



Dr Justin Geddes
Chief Executive
Devon Doctors



Dr Jonathan Cope
Associate Medical Director for Primary Care
Plymouth Hospitals NHS Trust



Dr Steve Harris
Vice Chair of the Western Locality
NEW Devon CCG

Monday, December 10, 2018

Dear Colleague

Opportunities to *Be the GP you want to be!* will boost Plymouth's healthcare community

As you may recall, we wrote to you back in June to let you know about our plans to offer innovative, new salaried portfolio GP roles in Plymouth. We are delighted to report that those plans have now come to fruition and we are on the point of recruiting for the first such role – more details of which will be available shortly.

While portfolio careers are not new, our scheme, which will enable GPs to consolidate a variety of roles, across different settings, such as general practice, integrated urgent care, and hospital, stands alone in that there will be a single employer – the social enterprise Devon Doctors. As you might imagine, this will simplify what can otherwise be a complicated situation in respect of areas such as payroll, pension, and holidays, while also making it much easier for GPs to reconcile the demands of different roles.

While the scheme is open to all GPs, whether or not you have an interest in applying for any of the portfolio GP opportunities we look forward to offering over the course of the next few months, we are confident they will deliver significant benefits across Plymouth's healthcare community, while at the same time heightening the resilience of the integrated urgent care service provided by Devon Doctors.

Research has revealed that many soon-to-be-qualified GPs would relish the opportunity to undertake a salaried position encompassing a range of roles in different settings. By providing such an opportunity, we believe newly qualified GPs will be less inclined to seek locum roles and that, in the face of rising demand for healthcare, this will help to stabilise the clinical workforce across Plymouth. At the same time, we believe there will be others who have worked as a GP for some time and might welcome a break from full-time general practice and the opportunity to expand their portfolio.

By creating the right type of roles we hope to reduce burnout, and increase wellbeing at work, while improving recruitment and retention. With this in mind, all of the roles we are looking to create will have an educational element and provide the opportunity to develop specific interests. In addition, while they will be predominantly practice-based, we are very open to the possibility of refining the exact specification according to individual preferences.

As you will see, I have attached a flyer with more details of this project, including how to register your interest. Should you have any feedback or questions please contact Devon Doctors' Director of HR & Workforce Donna Colley [donna.colley@nhs.net] who will respond to you as soon as possible.

Yours faithfully

Dr Justin Geddes
Chief Executive
Devon Doctors Ltd

Be the GP you want to be!

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