

# RURAL GP LIFELINES

SUPPORT AND MORE FOR RURAL PRACTITIONERS

# PROPOSAL

- As rural GPs, we recognise that our job is inherently prone to pressure and isolation, both personal and professional. In general, we have nowhere to hide, and a great sense of social responsibility.
- Who best to understand, to support and to guide than other rural GPs? There is a need for access to professional support, but also informal networks. Help should be accessible, confidential, and non-judgemental.
- We propose that the RGPAS website and organisation hosts resources for rural GPs accessible through the RGPAS website. The resources will include signposts to existing resources, and will also include a moderated co-mentoring matching scheme.
- There is scope for developing resource pack for a facilitator to deliver a work-life module for groups.

# EVIDENCE

- There is strong evidence that mentoring brings benefits such as improved retention, reduced inequality, and healthier organisational culture. It aids professional development and support at all stages in a doctor's career. It is effective over long distances and over many years.
- <https://www.bma.org.uk/advice/career/progress-your-career/mentoring>
- <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC2821244/>
- <https://bmcmmededuc.biomedcentral.com/articles/10.1186/1472-6920-10-32>



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...inspiring the next generation

THERE WILL  
BE A TAB  
HERE-  
ABOUTS...

WHAT WILL IT LOOK LIKE - 1

# RURAL GP LIFELINES - INFO

There is scope for editing here, including useful books, difference between coaching, mentoring etc. I have split this up a bit, as the links page could cover self-help, finding help, and also signpost training for mentoring, coaching. I have left out the 'resilience' word as I think it is over-used and losing meaning.

A bit of chat in this paragraph about what the plan is, why, what it is for, an explanation of the links, and a request for any info that may help develop the resource page.

Description of co-mentoring plus a step through to the co-mentoring page (register to use) to include

The importance of having access to someone who doesn't have a conflict of interest, who has walked a similar path and understands the issues.

## THIS PARAGRAPH ABOUT SEEKING OTHER RESOURCES:

- Check your own LMC for counsellors and mentoring resources
- See your own GP
- Workshops on stress and looking after your team
  - Healthy working lives (your own HB)
  - One of our members is developing a facilitator pack for group sessions on work/life balance
  - Tai Chi, yoga classes

## THIS PARAGRAPH FOR RELATED INFO:

- What is coaching
- What is mentoring
- What is co-mentoring
- What is counselling
- etcetera
  
- And why they are all different.

# WHAT WILL IT LOOK LIKE - 2

# WHAT WILL IT LOOK LIKE: 3

## RURAL GP LIFELINES - LINKS

This section to cover several related sets of links – self-help, looking for help, and personal development. *Whilst RGPAS has carefully chosen these sources of information, we cannot be responsible for the information provided in the websites listed. These alternative services have been carefully chosen as possible sources of support and we do hope that you find these useful.*

### SELF-HELP:

<https://www.calm.com/>

<https://www.headspace.com/>

<http://www.scotlanddeanery.nhs.scot/train-ee-information/thriving-in-medicine/resilience-stress-and-a-growth-mindset/>

<https://www.sleepio.com/>

<https://sleepstation.org.uk/>

... etcetera

### SOURCES OF HELP:

<https://www.bma.org.uk/advice/work-life-support/your-wellbeing>

<https://www.gmc-uk.org/concerns/11551.asp#orgs>

<http://www.dsn.org.uk/>

<http://mentalhealthrecovery.com/wrap-is/>

...etcetera

### TRAINING:

<http://lifelinescotland.org/courses.html>

To find reliable links for this section, RGPAS would need support to identify appropriate links e.g. from NES etcetera
















<https://www.fmlm.ac.uk/user/login?destination=professional-development/coaching-and-mentoring>

# WHAT WILL IT LOOK LIKE - 4

- I've used the RGPAS committee page for a rough idea of what the co-mentoring match page might look like. It doesn't need to have pictures, but it should have a short section to say Partner, salaried, single-handed, whether first five, etc.
- IT MUST BE SECURE – log in only, and moderated. Once someone has been matched, then greyed out
- Scope to include a draft co-mentoring guideline

**RGPAS COMMITTEE**

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<p><b>David Hogg</b></p> <p>Chair</p> <hr style="width: 10%; margin: auto;"/> <p>   </p>	<p><b>Angus MacTaggart</b></p> <p>Vice Chair</p> <hr style="width: 10%; margin: auto;"/> <p></p>	<p><b>Susan Bowie</b></p> <p>Secretary</p> <hr style="width: 10%; margin: auto;"/> <p> </p>	
			

# NUTS AND BOLTS

- How much will it cost to set up the web pages?
  - Initial costings suggest 10 hours at £80/hour = £800
- How much will it cost to run in year 1?
  - Initial costings suggest 1 hour a month at £80/hour = £960
- Who will fund the set-up costs? Who will fund the running costs?
  - We will work with SRMC to develop this idea, and they will fund the set up and first year of development
- What are we liable for?
  - We are not taking on any responsibility for what happens after people access the resources on the page, we are not taking on any clinical roles, or gathering any information about health problems.



# EVALUATION

- What will be the measures?
  - Process measures:
    - how many times the pages are visited
    - How many co-mentoring pairs are sorted out
  - Outcome measures:
    - How do we measure retention and mental health in rural GPs over a long period?
    - Semi-structured interviews
    - 6 month follow-up re who is still in contact
- There is scope for writing this up for publication after a period of two years to capture the process of setting this up, and some subjective narrative about the benefits.

# RURAL GP LIFELINES - SUMMARY

- We have identified a need for access to independent support for GPs working in rural Scotland.
- Addressing this need will support retention of GPs in rural areas
- We have identified co-mentoring as one method of addressing this need
- We propose that RGPAS can host a co-mentoring contact page through its website, alongside a range of other resources
- The cost of setting this up will be around £800, with an additional £960 for the first year's running costs.
- There is scope to develop this resource further during first year, as we see how the project progresses (cost included in first year running costs)