

New to General Practice Programme Funding Arrangements

Programme Information

The New to General Practice Programme is a comprehensive, year-long programme designed to support registered health professionals transitioning into substantive primary care roles in Northamptonshire.

Studies indicate that up to 33% of staff new to general practice leave within their first two years. Common reasons include high job stress, heavy workloads, lack of support, and poor work-life balance.

Effective orientation and support programs can significantly reduce turnover. Structured orientation that includes mentorship and continuous education has been shown to improve retention rates.

Our New to General Practice (NtGP) Programme is designed to keep our new colleagues in primary care by supporting them directly and supporting the practice to support them.

Participants will benefit from a combination of early career learning, mentorship, peer support and coaching to help develop clinical and leadership skills and to facilitate development within their practice and across the wider Primary Care Network.

Programme Costs

All costs associated with the programme are fully funded; therefore, participation is free to the participant and the practice.

Practices will receive funding to enable the participants to be released four times during the year-long programme to attend structured education sessions. Each education session will run for 4 hours (09:30 to 13:30). Further detail on the education sessions is available [here](#).

For each of the four sessions the participants attend (and complete a session evaluation form), the practice will receive funding to cover locum fees and administrative time associated with arranging locum cover.

Description	(£) per session
Locum cost to release GP	500
Locum cost to release other registered health professionals	250
Practice administration cost	100

Payment Arrangements

Participants will be required to sign in at the education sessions and at the end of the session will be provided with a link to complete a short session evaluation form.

Only upon completion of the session evaluation form will the practice receive the appropriate funding due to them. The practice will not be required to raise an invoice but will receive a remittance advice note once the payment has been processed by 3Sixty Care Limited.

Completion of the session evaluation forms is critical to ensuring future year programmes meet the needs of participants and to secure future funding for the programme.