

CATALYST: INSPIRING NEW TO PRACTICE GPs ACROSS HUMBER COAST & VALE

WHAT IS CATALYST?

Catalyst is an **innovative initiative** across Humber Coast and Vale (HCV) to **recruit, support, develop and so retain new to practice GPs** within our region. It is our response to the NHSE [New to Practice Programme](#).

CATALYST will **deliver and evaluate** a new **evidence-informed workforce development programme** through a **collaborative model of research-driven professional development, innovation and improvement**.

HOW WILL IT WORK?

All newly qualified GPs recruited to practices across Humber Coast and Vale in 2020 and 2021 are eligible to join the scheme. Catalyst GPs will join two unique, research-informed professional development programmes designed to **reach the parts that VTS missed**.

EXTENDED CLINICAL SKILLS FOR THE DAILY REALITY OF PATIENT CARE	EXTENDED PROFESSIONAL SKILLS FOR THE ADDED EXTRAS OF POST VTS PRACTICE
<p>GPs are community consultants in expert generalist care, managing some of the most complex healthcare problems in our healthcare system. Trainees and qualified GPs alike describe feeling underprepared to manage the complexity, uncertainty and variability that characterises everyday clinical practice.</p> <p>Catalyst GPs will join a tailored programme of expert generalist training targeted at addressing the big challenges of the day: including multimorbidity, problematic polypharmacy, medically unexplained symptoms and mental health. Developed and delivered by the Academy of Primary Care, the programme will be delivered across our area using mixed resources to ensure COVID compliance.</p>	<p>As community consultants in expert generalist care, GPs do more than care for patients. In setting up the WISE GP programme, consultations reveal that most new to practice GPs want opportunities to develop a fulfilling portfolio career that encompasses leadership, education, research and quality improvement. But many report lacking experience, skills and confidence in these areas,</p> <p>Catalyst GPs will work with HYMS partners to develop, deliver and implement a range of improvement projects tackling locally identified priority questions. Practices across our patch will be invited to submit project proposals; the Primary Care Board will lead a local priority setting exercise; and new to practice GPs will be supported by academic experts to deliver the projects.</p>

HOW WILL THIS HELP MY PRACTICE?

The Catalyst programme is unique in England. We will be publicising it widely. We believe the programme will:

- Help you recruit individuals: by offering them access to a novel programme that addresses the recognised professional development needs of new to practice GPs
- Help answer important local questions: by delivering a region-wide quality improvement project development and delivery plan *We will be inviting you to submit 'questions that need answering' to the programme in the new year.*

HOW WILL WE KNOW IF CATALYST DELIVERS ON ITS PROMISES?

The national New to Practice scheme, and our local response (Catalyst), aim to improve the recruitment and retention of highly skilled GPs. Research evidence suggests that the Catalyst scheme should help, but how will we know what effect the scheme has had? The Academy of Primary Care at HYMS will lead an embedded evaluation of the Catalyst programme: inviting all local practices and partners to help to set priorities for the programme, and judge what has worked – and what hasn't.

WHAT DO I NEED TO DO NOW?

We invite you to **let us know the details of any new to practice GPs you have recruited in 2020, or will be welcoming in 2021**

We invite you to **sign up for our monthly newsletter** so we can keep you informed about Catalyst.

For both, please send an email to APC@hym.ac.uk.

We're looking forward to working with you over the next year.

Dr Dan Roper (Clinical Lead, Primary Care HCV) Prof Joanne Reeve (Director, Academy of Primary Care)