

NHS England South East Primary Care School (KSS)

Academic System Leadership GP Fellowships 2024-25

General Guidance June 2024

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 2016 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 continues into the new NHS England from April 2023 and is now extended to include GPs in their mid-careers too.

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.

NHSE Primary Care School (PCS) in Kent, Surrey and Sussex is pleased to announce a further initiative to support a cohort of GP Fellows for 2024-2025.

Current GP Fellowship offers

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

KSS Academic System Leadership GP Fellowship 2024-25

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

Academic System Leadership GP Fellowship	New to Practice programme (NTPP)
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

All post CCT GPs are strongly encouraged to engage with the NTPP but for some individuals the Academic System Leadership GP Fellowship may be more appropriate. Typically, the Academic System Leadership GP Fellowship would be undertaken after the NTPP or at a later career stage when practitioners are developing GP special interest and leadership roles.

Aims of the GP Fellowship programme

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

The 2024-25 GP Fellowship programme is targeting the WTE regional priorities for:

- Frailty, Cancer/Palliative Care, Acute/Emergencies
- Health Inequalities/Population Health Management
- Educator Workforce and Training Practices

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:

1. **Health equity** - targeted GP Fellowship programme aiming to reduce health inequalities including coastal health issues, population health, and the health and justice sector.
2. **Clinical** - supporting GPs to develop a clinical special interest e.g., acute / emergency care, frailty, cancer survivorship. Such GP Fellowships should articulate how the GP Fellowship will be used to benefit patients and populations during and beyond the duration of the programme.
3. **Academic clinical or System leadership** – 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/ICB/HEI in support of placement expansion in Primary Care General Practice/Expert Generalism but not as a substitute for the KSS GP educator pathway or becoming a GP Clinical Supervisor or Educational Supervisor.

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

- 3-4 GP sessions
- 1-2 academic/leadership sessions
- 1-4 sessions relevant to academic/leadership pursuit

The fellowships 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.

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 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.

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 the Primary Care School is limited to 12 months per GP Fellow per annum.

Eligibility

GP Fellows can be within the first five years of achieving their CCT, must 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.

Completion of the NTPP is strongly advised and applications from mid-career GPs, and those seeking portfolio working in later careers, is encouraged.

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 such as 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 for holistic programme support.

It is the responsibility of employers to ensure that these Mentors and where specifically required, Clinical Supervisors (see below) 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 Professional Development Plan (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.

Specialty Mentor / 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 for holistic programme support.

Financial Support

The KSS PCS is supporting up to 16 Academic System Leadership 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 if not undertaking master's pathways already directly funded by KSS.

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

Money flows from the KSS Primary Care School (PCS) to KSS ICS Training Hubs through the NHSE Education Contract. The ICS Training Hub governance ensures the onward funding flow to relevant employers, usually the Fellows' substantive GP Practice.

Please note: *This contribution represents an educational bursary/educational grant and does not include any additional employment costs.*

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

KSS Academic System Leadership GP Fellowship 2024-25

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 the KSS PCS. Where more applications are received than posts available these will be reviewed by the Programme Lead 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 and Primary Care Departmental priorities.

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, typically where the GP Fellow holds a substantive post.
- A combination of two employers: each holding a separate contract (with an agreement between parties as to how / where the contribution from the PCS 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.

Training Hubs who are successful with their 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 provided by KSS PCS.

Training Hubs will need to articulate and oversee the arrangement of any academic programmes. It is recommended that GP Fellows commence academic programmes from September 2024. Later start dates should be discussed with individual providers and Programme Lead.

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

Evaluation

All fellows MUST provide a report of their activity to the PCS. Ideally this will also be presented as an academic poster. NHS England, nationally or across Kent, Surrey and Sussex, may formally 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 KSS Primary Care School at england.ksspc.pcschool@nhs.net.