

GPMplus mentoring

FAQs about the service

Can I access GPMplus mentoring?

Yes, if you are a:

- **Dentist**
- **Optometrist**
- **Pharmacist**
- **Dental Nurse**
- **Dispensing Optician**
- **Pharmacy Technician**
- **Manager**
- **Other role with leadership responsibilities**

And you work in an organization that delivers NHS services within North Yorkshire, York and Humberside. If you deliver part NHS and part private services, you can access GPMplus mentoring.

What does it cost?

GPMplus mentoring is free at the point of access so you don't need to pay anything. Following a successful pilot, the mentoring service is directly supported by NHSE/I who commission the service to be available to Primary Care staff within Humber & North Yorkshire.

Is it confidential?

The content of the mentoring is absolutely confidential. The only exceptions are if the mentor has concerns about your safety, patient safety or there are probity issues. In these situations the mentor will sign post you to further support.

Do I need to tell my manager or get their permission?

You can access the service independently. We only take referrals from individuals themselves, we don't take referrals from your manager. You may need to discuss with your manager if you wish to have mentoring sessions in work time but you do not need to tell them about the content of your mentoring sessions. We can offer mentoring sessions during the work day or at evenings and weekends (subject to mentor availability).

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Our mentors



Garrey Haase: Optometrist

Primary Care Experience

I qualified as an Optometrist through Bradford University in 2000. I have always worked or owned independent practices, apart from a short period of locuming. Since 2005 I have owned our own practices with my wife Karen. We are a family run local practice which like to focus on the patients and our staff.

Mentoring experience

I have had experience of coaching mentoring and training through the practice as well as through SightCare. I was also part of the Optometry Mentors who ten years ago were trained and coached to help mentor Optometrists in East Yorkshire.

About me

When not a work I enjoy playing football, as well as coaching our local under 18 team and spending time with our family, walking the dogs or going out to eat. I am a keen sportsman and enjoy playing (very occasionally now) and watching most sports.



What can I discuss with a mentor?

GPMplus mentoring can support anyone who would like to explore ways to develop themselves, or who have a career problem or opportunity they're not sure how to move forward with. Whilst the mentoring service is aimed at supporting you professionally, we are aware that personal and professional issues intertwine, and you will have the opportunity to discuss anything you wish. We aim to build resilience in the Primary Care workforce by allowing you time and space to develop your personal goals.

Who are the mentors? Can I choose who I am matched to?

All of our mentors work, or have recently worked, in primary care as a Dentist/Optometrlist/Pharmacist, and so they can really understand your situation. We suggest that you choose your preferred mentor(s) from your area of primary care. See our mentors' bios [here](#) or click one of the names on this flyer.

What is the commitment?

You can access 8 hours of mentoring over a year – this can be accessed as you wish. For example you may wish to meet your mentor for 1 hour every 2 weeks, or you may wish to meet with your mentor for 2 hours every 2 months, or something in between. Your mentor will work with you to be flexible to your needs. All we ask is that you attend your booked sessions and provide some anonymous feedback once you have had your final session.

Does mentoring really help?

Mentoring has been shown to:

- Aid development, at all stages of an individual's career
- Improve retention rates and work performance as well as working relationships
- Encourage equality and reduce discrimination

Watch this [short video](#) to see some of the feedback we have received from individuals that have accessed GPMplus mentoring.

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[Nizz Sabir: Optometrist](#)

Primary Care Experience

I qualified as an Optometrist in 2004. I have worked as a resident and locum in primary care at various practices for over 10 years. For the last 7 years I have been involved in independent practice and more recently work sessionally as a Specialist Optometrist at a local Trust. I have worked as a clinical Governance and Performance lead and I am currently an Optical lead for the region.

Mentoring experience

I am also one of elected councillors for our region for the Association of Optometrists. These roles alongside my work at the local optical committee have given me the ability to develop and coach individuals in primary healthcare. I have really enjoyed seeing individuals and teams flourish.

About me

I enjoy spending time with family and friends, outdoor pursuits and badminton. I am also a rugby coach and involved in a local scouts group.

Feedback from our mentees.....

"I can't put into words how much of an impact the mentor sessions have had on me. They are very inspiring, motivational and it has opened my eyes to a whole new world of Primary Care!"

"My mentor has been amazing. I am able to discuss a wide variety of topics with him, work related, stress, work life balance. I can ask for an unbiased advice or opinion. I can discuss things that I may not have shared with colleagues at work without any worries."

"Mentoring has been a lifeline when I have been struggling at work, it's so helpful to get objective advice from someone who has experience in Primary Care but also as a mentor/coach."

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