

Workforce planning:

First5 career intentions on place and quantity of work

Jonathan Rial¹ Samantha Scallan,² Johnny Lyon-Maris³

[¹] Programme Director; [²] Wessex School of General Practice Educational Research Lead; [³] Associate GP Dean

Southampton Patch, GP Education Unit, University Hospital Southampton, Tremona Road, Southampton, Hampshire, UK

Background

Previous research demonstrates that Newly Qualified General Practitioners (NQGPs) have quite different career expectations and plans to those of more senior colleagues.^[1] No longer is full-time principalship the next step on completing training; instead NQGPs tend to look to working in a number of short-term posts, often to meet learning needs that remain on the completion of training.

The ways in which NQGPs may be supported is the focus of the First5 initiative,^[2] however local evidence is still lacking which may inform this process.

Summary of work

A small-scale pilot survey of 38 GP ST2-3's was carried out in the Wessex deanery using an electronic questionnaire. The survey was intended to gather information about the trainees' post-qualification career intentions.

Summary of results

The findings of the survey reflect the national trends in career intentions of newly qualified GPs:^{[3][4]}

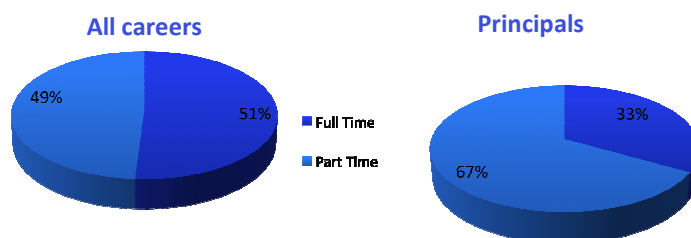
- Only 27% planned to become a principal
- Only 51% intended to work full-time
- Of those intending to become principles, only 33% intended to work full-time.
- 87% intend to stay in Wessex once qualified
- 65% planned to form CPD small group learning sets from their current day release course peers.

In addition they pose interesting questions regarding the transition from being in training to independent practice, and how best to support newly qualified GPs through this change.

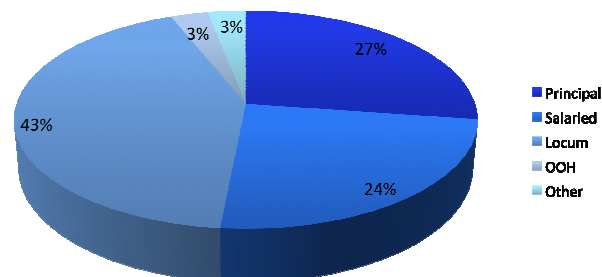
Contact details

Dr Jonathan Rial, GP Associate Dean, The Education Centre, Mailpoint 10, Southampton General Hospital, Tremona Road, Southampton, SO16 6YD. Email: jonrial@doctors.org.uk

Intended working pattern post Qualification



Post Qualification Career Intentions



Conclusions

These results pose important questions for future workforce planning and the provision of support for NQGPs in the first few years after qualification.

Two conclusions are clear:

As part-time working continues to increase, there will not be enough practitioners to fill vacancies left by retiring GPs. NQGPs recognise the need for continuing educational support, but lack knowledge of the available structures.

References

- Scallan S, Smith F (2006). General practice workforce (editorial) *Education for Primary Care* 17: 535-540
- Taylor C, Turnbull C and Sparrow N (2010). Establishing the continuing professional development needs of general practitioners in their first five years after training. *Education for Primary Care* 21: 316-9
- Lloyd J, Leese B (2006). Career intentions and preferences of GP registrars in Yorkshire. *British Journal of General Practice* 56 (525): 280-282
- Lambert T, Goldacre M (2011). Trends in doctors' early career choices for general practice in the UK: longitudinal questionnaire surveys. *British Journal of General Practice* 61(588): e397-403