New to General Practice Fellowship Programme

For newly qualified GPs and Nurses within Buckinghamshire, Oxfordshire and Berkshire West

Version 4 – updated following release of NHS England & NHS Improvement Guidance
INTRODUCTION & KEY BENEFITS

WELCOME!

Welcome to the “New to General Practice Fellowship Programme” launched nationally by NHS England & NHS Improvement and delivered locally by your Primary and Community Care Training Hubs.

The Fellowship Programme is a national commitment in the NHS Long Term Plan to support newly qualified GPs and nurses as they begin their careers in General Practice.

This new type of fellowship provides a two-year programme of support which is available to newly qualified GPs and nurses working in general practice, with a focus on working within and across a Primary Care Network (PCN).

The programme offers a continuation of support, learning and development post registration, encouraging newly qualified GPs to take up substantive roles (salaried or partnership). It is open to all GPs and nurses who have completed their training in the past year who are working across the Buckinghamshire, Oxfordshire and Berkshire West (BOB) region.

The Oxfordshire Training Hub (OTH) is coordinating the programme on behalf of NHS England & NHS Improvement and Health Education England Thames Valley in partnership with the Buckinghamshire and Berkshire West Training Hubs.

BENEFITS TO THE PRACTICE

- Recruit a Salaried GP/Partner rather than a locum
- Commitment to 2-year employment by a newly qualified GP
- Funding towards backfill to support time to learn
- Access to 1 hour of mentoring monthly
- Support with recruitment
- Improved retention in first 2 years of work
- Grow your own future GPs through in-house professional development to meet your organisation’s needs
- Recruitment and Retention of committed energised newly qualified GPs to support the practice team
- Involve your GP Fellow in PCN development and quality improvement projects
AIMS
To ensure that our trainees become our local GPs by building an educational community and supporting workplace-based professional development beyond the end of training.

FELLOWSHIP PROGRAMME
- Support for an enhanced induction programme.
- A pro-rata weekly study session, 3 out of 4 sessions spent in General Practice or personal study.
- 1 in 4 sessions to be attended by all participants, a monthly regional education programme.
- Access to a mentor
- Access to career coaching
- PCN Portfolio working

WHO CAN APPLY?
Any Buckinghamshire, Oxfordshire or Berkshire West GP practice employing GPs who have graduated after 1st August 2019* in a substantive role (salaried, partnership or fixed term contract, minimum term 2 years).

FUNDING
The programme is providing a guaranteed 2-year funding of £7,200 for each year to release the GP from their practice clinical role for one session per week (pro rata, based on full time as 37.5 hours) so they can participate in the range of activities relating to the fellowship programme.

This will include learning through a mix of training days and self-directed online sessions, mentorship/ supervision sessions and peer support conversations. Activities will vary week by week, and will evolve across the two-year period as new aspects from the model are added. For example, in the first six months an individual might expect to spend their weekly fellowship session undertaking a range of induction and peer support activities; whereas in their final six months on the programme they may utilise this weekly session for career coaching and leadership development. Funding will be paid to practices on a quarterly basis.

*subject to demand and individual circumstances. We may consider applications from those who have qualified before this date.

BENEFITS FOR GP FELLOWS
- A structured supportive induction
- Monthly structured sessions of learning tailored to New to Practice needs
- In-practice learning
- Access to Training Hub tailored education programme to meet newly qualified GP needs
- Access to an experienced GP mentor with protected mentoring time
- Access to networks and peer support
- Career coaching
- Access to career development opportunities
The programme structure (as suggested by NHS England & NHS Improvement) is summarised in the below table. This is an outline and maybe subject to change. However, we anticipate the programme will provide:

- Supporting the transition from GP training to full case load of a GP.
- Gaining clinical experience and confidence
- Time to engage with quality improvement projects and practice organisation priorities in study time
- Building local supportive relationships to continue through their careers, particularly important for GPs moving into area from other training schemes.

### Year 1
(sessions are pro rata)

<table>
<thead>
<tr>
<th></th>
<th>Stage 1: 0-6 months</th>
<th>Stage 2: 7-12 months</th>
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<tbody>
<tr>
<td>Support and Networking</td>
<td>Recruitment &amp; induction, introduction to PCNs and ICSs, assigned a mentor, Personal Development Plan developed and joining a GP Network</td>
<td>Access to a GP mentor, GP network and action learning sets</td>
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<tr>
<td>Learning and Development</td>
<td>Portfolio opportunity agreed</td>
<td>Practice management learning and quality improvement learning</td>
</tr>
<tr>
<td>PCN portfolio working</td>
<td>Portfolio opportunity agreed</td>
<td>Access to shadowing opportunities and also commence portfolio working</td>
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### Year 2
(sessions are pro rata)

<table>
<thead>
<tr>
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<th>Stage 1: 13-18 months</th>
<th>Stage 2: 19-24 months</th>
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<tbody>
<tr>
<td>Support and Networking</td>
<td>Access to mentor, coaching for personal development, action learning sets and a GP network</td>
<td>Access to mentor, coaching for personal development, action learning sets and a GP network</td>
</tr>
<tr>
<td>Learning and Development</td>
<td>Access to leadership development opportunities / shadowing, mentoring / coaching learning and remote working learning</td>
<td>Enhanced leadership development</td>
</tr>
<tr>
<td>PCN portfolio working</td>
<td>Portfolio working underway on an agreed basis</td>
<td>Integrated MDT working exposure and also embedded within portfolio role</td>
</tr>
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</table>
APPLICATION

If practices are interested in signing up their newly qualified GP on this exciting Fellowship opportunity, please submit completed an online application form.

The application form is meant to be a quick and easy process for practices to undertake. A member of the Fellowship team will be in touch with you to discuss your application a few days after completion.

Please remember this opportunity is only available for practices within Buckinghamshire, Oxfordshire and Berkshire West geography. Practices will be notified by mid-September if they have been successful in the application.

Please contact us if you have any questions: bob.fellowship@nhs.net.

DATA PROTECTION

By completing the expression of interest application form you consent to the OTH holding and processing, both electronically and manually, the data that we collect about you in the course of your engagement with our New to General Practice Fellowship Programmes, for the purposes of the administration and management of our business and for compliance with applicable laws, procedures and regulations. All data shall be destroyed when no longer necessary to retain for purpose. Please see our website for further information, oxfordshiretraining.net/privacy-policy.

TIMELINE

Applications are open now – until 4th September 2020*

Apply here by completing this form:

Form

A virtual welcome / launch day is planned for Tuesday 29th September 2020 to officially welcome Fellows to the programme.

*We are aware that due to the changing information there may be a delay in applications being submitted. Therefore applications past this date will be considered.