

GPMplus mentoring

FAQs about the service

Can I access GPMplus mentoring?

Yes, if you are a:

- **Dentist**
- **Optometrist**
- **Pharmacist**
- **Dental Nurse**
- **Dispensing Optician**
- **Pharmacy Technician**
- **Manager**
- **Other role with leadership responsibilities**

And you work in an organization that delivers NHS services within North Yorkshire, York and Humberside. If you deliver part NHS and part private services, you can access GPMplus mentoring.

What does it cost?

GPMplus mentoring is free at the point of access so you don't need to pay anything. Following a successful pilot, the mentoring service is directly supported by NHSE/I who commission the service to be available to Primary Care staff within Humber & North Yorkshire.

Is it confidential?

The content of the mentoring is absolutely confidential. The only exceptions are if the mentor has concerns about your safety, patient safety or there are probity issues. In these situations the mentor will sign post you to further support.

Do I need to tell my manager or get their permission?

You can access the service independently. We only take referrals from individuals themselves, we don't take referrals from your manager. You may need to discuss with your manager if you wish to have mentoring sessions in work time but you do not need to tell them about the content of your mentoring sessions. We can offer mentoring sessions during the work day or at evenings and weekends (subject to mentor availability).

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Our mentors



Laura Angus: Pharmacist

After being the recipient of the benefits of an amazing coach I was inspired to qualify as a coach and mentor myself, completing the ILM5 Coaching and Mentoring qualification in 2019. I have coached/mentored several colleagues and have found the relationship always to be mutually beneficial for us. I am also registered as a Royal Pharmaceutical Society mentor.



Mr Ashley Cohen: Pharmacist

I have an MBA from London City University and I really enjoy developing individuals and teams, and have been a supervisor for our trainee pharmacists and also our induction apprentices. I am passionate about the impact pharmacy teams can make in improving health outcomes, and the positive contributions they make within primary care.



What can I discuss with a mentor?

GPMplus mentoring can support anyone who would like to explore ways to develop themselves, or who have a career problem or opportunity they're not sure how to move forward with. Whilst the mentoring service is aimed at supporting you professionally, we are aware that personal and professional issues intertwine, and you will have the opportunity to discuss anything you wish. We aim to build resilience in the Primary Care workforce by allowing you time and space to develop your personal goals.

Who are the mentors? Can I choose who I am matched to?

All of our mentors work, or have recently worked, in primary care as a Dentist/Optometrists/Pharmacist, and so they can really understand your situation. We suggest that you choose your preferred mentor(s) from your area of primary care. See our mentors' bios [here](#) or click one of the names on this flyer.

What is the commitment?

You can access 8 hours of mentoring over a year – this can be accessed as you wish. For example you may wish to meet your mentor for 1 hour every 2 weeks, or you may wish to meet with your mentor for 2 hours every 2 months, or something in between. Your mentor will work with you to be flexible to your needs. All we ask is that you attend your booked sessions and provide some anonymous feedback once you have had your final session.

Does mentoring really help?

Mentoring has been shown to:

- Aid development, at all stages of an individual's career
- Improve retention rates and work performance as well as working relationships
- Encourage equality and reduce discrimination

Watch this [short video](#) to see some of the feedback we have received from individuals that have accessed GPMplus mentoring.

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Feedback from our mentees.....

"I can't put into words how much of an impact the mentor sessions have had on me. They are very inspiring, motivational and it has opened my eyes to a whole new world of Primary Care!"

"Mentoring has been a lifeline when I have been struggling at work, it's so helpful to get objective advice from someone who has experience in Primary Care but also as a mentor/coach."



Joanne Lane: Pharmacist

I have years' experience of coaching and supporting the development of others as a line manager. I have studied NLP coaching and achieved a diploma in 2016 after I had the opportunity to receive some coaching. I am a volunteer mentor for the Royal Pharmaceutical Society. I am passionate about helping others to develop and achieve their goals.



Sarah Woffinden: Pharmacist

I am passionate about training and supporting others, and try to take every opportunity to do so. This has led me to being a pre-reg tutor, both in hospital and GP surgeries, training junior doctors and students of many professions. I have trained and supported many pharmacists who have made the transition into working in GP surgeries from a variety of backgrounds to become confident, resilient and fully utilised members of the team.



Raymond Ngu: Pharmacist

I have experience of coaching and supporting the development of others during my career. I am currently obtaining my ILM5. While my experience may not be as colourful as some, I do make it up with my dedication and passion in supporting others in their growth and development.