

Health Education England North West 2020-2021 Post-CCT GP Fellowship Programme

This document outlines our plans for the 2020/2021 HEE NW post-CCT Fellowships. We are keen to ensure that any Fellowships reflect both local workforce need and GP career aspirations.

Up to 56 post-CCT fellows can be supported by HEE NW this year. This is in addition to the fellowships that will be supported by NHS England & NHS Improvement and there may be some shared support for both approaches. The NHSE/I model is being coordinated by Training Hubs and details will be shared with NW practices in due course.

Aims of the HEE Post-CCT Fellowship Programme:

- Meet regional and local population health needs by:
 - Aligning with STP (Sustainability and Transformation Partnership)/ICS (Integrated Care System) or other locally identified priorities
 - Contributing to the delivery of high-quality health care
 - Addressing unequal workforce distribution
 - Reducing health inequalities
- Making the GP role more attractive and helping “deliver the promise” of a varied and stimulating career
- Contributing to the development of future GP system leaders

PROGRAMME DETAILS

Eligibility

Bidding partner organisations should be North West-based health organisations within the health, social or voluntary sectors.

Fellows appointed by successful organisations should be within the first five years of achieving their CCT, hold a license to practice with the GMC and have full inclusion on the National Medical Performer List.

As there has been a delay in sharing this information, we will allow practices and organisations who have appointed new salaried GPs or GP Partners since April 2020 to bid, assuming the new GP is eligible for fellowship.

Fellowship Design and Approval

Submissions are invited from:

- GP practices
- STP/ICS leadership
- LWABs

- CCGs
- Federations/Local care networks
- Secondary and community care trusts
- Community and voluntary sector
- Higher Educational Institutions

Fellowship Job Plan

GP fellowships should usually include a minimum of four clinical sessions in primary care and two sessions of personal development time per week.

An integrated Fellowship offering opportunities to develop across clinical systems will usually include a minimum of three clinical sessions in primary care, and a minimum of two sessions in another clinical sphere of work and two sessions of personal development time per week.

Fellowships offering the opportunity to develop a specific area of work such as frailty, mental health, dermatology or other clinical or leadership areas will be encouraged.

Personal development time should be self-directed by the fellow in areas of relevance to their fellowship, e.g. quality improvement activities, attendance at courses/university, time spent shadowing or in other organisations, attendance at education events locally such as Post CCT fellow support, Higher Professional Education (HPE) or Professional Education and Development (PED)

Host practices and organisations should consider how the fellows will be mentored and supported to get the best from the scheme, for example a named GP or lead who might meet on a regular (for example monthly) basis to review progress and provide support.

Fellowship Strands and Local Priorities

Invitations can be sought for five broad categories of fellowship:

- **Educational**
 - stimulating early career GP educators through involvement with undergraduate and postgraduate education and the attainment of postgraduate health professionals' education qualifications. We are significantly increasing GP training capacity in the NW and recently-qualified GPs can apply for training to become clinical supervisors for Foundation Doctors, GP Trainees and the wider primary care workforce.
- **System Leadership**
 - supporting emerging GP leadership within the local healthcare system – CCGs, STP/ICS, training hubs, HEE. This may include formal qualification in leadership e.g. PG Cert.
- **Health Equity**
 - using the fellowship programme to reduce health inequalities – prioritising fellowships to offer clinical placements in practices in under-doctored or socio-economically deprived areas.
- **Clinical**
 - helping GPs to develop a clinical special interest e.g. dermatology, frailty, palliative care. These fellowships may often be driven by individuals

- **Academic**
 - supporting early academic careers, bridging the gap from pre-CCT Academic Career Fellows (ACF) to higher academic study

Appointment & Employment

- Successful partner organisations are responsible for the advertisement, recruitment and appointment of fellows. HEE NW may provide support with communication to interested applicants where appropriate.
- All aspects of employment, including salary, terms and conditions, pre-employment checks and eligibility to work in the UK are the responsibility of the employer. BMA agreed standard contracts are recommended.
- Any organisations appointing fellows who hold visas (such as Tier 2) must hold the relevant sponsorship license and adhere to UK Visas & Immigration (Home Office) regulations
- HEE-supported personal development time is limited to 12 months per fellow, though partner organisations may choose to offer longer contracts. Fellows opting to undertake the fellowship LTFT will be entitled to the same total number of funded personal development sessions.

Funding

Partner organisations are responsible for setting salary and terms & conditions for the fellows, who should be paid for every session worked, including their personal development time. In multiple partner bids, robust internal arrangements should exist to handle the recharging of salary costs.

For 2020/21, we are able to offer each fellow 2 supported sessions plus a bursary:

- HEE will reimburse £9,482 per session aligned to personal development (which equates to £18,964 for 2 sessions)
- For each fellowship, HEE will also provide up to a maximum of £5000 for education support for which a schedule of expenditure will be required
- This money will be paid on receipt of an invoice once a fellow is in post

Partner organisations will also be responsible for ensuring that appointed HEE fellows are not receiving double payments i.e. using HEE fellowships funds and other fellowship funding such as NHSE/I to support the same session(s) or the same educational development initiatives.

HEE NW Support

All post CCT fellows will be invited to an induction session to enable them to meet other fellows and plan their development. In addition, they will be invited to attend the Higher Professional Education (HPE) programme which consists of five days each year. They will also be able to apply for the Professional Education and Development (PED) course. Information will be shared with them about academic opportunities available locally from Edge Hill University, Manchester University and the University of Central Lancashire and from the NHS Leadership Academy.

APPLICATION PROCESS

Bids should be submitted to HEE NW using the link below:

[2020/2021 Post CCT Fellowship Application Form](#)

HEE will need to understand how you will attract GP trainees and recently qualified GPs into the programme. Applications also need to consider how you will support the career development of young GPs including opportunities to develop skills in leadership, education, management etc. In addition, HEE will need to see how the work supports the principles of GPFV and the NHS Long Term Plan including new ways of working, primary care at scale, integrated care, multidisciplinary working etc.

The bid will need to consider the clinical roles, opportunities for development, mentoring and educational components of the post, and possible roles for the fellows after the initial 12 months.

Please submit your application as soon as possible. The first review of applications will take place at the end of August 2020 and all organisations will be notified of the outcome. Bids submitted after August 2020 may still be considered if any fellowships allocations remain, however this cannot be guaranteed.

CONTACT DETAILS

Fellowship Support: HEE NW GP Training Team GPtraining.nw@hee.nhs.uk

Fellowship Clinical Lead: Dr Rebecca Baron Rebecca.baron@hee.nhs.uk

This information, along with national HEE Fellowship guidance, can be found on the post-CCT section of our website: <https://bit.ly/390X8Mt>