

PLATINUM GP NETWORK

(LATER CAREER)

TERMS OF REFERENCE 2026

The network is inclusive and self-defined. "Later career" is not determined by age or a fixed number of years in practice. It includes GPs who consider themselves to be at a later stage of their professional career and who would benefit from peer connection, shared learning and career support



PURPOSE

- To provide a supportive forum for GPs in the later stages of their careers to connect, share experience and learn from one another.
- To promote professional wellbeing, fulfilment and sustainable working across the later career stage.
- To create opportunities for peer support and open discussion about career transition, changing work patterns, portfolio careers, retirement planning and continued professional contribution.
- To recognise and make use of the knowledge, leadership and experience of later 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 and Suffolk who identify as being in a later stage of their careers, including salaried GPs, partners, locums, portfolio GPs, and those considering a change in working pattern or retirement.
- 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.
- Preparing for retirement or reducing clinical commitments, while recognising that individual employment, pension and financial decisions require appropriate specialist advice.
- Local services, workforce developments and opportunities relevant to later 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 Martin von Fragstein, The Training Hub GP Retention Lead, 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.