**GP coaching offer**

**Background and context**

In January 2015 NHS England and its partners, Health Education England, the Royal College of GPs and the BMA published *Building the workforce – the new deal for general practice*. This document sets out actions which need to be taken to support the GP workforce and ensure there are 5000 more GPs by 2020. This commitment was reiterated by the Secretary of State when retaining GPs and supporting them to remain in post in challenging times was one of the key points of his June 2015 speech on the GP New Deal.

As part of this proposal, NHS England has commissioned the Faculty of Medical Leadership and Management (FMLM) to pilot a clinical coaching programme for GPs who are at risk of leaving the profession and to those who have recently returned to practise after a period of time out.

**The offer**

NHS England and FMLM are offering fully qualified GPs considering leaving the profession or recently returning to practice an opportunity to be coached by a qualified, experienced coach from FMLM’s coaching network.

Coaching can be helpful for individuals looking to:

* Improve work/life balance
* Feel more in control of at work
* Increase ability to identify solutions to work related issues
* Improve time management skills
* Build greater confidence in managing conflict and having difficult conversations in the workplace
* Build greater self-awareness of the symptoms of stress and burnout.

The purpose of these confidential coaching sessions is to support GPs in their decision-making process and help ensure they are well prepared for any transition. Successful applicants will be able to use the coaching sessions to clarify their thoughts and ensure they are making the right decision for themselves.

More information about coaching is available on [FMLM website](https://www.fmlm.ac.uk/resources/overview-of-coaching-and-mentoring).

Successful applicants will be offered four coaching sessions. The length of support will be determined by the coach and GP. All four coaching sessions must take place within 18-months of the start of the programme.

**Eligibility**

Applicants must be:

* a fully qualified GP in England
* in good standing with the GMC and should be registered on the GMC’s List of Registered Medical Practitioners
* able to commit to four coaching sessions over the course of 18-months
* willing to participate in an evaluation of the programme.

**Award criteria**

Funding is being provided by NHS England, but will be held, managed and awarded by FMLM. Selection will be based on:

* Completeness of proposal
* Meeting the eligibility criteria
* Clear description of reason for seeking coaches and explanation of benefits expected.

**Data and administration**

Data contained in this application form will be treated as confidential and identifiable details will not be shared with other parties. FMLM will share anonymised data produced as part of the pilot with NHS England.

**Application submission and timescales**

Applications are invited to be submitted electronically by 5pm on Friday 17 June to coaching@fmlm.ac.uk. Late or incomplete application forms will not be accepted.

**Application Form**

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| **Full Name:** |  |
| **Tel No:** |  |
| **Email:** |  |
| **Organisation or home address:** |  |
| **Region:** | [ ]  England – London [ ]  England – South[ ]  England – Midlands and East[ ]  England – North |
| **GMC no.:** |  |
| **FMLM member no. (if applicable):** |  |
| **RCGP member no. (if applicable):** |  |
| **How long have you been practising as a GP?**       |
| **Are you:****Returning after leave** [ ]  **OR Considering leaving the profession** [ ] **If the latter, please explain why you are considering leaving?**     **Please rate how likely it is you will leave the profession? (1 = highly unlikely, 10 = highly likely)**

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |

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| **What are you seeking from coaching? (250 words)**       |
| **Have you had coaching before? If yes, when and for how long?**      |
| **When would you be available for coaching sessions? Please indicate preferred days of the week and time of day.**      |

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| **FMLM would like to contact you with further information about membership and other offers.** |
| **Are you happy to be contacted for this purpose?***If yes, please provide the following information* | [ ]  Yes [ ]  No |

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| **Declaration** |
| 1. ***The information provided in this application is accurate.***
2. ***If successful, I will be able to fully participate in four coaching sessions.***
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| **PRINT name:** |       |
| **Signature:** |       |
| **Date:** |       |

**Please send completed application forms to** **coaching@fmlm.ac.uk** **by noon on Friday 4 March 2016.**