

INDUCTION & REFRESHER SCHEME INFORMATION ABOUT PRACTICE OBSERVATION PLACEMENTS

What is a practice observational placement?

The Induction and Refresher programme recognises the importance of providing a supportive and encouraging approach to qualified GPs who decide to return to work following a career gap from NHS GP work or for those who have qualified outside the UK and have no previous NHS GP experience.

Realistic Job observation placements are opportunities used across many occupations in the early stages of recruitment to provide potential applicants with information on both positive and negative aspects of a job (Premack & Wanous, 1985).

As a potential GP I&R scheme applicant, this means you have the opportunity to spend time in an NHS general practice, to observe the core elements of the day to day workings of the practice. HEE considers this opportunity particularly important for I&R applicants given the ways in which the delivery of primary care services have significantly changed in recent years.

The observation placement is designed to be a supportive and informative process and is not used to make selection decisions about potential I&R scheme applicants, but rather to give them the opportunity to see first hand what they can expect from their workplace, the role of an NHS GP and to reflect on potential learning needs in a future placement.

Why are you being offered an observation placement?

There is good evidence that job previews increase the confidence of individuals deciding to apply to the I&R scheme. In cases where an individual is less certain about the decision to return to work, or has no experience of NHS GP, it provides a 'space' to think realistically about their decision before proceeding to the assessment process.

What will the observation placement consist of?

The observation placement will consist of a number of days based within a NHS practice although the schedule for the days may vary from practice to practice. The core components will consist of the opportunity to:

1. Observe consultations
2. Learn more about the way information technology is used to support consultations.
3. Discuss the current GP contract and its influence on the GP's role
4. Sit in on practice meetings
5. Meet and spend time with administrative staff and the practice manager

At the end of it, you will have an opportunity to discuss your observations and reflections with the trainer. *This discussion is not used to make or contribute to a selection decision*, but instead to highlight areas that you may wish to discuss with the I&R lead before proceeding with a formal application. It will also allow the I&R lead to tailor their discussions with you to reflect your individual needs.

We hope very much that you will enjoy and learn from your time spent in the practice, but please be aware that if you are successful in securing a place on the I&R scheme, the decision about the choice of practice for your placement will rest with the HEE local I&R lead and the practice observation placement is not intended to 'match' you with a potential placement.