

HEE KSS Academic System Leadership GP Fellowships 2022-23

General Guidance June 2022

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 GP Fellowships for newly recruited GPs and in response HEE London and HEE KSS created a Primary Care GP Fellowship programme which has been running since 2016.

The Academic System Leadership GP Fellowship programme delivers benefits to the GP 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 2022.

Current GP Fellowship offers

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 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 General Practice employment who can commit to the locality for 3 years from the commencement of the GP Fellowship	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

Aims of the GP Fellowship programme

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

Through the programme, GP 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 to population health

There are 3 broad categories against which a GP Fellowship can be developed:

All 3 GP Fellowship categories will consist of the following components:

- 3-4 GP sessions focus on system leadership
- 1-2 academic sessions
- 1-4 sessions relevant to academic pursuit

The fellowships this year are not restricted to being within 5 years of qualification, but applicants must demonstrate at interview how they envisage the fellowship sustaining their future commitment to front line local General Practice and the local strategic priorities.

1. **Health equity** - targeted GP Fellowship programme with the aim of trying to reduce health inequalities including coastal health issues, population health, and the health and justice sector. Such GP Fellowships will be prioritized for the 2022-23 opportunity.
2. **Clinical** - supporting GPs to develop a clinical special interest e.g. urgent care, frailty, cancer survivorship. Such GP Fellowships should articulate how the GP Fellowship will be used to benefit patients, populations during and beyond the duration of the programme.

- 3. Academic clinical or System leadership** - stimulating involvement with undergraduate or postgraduate education and system leadership together with the attainment of postgraduate health professionals' education/academic qualification. All the fellowships must have a leadership focus to the subject component, but this option specifically applies to fellows working within a portfolio capacity within a TH/ICS/HEI in support of becoming a GP HEE educator/academic but not as a substitute for the HEE KSS GP educator pathway.

Programme

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

- **GP-Based GP Fellowship** – based predominately in general practice / primary care setting. The GP Fellowship should usually include a three to four clinical sessions per week (recommend four) and one to two sessions of professional development per week where the GP Fellow will undertake a formal academic qualification and relevant portfolio work that supports this.
- **Integrated GP Fellowship** – with opportunities to develop across wider systems which will usually include three to four clinical sessions in general practice (recommend four), two to four sessions in another clinical / nonclinical / educational / management / commissioning sphere of work and one to two sessions of professional development time per week.
- **Integrated GP Fellowship with Canterbury Christ Church University (CCCU)** – HEE KSS has developed a model Integrated GP Fellowship in association with colleagues in London and CCCU which includes:
 - Four sessions in GP (recommend 4).
 - Two to four sessions in either: emergency / urgent care, frailty or surviving cancer.
 - Postgraduate certificate in Healthcare Practice.
 - Clinical masterclass series aligned to the three clinical areas above.
- **Integrated GP 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. This includes:

GP Fellowships typically last 12 months. However, organisations may choose to offer longer employment contracts and commitment to the local NHS for a longer period will be explored at interview. Financial support from HEE is limited to 12 months per GP Fellow.

Eligibility

GP Fellows can 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, this year's GP Fellowships encourage applications from mid-career GPs and those seeking portfolio working in later careers.

Why appoint a GP Fellow?

The GP 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 GP Fellow?

The scheme offers an opportunity to recruit talented and motivated recently qualified GPs as well as retain and refresh those who are further in their careers and interested in developing professionally. They may be emergent systems leaders within a GP practice and across a Primary Care Network or working 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 HEE, in the form of the support to achieve additional academic / clinical qualifications.

Support for GP 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 GP Fellowship programme should have a clearly identified GP Mentor.

It is the responsibility of employers to ensure that these Mentors and Clinical Supervisors are in place.

The GP Mentor will:

- Meet with the GP Fellow at the start of the programme to assist the GP Fellow in developing their overarching learning outcomes for the programme
- Assist the GP Fellow in developing their PDP for the programme
- Maintain regular contact with the GP Fellow
- Undertake a four monthly review meeting with the GP Fellow

The nominated GP mentor will usually be a GP. However, GP mentors do not have to be limited to being a GP; nor are they limited to working in the same GP practice as the GP Fellow.

Clinical Supervision:

GP Fellows on an integrated GP Fellowship, working in a different environment, 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 GP Fellow at the start of the placement
- Assist the GP 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 individuals. The Speciality Mentor and Clinical Supervisor should be in place in addition to the Fellow's GP Mentor.

Financial Support

HEE KSS is supporting up to 19 GP Fellowships across Kent, Surrey, and Sussex with:

- A maximum of £18,963 to support the GP Fellow in having sufficient time to undertake their professional development including relevant portfolio work that supports the academic qualification. Each session equates to £9,481.50.
- Up to £5,000 per GP 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 GP Fellow leaves the scheme within the agreed time covered by the programme.*

What is the process for developing a GP Fellowship?

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

Bid applications should be submitted via the ICS Training Hub to HEE KSS Primary Care School. 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 GP 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)

HEE KSS Academic System Leadership GP Fellowship 2022-23

- 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.

The Training Hubs are responsible for the recruitment of the GP Fellows. Where organisations(s) do not wish to participate in the Canterbury Christ Church University or University of Kent integrated GP Fellowship programmes, the organisation(s) will need to articulate and arrange any academic programmes.

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

For those GP Fellowships recruiting to the CCCU or UoK integrated GP Fellowship programmes the academic component starts in September 2022; it is thus anticipated recruits to this programme will be from this date. For those GP Fellowships not utilising the integrated GP Fellowship offers, it is recommended that GP Fellows commence academic programmes from September 2022. Later start dates should be discussed with individual providers.

An extension to the 2020-21 Memorandum of Understanding will be signed between HEE KSS and the Lead Organisation.

A learning agreement must also be signed between the GP Fellow, Lead Employer and any other employer.

Evaluation

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

Contact Details

For more information, please contact the HEE KSS Primary Care School at PrimaryCareSchool.KSS@hee.nhs.uk

Application and Fellowship Timeline

Training Hub bid applications to be received by **Friday 08 July 2022**.

Bid application window opens	15 June 2022
<p>Training Hub representatives will cascade communications from HEE KSS to local networks as appropriate.</p> <p>Training Hubs should collate applications from interested parties and form a joint bid on behalf of these groups.</p>	
Bid application window closes	08 July 2022
<p>Applications received after the close date will be placed on a waitlist and will be considered should any bids be unsuccessful.</p>	
Bid application review and approval period	July 2022
<p>HEE KSS Academic System Leadership GP Fellowship Lead will review all applications and score against scheme criteria.</p> <p>HSS KSS Primary Care School will contact successful parties to confirm their approval to the GP Fellowship programme.</p>	
Training Hubs recruit to allocated posts	Jul–Aug 2022
<p>Training Hubs will work with local GP practices and Secondary Care providers to recruit suitable individuals to the GP Fellowship posts.</p> <p>Once all posts have been recruited to, Training Hubs should notify HEE KSS and return the MoU with full details of recruits.</p> <p>During this period, if Training Hubs are unable to recruit; bids on the waitlist will be considered.</p> <p>Following successful recruitment, Training Hubs can claim the first sessional payment of £9,481.50. This must be claimed by 31 March 2023.</p>	
GP Fellows start on programme	Sept 2022
<p>HEIs can invoice HEE KSS directly for academic funds.</p> <p>Training Hubs can claim the second sessional payment from 01 April 2023.</p>	