



## **Priory Medical Group: First Years Programme**

This initiative was developed in 2017 to support doctors new to the practice, in particular to assist those newly qualified doctors to transition from GP trainee to salaried GP.

### **About Us:**

- PMG is a large practice with 57,000 patients split across 9 sites. There is an opportunity to gain experience at multiple sites and across 2 urgent care centres.
- There is a mixed work force which currently included UCPs, ANPs and clinical pharmacists as well as experienced GPs and practice nurses.
- We are a city centre practice, working across a mixed demography, with multiple nursing homes and LD residential units.
- We offer a wide range of services to our patients, including minor surgery, LARC fitting, Anti-Coagulation Service, NH outreach support alongside our Integrated Care Team, Prison services, Secure Mental Healthcare Services, Neuro-rehab outreach support, and School healthcare.
- We are a training practice, involved in the training of GPs, Medical Students, Nursing students and HCAs.

Our First Years Programme aims to support newly qualified GPs entering primary care.

### **First years Programme:**

- A mentoring programme with a supervising partner.
  - Involves 1,3,6 and 12m reviews to address training needs and set personal development goals.
  - Developmental reviews with the Executive team also available to discuss career progression at any stage.
- Access to Intradoc, our internal IT system with a wealth of policy and support information as well as rotas and mandatory training logs.
- Daily peer support meetings, our teams all meet over lunchtime, to enable clinical case discussion.
- 6 weeks Annual Leave, 1 week of study leave.
- Access to inhouse education programme, including mandatory training courses organized throughout the year.
- PMG cover MPS, GMC registration costs and offer the NHS Pension.
- Biannual Salaried GP meetings, social events take place regularly.



*Dr Victoria Middleton*  
*Partner and GP Trainer*

"I have been a GP Trainer for over 7 years. I completed my GP training in York and joined Priory Medical Group as a salaried GP in 2006. Since then I have benefitted from the support of Priory Medical Group to achieve my career goals and aspirations. As an experienced GP and trainer I understand first-hand the challenges facing a newly qualified GP when they join a practice. The PMG First Years Programme offers a supportive and secure environment within a forward facing and innovative multi-disciplinary team to assist in this transition and support your career development."



*Dr Celia Darroch-Thompson*  
*Salaried GP*

"I have been a salaried GP for 3 years and came straight to Priory after finishing VTS. I found the frequent reviews in my first year extremely helpful as it meant I could quickly address elements of the job that I was finding difficult. This stopped those elements snowballing! It also meant that I got to know my supervisor well; this was a big support and continues to be now. I have benefitted hugely from the very open culture at PMG - our daily meetings are a very safe space to ask questions or raise issues (clinical or otherwise). The culture is very open and everyone is happy to ask or be asked for advice or support (again with clinical or non-clinical situations)."

### **Beyond First Years:**

We offer and support a range of roles to allow GPs to develop their careers at their own pace.

These include working as a HYMS tutor, GP trainer, working in the prison environment, Nursing Home work and working as a GP in a school setting.

Additional clinical skills, such as minor surgery and LARC training are supported by the practice.

We have a career development programme to take on local site responsibilities as a Lead GP and Practice wide responsibilities as an Associate Partner.

For those GPs that wish there is an opportunity to develop leadership skills within Priory Medical Group. Full details are available on application.

For more information or to express an interest contact:

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