

MID CAREER GP NETWORK

This network is inclusive and self-defined. “Mid-career” is not determined by age or a fixed number of years in practice. It is open to GPs who consider themselves to be at a mid-point in their professional career and who would benefit from peer connection, shared learning, career development and support.



PURPOSE

- To provide a supportive forum for GPs in the mid stages of their careers to connect, share experience and learn from one another.
- To promote professional wellbeing, fulfilment and sustainable working across the mid career stage.
- To create opportunities for peer support and open discussion about career transition, changing work patterns, portfolio careers and continued professional contribution.
- To recognise and make use of the knowledge, leadership and experience of mid career GPs, including opportunities for mentoring, supervision, education and system leadership.
- To provide continuing professional development (CPD), information and resources shaped by members' expressed interests and development needs.
- To share relevant local, regional and national updates from the Training Hub and partner organisations, where appropriate.
- To maintain a respectful and psychologically safe professional space, with clear expectations for confidentiality, safeguarding and information governance.

MEMBERSHIP

- Open to GPs working across Norfolk, Suffolk and North East Essex who identify as being in the mid stage of their careers, including salaried GPs, partners, locums, portfolio GPs, and those considering a change in working pattern.
- No age threshold or minimum length of service applies. Members decide whether the network is relevant to their career stage and needs.
- Members may take part in a way that suits their preferences, availability and desired level of involvement.
- Membership may include access to an MS Teams channel and/or a WhatsApp group within the Training Hub Community. Members may choose which communication channels they wish to join.
- Individuals may join by contacting the Training Hub at nsicb.traininghub@nhs.net or through the agreed network registration route.

SCOPE OF DISCUSSION

- Peer support, wellbeing and maintaining a sustainable work life balance.

- Career options, flexible working, portfolio roles and phased transitions.
- Support with professional development, appraisal, revalidation and CPD priorities.
- Mentoring, supervision, education, leadership and opportunities to contribute experience to the wider workforce.
- Local services, workforce developments and opportunities relevant to mid career GPs.

CONFIDENTIALLY, SAFEGUARDING & PROFESSIONAL RESPONSIBILITIES

- The network operates as a professional safe space. All members must uphold confidentiality, respect and professional conduct at all times.
- No patient-identifiable, sensitive or confidential information should be shared. This includes names, dates of birth, identifiable case details or any information that could reasonably lead to identification.
- Members must comply with NHS information governance standards, the Data Protection Act 2018 and UK GDPR.
- Members should be aware that if personal information is shared or discussed through network meetings or communication channels, it may be identified as part of a Subject Access Request (SAR) search and considered for disclosure in accordance with applicable data protection requirements.
- Members are responsible for ensuring that anything they share is appropriately anonymised and suitable for a multi-organisational forum.
- The network is supported by the Training Hub GP Team but is shaped by its members.
- A named facilitator or member may chair individual meetings. This does not create a permanent decision-making or representative role unless agreed separately.
- Members are encouraged to contribute their expertise, suggest topics and help shape the network's activities.
- Concerns about conduct will be addressed appropriately by the Training Hub. Serious or repeated breaches may result in removal from the network.

REVIEW

- These Terms of Reference will be reviewed every six months, or sooner if required, to ensure that the network remains relevant, inclusive, safe and effective.
- Any proposed changes will be shared with members and agreed through an appropriate network discussion or feedback process.

WORKING METHODS

- Dr Anika Lewis, Medical Expansion Fellow and Salaried GP, is currently the standing chair for this network.
- Communication and peer support may be facilitated through MS Teams, a WhatsApp group or other agreed Training Hub channels.
- Channels may be used for informal peer discussion and for relevant network or Training Hub updates.
- Members must use all platforms responsibly and in line with NHS digital communication, confidentiality and professional standards.
- Network meetings may take place online or face-to-face, at a frequency agreed with members.

- CPD and information sessions may be delivered by the Training Hub or appropriate external partners.
- Topics and activities will be informed by member feedback and identified needs.