

# Empowering the First 5 Workforce with one to one Transformational Coaching Intervention to Enhance Resilience and Improve Health Inequity

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## Introduction

**General Practice in Forth Valley is losing many of its GP workforce due to reduction in WTE or leaving entirely before normal retirement age. This negatively impacts on patient care causing health inequity.**

**A key finding highlighted by Dr Michael Blackmore in his LMC Recruitment and Retention Report was an urgent need for a supportive structure for GPs including coaching**

**It was agreed with LMC support to deliver a pilot coaching service to five First 5 GPs**

## Aim

## To assess the benefits of one to one transformational coaching



## Method

## Five First 5 GPs were identified through appraisal, LMC and First 5 Events

**Participants completed six one hour coaching sessions delivered by Dr Caryn Simms ( GP Partner, Trainer, Appraiser and NHS Coach)**

**Exit questionnaire compiled and analysed to assess the relevance of the coaching content to First 5s , how coaching has influenced confidence and performance as a GP, most beneficial techniques and tools and to assess if still working as a GP in Forth Valley**



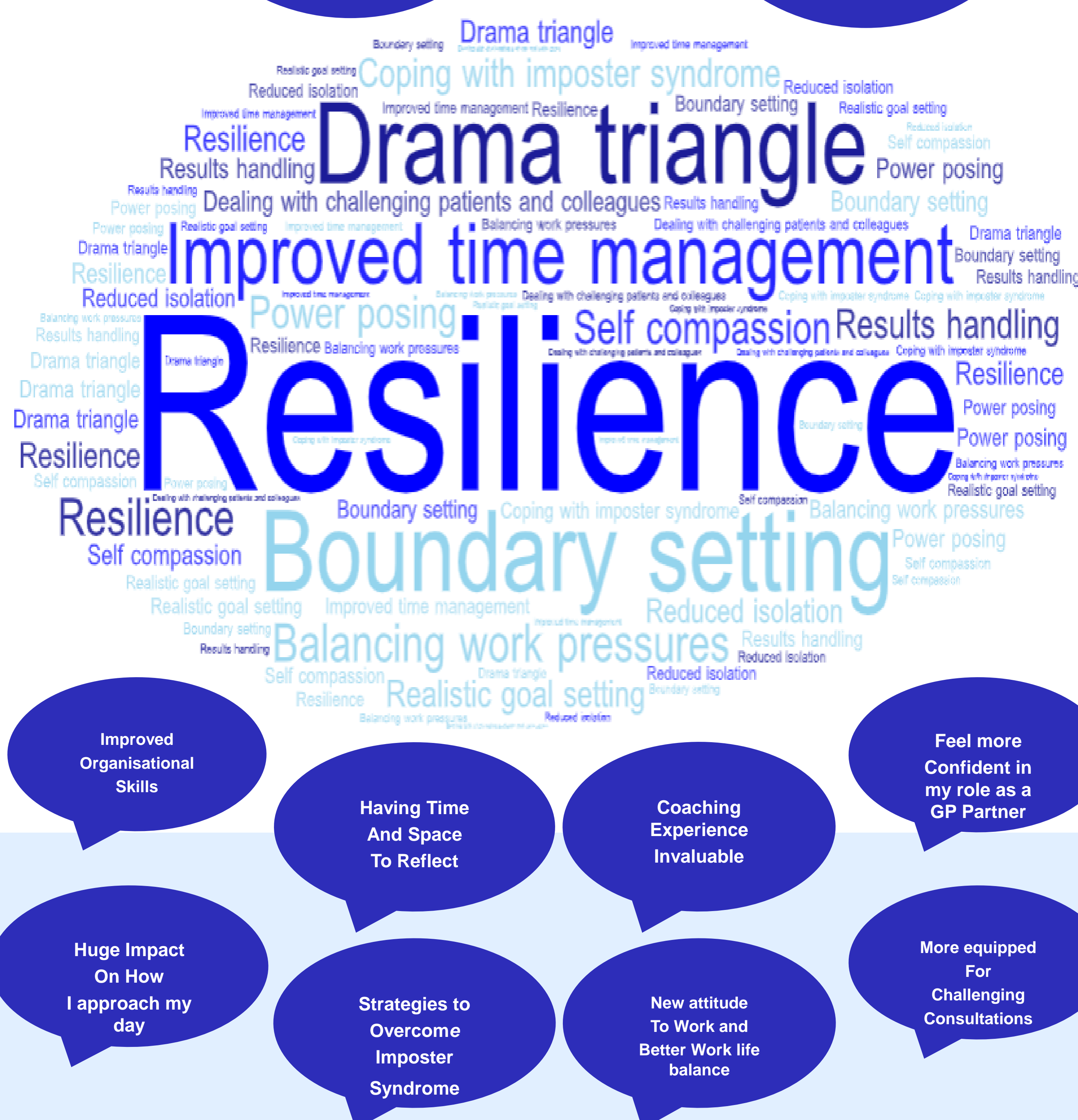
## Results

**100%  
Rated  
Coaching  
Highly Relevant  
To Their Needs  
As a First 5**

**100%  
Highly Satisfied  
With the  
Coaching  
Experience**

**100%  
Would  
recommend  
Coaching  
to a peer**

**100%**  
**Continuing**  
**Career in**  
**General**  
**Practice**  
**In Forth Valley**



## Conclusion

## Successful pilot demonstrating increase in retention and empowerment of participants

**Next steps : Offer coaching to all First 5s and further research**

## References

Sinclair et al. NHS Institute for Innovation and Improvement. Mar 2008

RCGP Survey 2024

Scottish Government General Practitioner Recruitment and Retention Action Plan  
Nov 2024

## Acknowledgements

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