

Bureau Pilot Initiative

Improving Recruitment & Retention of General Practitioners in Rural Scotland

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Background

- Working in a rural location offers unique opportunities and challenges. Recruitment and support services need to reflect this.
- Current services are fragmented and sometimes difficult to coordinate or even identify.
- The Scottish Rural Medicine Collaborative (SRMC) has worked together with ten NHS Boards to identify the barriers seen to diminish the GP workforce in rural Scotland.
- The SRMC devised an initiative that encompasses these services to one single place: The Bureau.

Facts

4%

is the decline in Whole Time Equivalent placements of GPs since 2013 (1)

24%

is the amount of GP Practices reporting GP vacancies in the Primary Care Workforce Survey 2018 (2)

14%

(800) The GP recruitment target by 2027 set by Scottish Government (3)

Method

Working Together

The SRMC has worked with ten NHS Boards to assess previous projects and review current literature to evaluate best measures for improving GP recruitment in rural Scotland.

Improving Outcomes

Outcomes from this work showed that an all-encompassing service would address current barriers seen to diminish recruitment & retention of GPs in rural Scotland.

Concept of Services

The Bureau

Recruitment:

- Support / Guidelines
- Identifying Talent Pool
- Performers List
- Identifying Locums for Clinics
- Candidate Requirements
- Registration Requirements
- International Applicants (IELTS, Visa, Registration)
- Community Input

Developing Ongoing Support:

- CPD
- Professional Support
- Specialist Rural Training
- Integration with Community
- GP Health - GP 4 GPs
- Mental Health Support
- Retirement Planning
- Wellbeing

Principles:

- Single point of contact for general questions
- Non-profit making
- Exclusive to rural GPs, initially
- Responsive
- Loyal to the "brand"
- Reduction in cost of locums
- Less burden on the system

Assistance With Placement:

- Indemnity Insurance
- Taxation Advice
- Orientation
- Bank Account (Set up for Overseas)
- Local information (schools, internet, transport, services)
- Support for Spouses/Families
- Accommodation
- Relocation Package
- Golden Hello

Initial Support:

- Evaluation Process
- Integration into Community
- Appraisal Process Support
- Mentoring
- Spousal/Family Support

Outcomes

As a result of the development of the Bureau Initiative, a GP focussed pilot programme will be rolled out over the coming year. The next phase of this project will evaluate the value of the Bureau upon retention and recruitment of GPs in rural Scotland. It is intended that a comparative case study will provide an initial evaluation of experiences of GPs utilising the service. These findings will establish if this concept could be shared and spread across rurally based medical professions in future.