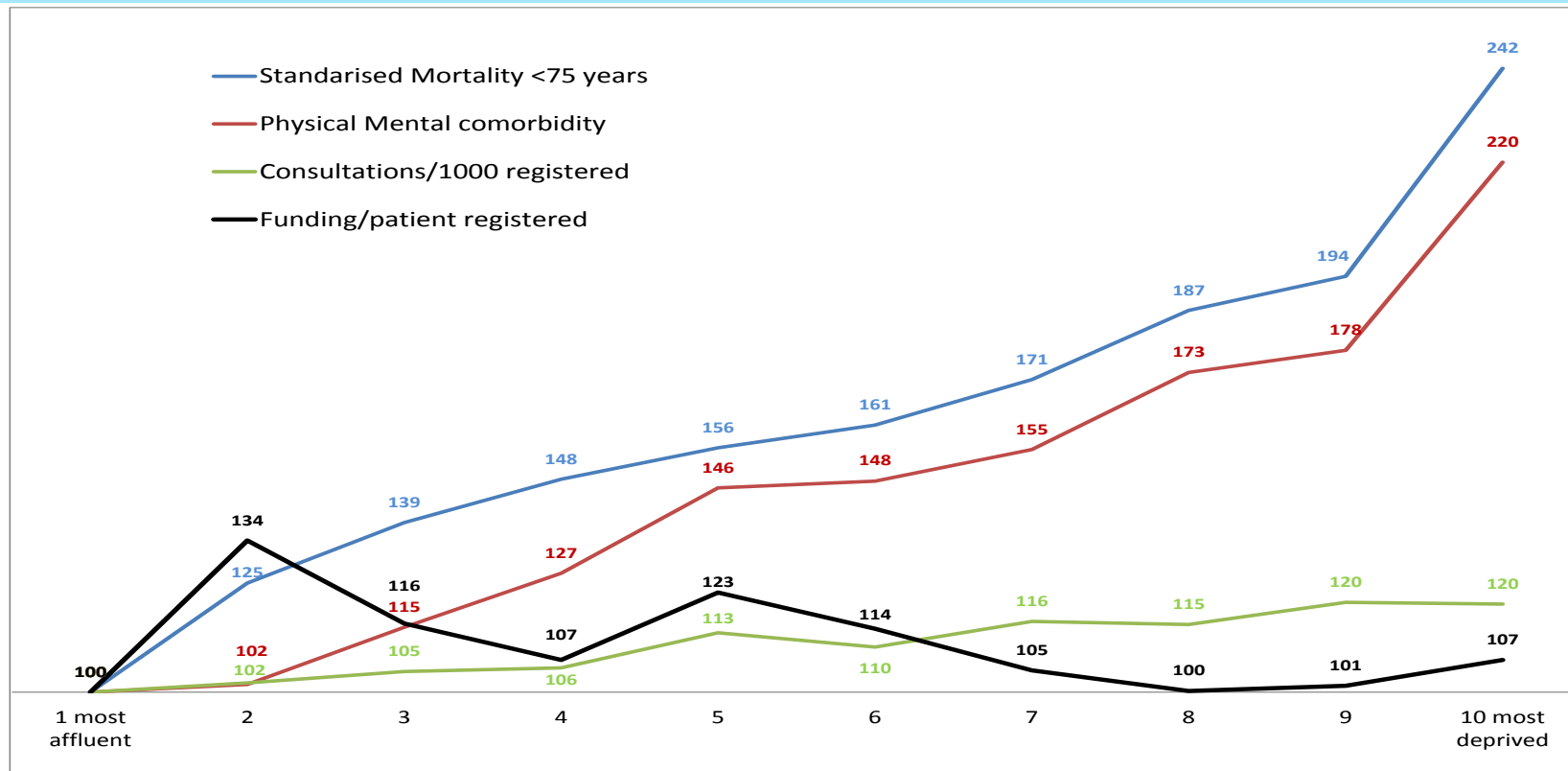
Inverse care law

*“The availability of good medical care tends to vary inversely with the **need for it** in the population served”*

Not the difference between good and bad care, but between what general practices *can* do and what they *could* do with resources based on need.

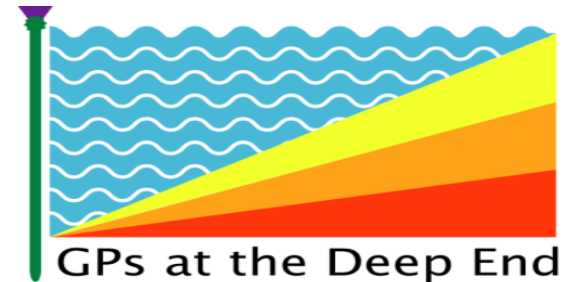
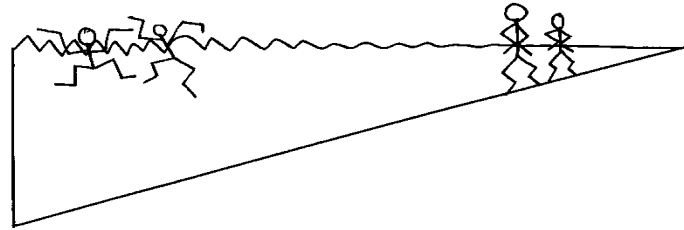
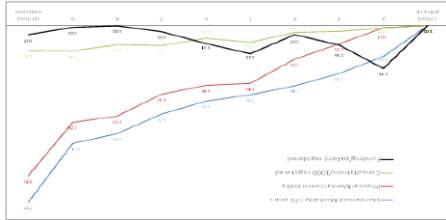
The inverse care law is a policy of the NHS which restricts care in relation to need.

Inverse care law today



McLean G, Guthrie B, Mercer SW, Watt GC. **General practice funding underpins the persistence of the inverse care law: cross-sectional study in Scotland?** BJGP 2015; 65(641): 799-805.

General Practitioners at the Deep End



Deep End issues

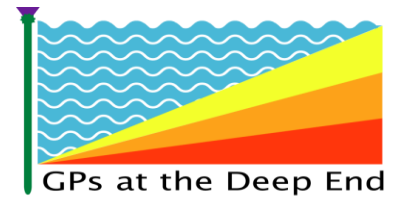
ISSUES AFFECTING DEEP END COMMUNITIES

- **Unemployment**
- **Benefits sanctions**
- **Cuts to services**
- **Drugs and alcohol**
- **Child protection**
- **Asylum seekers**
- **Vulnerable adults**
- **Bereavement**

KEY POINTS ABOUT DEEP END ENCOUNTERS

- **Multiple morbidity and social complexity**
- **Shortage of time**
- **Reduced expectations**
- **Lower enablement**
- **Health literacy**
- **Practitioner stress**
- **Weak interfaces**

4 Main Areas of Activity



1) Advocacy



2) Evidence



www.gla.ac.uk/deepend

3) Service development

4) Professional development



Bright idea? Pioneer Scheme

Funded by...



GP Recruitment and
Retention Fund

- 5 Early career GP Fellows
- 6 Deep End practices

*“The overall aim of the proposal is to develop and establish a **change model for general practices serving very deprived areas**, involving the recruitment of younger GPs, the retention of experienced GPs and their **joint engagement** in strengthening the role of general practice as the **natural hub of local health systems**”*

Deep End Pioneer Scheme

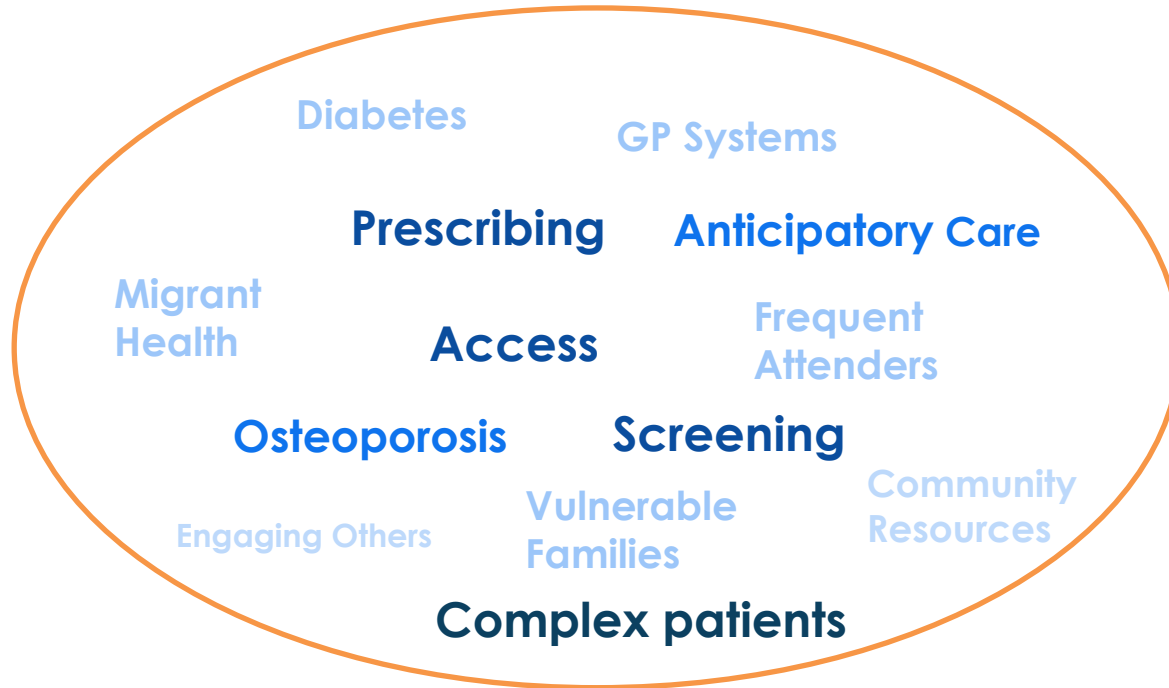


- 5 Early career GP Fellows
- 6 Deep End practices

‘Key ingredients’:

- **Additional** clinical capacity
- **Released time** of experienced GPs for service development
- **Protected time** for Fellows for tailored day-release curriculum and service development
- **Shared learning** across practices

Examples of Practice Projects



Sharing of learning

The screenshot shows the Trello web interface in a browser window. The address bar displays "https://trello.com". The page title is "Boards | Trello". The main content area is divided into two sections: "Personal Boards" and "Deep End Pioneer Scheme 2016".

Personal Boards

- Protocols / Pathways / Other
- Welcome Board
- Create new board...

Deep End Pioneer Scheme 2016

Navigation: Boards | Members | Settings

- August 2017 Reports
- GP Fellows Day Release Meetings
- Minutes from meetings
- Practice Application forms
- Project Finance and Admin
- Projects
- Trello guides
- Create new board...

[Create a new team...](#)

IT platform: Trello

The screenshot shows a Trello project board titled "Deep End Pioneer Scheme 2016" with the following lists and cards:

- Screening**
 - Lightburn Bowel Screening (1 comment, 3 likes)
 - Lightburn Cervical Screening (1 comment, 3 likes)
 - Lightburn Breast Screening (2 likes)
 - Lightburn SCREENING INFORMATION LEAFLETS - VARIOUS LANGUAGES, AND EASY READ (20 likes)
 - Jo's Trust - Materials Order Form (1 like)
 - Newhills Cervical Screening (1 like)
 - Lightburn Cervical Screening (1 like)
 - Newhills cervical screening 2 (1 like)
 - Baltimore Surgery cervical screening (1 comment, 1 like)
 - Baltimore Surgery bowel screening (Add a card...)
- Anticipatory Care**
 - Keppoch Palliative Care plans (1 comment, 1 like)
 - resources and procedures (4 comments, 3 likes)
 - DNA CPR Patient Information Leaflets (1 comment, 2 likes)
 - Review of ACPs Newhills Practice March 2017 (1 comment, 1 like)
 - ACP Project - Lightburn - Drs O'Neil, Caven and Miller (1 like)
 - Keppoch High Health Gain Patients (1 comment, 1 like)
 - Add a card...
- Service Development/Engagement with Others**
 - Fit For Work Scheme (1 comment, 1 like)
 - Hi AMP - Pain/Addictions proposal (1 like)
 - Virtual Lung Cancer Clinic (1 comment, 2 likes)
 - Income maximisation for pts with LTC (1 like)
 - Keppoch meeting with local psychiatrist (1 like)
 - Newhills additional work (1 comment, 1 like)
 - Add a card...
- community resources**
 - Possilpark (1 like)
 - Add a card...
- Diabetes**
 - Newhills Diabetes Audit (1 comment, 1 like)
 - Lightburn - Diabetes, use of Pioneer time (1 like)
 - Add a card...
- Osteoporosis**
 - Keppoch Osteoporosis Protocol - updated May 17 (1 comment, 1 like)
 - Newhills biphosphonate audit (1 like)
 - Lightburn Osteoporosis Recall/Register (1 like)
 - Add a card...

A blue cloud-shaped callout box in the bottom right corner contains the text: "Also sharing within and between clusters".

Day-release curriculum

Summaries of day release sessions

- [Child protection in the Deep End](#) (02 Aug 2017)
 - [Freedom from torture](#) (19 Jul 2017)
 - [Personality disorder](#) (05 Jul 2017)
 - [Living with poverty](#) (14 Jun 2017)
 - [Chronic pain, trauma and shame](#) (24 May 2017)
 - [Asylum Health Bridging Team](#) (10 May 2017)
 - [Palliative care in the Deep End](#) (26 Apr 2017)
 - [Multiple exclusion/complex consultations](#) (29 Mar 2017)
 - [Complex consultations and trauma](#) (15 Mar 2017)
 - [Learning from the Links Worker Programme](#) (01 Mar 2017)
 - [Financial inclusion](#) (15 Feb 2017)
 - [Violence reduction and domestic violence](#) (01 Feb 2017)
 - [Govan SHIP](#) (18 Jan 2017)
 - [Preventing burnout](#) (21 Dec 2016)
 - [Quality after QOF and Julian Tudor Hart](#) (07 Dec 2016)
- **External speaker** (approx. half have been Deep End GPs; half from other services/backgrounds)
 - **Fellows take turns to write up**
 - Also time for:
 - Reflective writing
 - Small group learning
 - Discussing practice projects/issues
 - **Engagement activities**
 - REACH
 - Medical student conference
 - Regional Trainers' conference

Impact of the Bright Idea?

- Year One Report: **Fellows**
 - More supported compared to locums
 - Part of the team (well established teams)
 - Regular employment / CPD needs met
 - Time to undertake projects
 - Deep End experience / leadership roles

Impact of the Bright Idea?

- Year One Report: **GP & patient impact**
 - Less stressed and burnt out GPs
 - Extended appointment time
 - Time for ACP / visits / case management
 - Quality improvement positive impact on patient care
 - “having time really facilitated multi-organisational communication for our vulnerable children”

Impact of the Bright Idea?

- Year One Report: **Practice impact**
 - Increased morale
 - Increased job satisfaction
 - Team meetings

Summary

- If the NHS is not at its best where it is needed most... health inequalities will widen
- Challenging context
 - Increasing workloads, social/medical complexity
 - More part-time, portfolio careers
- GP Recruitment and Retention issues...
- The Pioneer Scheme approach is promising...
 - **Protected time** for both service and professional development
 - **Shared learning** within and between practices



Thank you for listening...
Any questions?

David.blane@glasgow.ac.uk

deependgp@gmail.com

 **@dnblane**
@deependgp