

HEE KSS Academic System Leadership GP Fellowships 2020-21

General Guidance

**Health Education England
working across Kent
Surrey & Sussex**

March 2020

Introduction

The Shape of Training Report '*Securing the future of excellent patient care*' (Professor D Greenaway, 2013) stressed that "Patients and the public need more doctors who are capable of providing general care in broad specialties across a range of different settings."

In addition, '*The future of primary care: creating teams for tomorrow*' sets out the Primary Care Workforce Commission's thinking which includes calling for greater collaboration across organizations and a broader range of staff involved in the delivery of healthcare. (Professor M Roland, Chair, Primary Care Workforce Commission, 2016, commissioned by HEE).

The GP Forward View recommended the development of Fellowships for newly recruited GPs and in response Health Education England across London and Health Education England Kent Surrey & Sussex (HEE KSS) created a Primary Care Fellowship programme which has been running since 2016.

The Academic System Leadership GP Fellowship programme delivers benefits to the Fellows, patients, local health systems and the wider NHS through upskilling individuals across the spectrum of clinical practice, leadership and education. It also supports the development of new ways of working as well as offering a route into portfolio working, therefore potentially boosting retention.

HEE KSS is pleased to announce a further initiative to support a cohort of GP Fellows for 2020.

Current Fellowship offers available

Please note the HEE KSS Academic System Leadership GP Fellowship differs from the NHS England New to Practice Programme (NHSE NTPP) but it can complement local NTPP specifications.

All applications for HEE KSS Academic System Leadership GP Fellowships MUST be discussed with Training Hub leads in order to review specifications of both programmes as there are important differences:

HEE KSS Academic System Leadership GP Fellowship	NHSE New to Practice programme
GP within first five years of General Practice employment	GP or Nurse in first year of General Practice employment
2 sessions per week on an academic programme associated with a Postgraduate qualification e.g. PG Cert / Masters accredited CPD modules	1 session of funded personal development time which does not have to include academic qualification / accreditation
One-year programme	Two-year programme
Portfolio working	Not currently developed as a portfolio model

Overarching aims of the Fellowship programme

The Fellowship programme provides GPs with an opportunity to combine a clinical role and funded professional development.

Through the programme Fellows may develop:

- New and innovative service models which impact and improve population health
- Ways to use skills, knowledge, and enthusiasm for primary care outside of the traditional practice boundaries
- New knowledge, skills, and competences for example in critical appraisal, leadership and the use of quality improvement techniques
- An increased understanding of system leadership and the clinical skills and knowledge related population health

There are five broad categories against which a fellowship can be developed:

1. **Clinical** - supporting GPs to develop a clinical special interest e.g. urgent care, frailty, palliative care. Such Fellowships should articulate how the Fellowship will be used to benefit patients, populations during and beyond the duration of the programme
2. **Educational** - stimulating early career GP educators through involvement with undergraduate or postgraduate education and the attainment of postgraduate health professionals' education qualification
3. **Health equity** - targeted fellowship programme with the aim of trying to reduce health inequalities
4. **System leadership** – supporting emerging GP leaders within the local healthcare system - CCGs, STP/ICS, Training Hubs

Programme

The Fellowship programme is intended to be flexible allowing for a range of options; typically, these include:

- **GP Based Fellowship** – based predominately in general practice / primary care setting. The Fellowship should usually include a minimum of four clinical sessions per week and two sessions of professional development per week where the Fellow will undertake a formal academic qualification.
- **Integrated Fellowship** – with opportunities to develop across wider systems which will usually include a minimum of four clinical sessions in general practice, a minimum of two sessions in another clinical / non clinical / educational / management / commissioning sphere of work and two sessions of professional development time per week.
- **Integrated Fellowship with Canterbury Christ Church University (CCCU)** – HEE KSS has developed a model Integrated Fellowship in association with colleagues in London and CCCU which includes:
 - 3-4 sessions in GP
 - 3-4 sessions in either: emergency / urgent care, frailty or surviving cancer
 - Postgraduate certificate in Health and Wellbeing
 - clinical masterclass series aligned to the three clinical areas above
- **Integrated Fellowship with University of Kent (UoK)** – HEE KSS and UoK have developed a research orientated programme suitable for those pursuing interests in service commissioning and quality improvement.

Fellowships typically last 12 months. However, organizations may choose to offer longer employment contracts. Financial support from HEE is limited to 12 months per Fellow.

Eligibility

Fellows should be within the first five years of achieving their CCT, hold a license to practice and have undertaken sufficient clinical work and attended NHS appraisals to maintain their registration on the National Performer List within the two years prior to application for the scheme.

While we encourage GPs, who have recently qualified to apply, exceptional applications may be considered on an individual basis from applicants from outside of the criteria.

Why appoint a Fellow?

The Fellowship programme is open to any primary care employer or any combination of employers in Primary Care developing a programme based across community / Secondary Care.

Why would employers want a Fellow?

The scheme offers an opportunity to recruit talented and motivated recently qualified GPs who are interested in developing professionally. They may be the systems leaders of the future both within a GP practice and across a Primary Care Network, in a CCG or work to develop integrated care across traditional barriers / boundaries.

The scheme can also support recruitment to areas that have workforce challenges by providing an additional incentive, provided by Health Education England, in the form of the support to achieve additional academic / clinical qualifications.

Support for Fellows

GP Fellows are independent practitioners on the National Performer List as such there is no requirement for clinical supervision of their GMS practice. However, GPs enrolled on a Fellowship programme should have a clearly identified GP Mentor.

The GP Mentor will:

- meet with the Fellow at the start of the programme to assist the Fellow in developing their overarching learning outcomes for the programme
- assist the Fellow in developing their PDP for the programme
- maintain regular contact with the Fellow
- undertake a four monthly review meeting with the Fellow

The nominated GP mentor will usually be, but is not limited to be a GP, nor limited to working in the same GP practice as the Fellow.

Clinical Supervision:

GP Fellows on an integrated Fellowship working in another clinical setting outside their scope of practice as a GP will require a nominated clinical supervisor to be appointed for the sessions they are working in a secondary care / other non-GMS setting. In addition, GP Fellows will need access to a nominated Specialty Mentor.

The Specialty Mentor will:

- meet with the Fellow at the start of the placement
- assist the Fellow in developing a PDP specific to the placement
- meet regularly (monthly) during the placement

The Specialty Mentor and Clinical Supervisor may be the same individual or different individual(s).

Financial Support

Health Education England is supporting up to 19 Fellowships across Kent Surrey Sussex with:

- £18,963 to support the Fellow in having sufficient time to undertake their professional development
- Up to £5,000 per Fellow to support academic programme course fees

The employer(s) will be responsible for the salary of all clinical sessions. However, organisations may choose to offer longer employment contracts.

Please note: The HEE contribution does not include “additional employment costs” and will be required to be refunded to HEE if the Fellow leaves the scheme within the agreed time covered by the programme.

What is the process for developing a Fellowship?

The intention is that Fellowships are developed locally coordinated through the eight KSS training hubs. Localities may wish to canvas the career intentions of those Doctors currently in their final year of GP specialty training and newly qualified GPs in the area as well as looking at population / system needs.

Applications should be submitted via the Training Hub to Health Education England. Where more applications are received than available these will be reviewed by HEE against the criteria with priority to those that address health inequalities, where workforce needs are most pressing or demonstrate how the fellowship will support wider population or system development as part of the ambitions of the programme.

All aspects of employment, including salary, terms and conditions are the responsibility of the employer. BMA agreed standard contracts are recommended.

The Lead Organisation may be:

- An individual GP Practice
- A combination of two employers: each holding a separate contract (with an agreement between parties as to how / where the contribution from HEE is assigned)
- A lead-employer model with one organisation taking responsibility for employment, HR and related issues and with an MOU between both parties to ensure shared liabilities

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Where organisations(s) do not wish to participate in the Canterbury Christ Church University or University of Kent integrated fellowship programmes the organisation(s) will need to articulate and arrange any academic programmes.

Successful Fellowship bids are responsible for the advertisement, recruitment and appointment of fellows utilizing the generic advertisement, job description, person specification and indicative interview questions.

While Training Hubs are ultimately responsible for recruitment of Fellows, HEE KSS will collect expressions of interest from newly qualified GPs and will aim to match these with the relevant Training Hub.

For those Fellowships recruiting to the CCCU or UoK integrated fellowship programmes the academic component starts in September 2020; it is thus anticipated recruits to this programme will be from this date. For those Fellowships not utilizing the integrated fellowship offers, it is recommended that Fellows commence academic programmes from September 2020. Later start dates should be discussed with individual providers.

A Memorandum of Understanding will be signed between HEE KSS and the lead organisation.

Application Timeline

Applications to be received by **Thursday 9th April 2020**

Call for expressions of interest for hosting Academic System Leadership GP Fellowships	1st March 2020
<ul style="list-style-type: none">Training Hubs will submit expressions of interest to HEE KSS via online survey to release guidance and application documents.	
Application window opens	March – April 2020
<ul style="list-style-type: none">Training Hub representatives will cascade communications from HEE KSS to local networks as appropriateTraining Hubs should collate applications from interested parties and form a joint bid on behalf of these groups	
Application window closes	9th April 2020
<ul style="list-style-type: none">Applications received after the close date will be placed on a waitlist and will be considered should any bids be unsuccessful	
Application review and approval period	April 2020
<ul style="list-style-type: none">HEE KSS Academic System Leadership GP Fellowship lead will review all applications and score against scheme criteriaThe Primary Care Project Support team will contact successful parties to confirm their approval to the Fellowship programme	

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Training Hubs recruit to allocated posts	May – Aug 2020
<ul style="list-style-type: none">• Training Hubs will work with local GP practices and Secondary Care providers to recruit suitable individuals to the Fellowship posts• Once all posts have been recruited to, Training Hubs should notify HEE KSS and return the MoU with full details of recruits• During this period, if Training Hubs are unable to recruit; bids on the wait list will be considered• Following successful recruitment, Training Hubs can claim the first sessional payment of £9432.00	
Fellows start on programme	Sept 2020
<ul style="list-style-type: none">• HEIs can invoice HEE KSS directly for academic funds• Training Hubs can claim the second sessional payment from 1st April 2021	

Evaluation

HEE nationally or across Kent Surrey and Sussex may evaluate the Fellowship programme and would anticipate that both Host Organisations and Fellows would participate in this.

Contacts

For more information and to submit applications please contact:

Primary Care Project Support Team
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