

iELF Programme

NHSE Kent, Surrey and Sussex Primary Care School
Interprofessional Educational Leadership Fellowship

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Following the success of three cohorts, NHSE KSS Primary Care Department is pleased to announce a fourth cohort of the Interprofessional Educational Leadership Fellowship programme.

The Fellowship programme aims to deliver benefits to Fellows, patients, local health systems and the wider NHS through upskilling individuals across the spectrum of leadership, and education, as well as offering a route into portfolio working and there by boosting workforce retention.

Through this PCS Interprofessional Leadership Programme, fellows will work with or in PCNs to develop:

- As medical education leaders
- New and innovative approaches for sustainable organisational development in PCNs e.g., Community education facilitation principles and associated education and workforce lead roles
- Ways to use practice skills and educator roles outside of the traditional practice boundaries to innovate and increase placement experiences and capacity
- New knowledge, skills, and competences as educators, in critical appraisal, leadership, simulation, and the use of quality improvement techniques
- An increased understanding of system leadership through education and training

These fellowships are aimed at GPs involved in the planning, delivery, or leadership of GP training expansion within general practice, in particular:

1. Educators with an understanding of the GP training pathway or a PGCert in education to support GP training expansion effectively.
2. GP Innovators passionate in developing or implementing new models for expanding GP training capacity in practices.
3. ICB and INT GP clinical leads who want to integrate GP training needs into local workforce development plans.



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What does a Fellowship post look like?

These are 1 year development posts with:

- A minimum of 2 sessions a week in a substantive role delivering NHS GP services in the Training Hub locality or be linked to a PCN in an educational capacity.
- Be available to attend a series of full day (9-5pm) masterclasses (~1/month) delivered in person in York House, Horley, Surrey to support your personal development and role in education, training and leadership in Primary Care.

Built into the Fellowship programme are the following sources of support:

- A community of practice to foster peer support during the programme
- 1:1 mentoring & project sponsorship to support your emerging educator, leadership and project development



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Benefits

Benefits to Primary Care Organisation

The scheme offers the opportunity to recruit talented and motivated healthcare professionals as well as retain and refresh those who are further in their careers and interested in developing professionally.

They may be the system leaders of the future both within GP practices, across Primary Care Networks and across traditional organisational boundaries.

Participants learning supports current PCN contractual requirements.

What support is there for Fellows?

Each Fellow will be supported by a mentor
- In addition to support as part of the academic programme and as well as a bespoke series of master classes.

A dedicated community of practice will be available to the cohort of fellows.



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Details of the Fellowship Offer

An Academic Education Grant of £20,000 per annum will be paid to support release from practice for the duration of 12 months. This payment is inclusive of travel expenses to masterclasses

Where individuals are not directly employed within, or on behalf of a PCN but may fulfil relevant criteria for the fellowship case by case consideration can be made to the Head of School for Primary Care.

ICS Training Hubs will manage the Education bursary support.

ICS THs will also manage the recruitment to the fellowships following NHSE PCSs' guidance.



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Fellowship candidates will:

1. Gain agreement from their employer/s for participation in the fellowship programme prior to interview, this may include agreement with one or more employers depending on the candidate's employment model.
2. Complete a learning agreement with the Training Hub that states that under this agreement the Training Hub contribution must be refunded in full if the fellow leaves the programme within the time covered by the programme.

Employer/s requirement is to:

1. Hold a contract of employment with the fellow.
2. Release the fellow to meet the requirements of the programme including specific learning activities, for example masterclasses as part of group learning (both virtually and in person).

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Project work

Project work will be undertaken by the Fellows in support of their role. Projects are expected to support GP Training Expansion and innovation to support the 3 shifts detailed in the NHS 10 Year plan.

Development
of innovative
placement models

Make a quantitative
improvement in learning
environment, placement
and supervisor numbers

Develop a model of
peripatetic supervision for
learners across a PCN

Inform the development
and build the profile of
an educator faculty

Increase in primary care
clinical educators

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Programme Curriculum

Built with all stakeholders, interprofessional expertise, and experience, inclusive of citizens and learners

Ten domains reflect the competencies and aspirational capabilities for a flourishing Primary Care workforce

Finance

Infrastructure enables shared tariff.

Learning environment

A culture of place-based person centered learning across a PCN.

Program administration

Protected time for teaching and learning.

Curriculum mapping

Curricula, frameworks, and supervisors mapped to place, learner, people and population needs.

Workforce planning

Whole workforce sustainability mapped to organisation and population needs.

Research, innovation, digital

embedded research culture. Technology enabled learning teaching and learning.

Teaching and assessment

Interprofessional and cross-organisation teaching and learning.

Continuous Professional

Development

Self-sustaining need led.

Monitoring, evaluation and Quality improvement

Reflexive organisation.

Educational governance

PCN accreditation and Quality Assurance.



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Our Values and Purpose

We believe that education is the foundation of transformation, whether that be through personal actualisation, the growth of those we sit alongside, or through service development. Our experience is that being an educator and leading through education creates resilience and flourishing. We want to share this experience with you so that you may excel in our wake.

(SE Primary Care Schools, 2022)

Unprecedented Primary Care transformation to address health and social care challenges in an aging society with high expectations and global challenges; complex and complicated.

It needs to be right - Clinical service delivery requires the right workforce, in the right place, at the right time.

Workforce is key - Workforce can no longer be an after thought so we require the expertise of those who teach, train, and support to sit alongside clinical service leaders as workforce educational leaders, and the Primary care infrastructure that values and enables these functions and people.

Leading across boundaries - For an integrated service we must work across all professional boundaries through systems-working, collaborative co-construction, and inter-professional learning, informed by those who deliver front line.



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Contacts

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