NHSE/I BNSSSG Newly Qualified GP Fellowship Programme 2021
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NHSE/I BNSSG Newly Qualified GP Fellowship Programme

- Healthier Together and the BNSSG Training Hub are delighted to present the NHS England & NHS Improvement (NHSE/I) Newly Qualified GP Fellowship Programme for Bristol, North Somerset & South Gloucestershire (BNSSG).
- This 2 year programme is designed to provide personalised support to newly qualified GPs, helping you to gain confidence, and to develop enjoyable, fulfilling and sustainable careers in general practice.
- The Newly Qualified GP Fellowship Programme 2021 cohort will start from 1st August 2021.

Eligibility criteria

- The fellowship programme is open to GPs within their first 12 months post CCT who have a substantive (salaried or partnership) NHS role in BNSSG. This may be extended to 18 months post CCT in the instance of maternity/paternity/adoptive/parental leave, long-term sickness, or other caring responsibilities. The programme is open to international recruits who fulfill these criteria.
- Employing practices must provide: protected CPD time, an induction to the practice and the primary care network (PCN), and a named clinical supervisor with whom the fellow can meet for 1 hour/month for the duration of the fellowship. They must also consider what career development opportunities they can offer the fellow e.g. shadowing, leadership & management roles, quality improvement projects, teaching & supervision responsibilities, and portfolio working within the PCN.
Fellowship Programme Overview

**Funded CPD time**
Fellows will benefit from 1 session per week pro rata paid protected time for continuing professional development.

**Induction**
The employing practice will provide an induction to the practice and primary care network. The Training Hub will provide an induction to the fellowship programme and the local health & care system.

**Clinical Supervision**
The employing practice will provide a named clinical supervisor. Fellows will meet with their clinical supervisor for 1 hour/month.

**Peer support**
Fellows will be offered the opportunity to join a peer support group.

**Coaching & mentoring**
Every fellow will be matched with an experienced GP mentor, with whom they will meet for 1 hour/month. They will also have access to career coaching.

**Career development**
The Training Hub will provide learning & development opportunities, with an emphasis on portfolio working.
Funded CPD Time

- Fellows will receive reimbursement for 1 session per week pro rata protected CPD time.

- This time will cover programme attendance e.g. peer support, clinical supervision, coaching, mentoring, and learning & development opportunities.

- The remainder of the time is for self-directed CPD. We encourage fellows to use this time to undertake projects within their PCN or the wider system, and to pursue portfolio work.

- Fellows will be asked to create personal development plans (PDP), setting SMART* goals for their CPD time. They will be asked to review their PDP and reflect on their experience every 6 months.
  *Specific, Measurable, Achievable, Relevant and Timely.

- Reimbursement will be at a rate of £7200 per year pro rata including associated employment costs, paid quarterly in advance via the employing practice. Please see the following page for further details.

- For the purposes of this programme:
  
  Full time = 8 sessions/week.
  1 session = 4 hours.

  CPD entitlement will be calculated based on number of clinical sessions/week worked with the employing NHS practice. Locum work, non-clinical work, private work and work in other NHS clinical settings will not be included.

- Fellows should agree with their practices whether this time is taken in addition to their current clinical time, or whether they are released from clinical time.
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FAQs

Funded CPD Time

1. Is there anything that funded CPD time can’t be used for?
   Funded CPD time cannot be used for routine clinical or administrative work. It also cannot be used for statutory and mandatory training.

2. Do I need indemnity?
   It depends on how you intend to use your CPD time. It is the joint responsibility of the fellow and the practice to seek advice from an indemnity provider and obtain appropriate cover. There is no funding available for indemnity.

3. Are there study or project budgets?
   No. There are no study or project budgets associated with this programme. However, we encourage fellows to discuss project opportunities with their PCN and with the Training Hub.

4. What happens if I take maternity/paternity leave or sick leave?
   You can pause your fellowship during maternity/paternity leave or an extended period of sick leave. CPD payments will resume on your return to work. We cannot guarantee, however, that the other aspects of the programme will still be available.

5. What happens if I change practice?
   If you take up a substantive post in another practice within BNSSG that can meet the terms & conditions of this programme, you may continue the programme at your new practice. If you move outside of BNSSG, or no longer have a substantive role, you are no longer eligible for this programme.
General FAQs

1. What induction will I receive?
   Your employing practice will provide an induction to the practice & PCN. The Training Hub will provide an online induction to the fellowship programme and the local health & care system.

2. What clinical supervision should my practice provide?
   A requirement of the fellowship programme is that practices provide fellows with a named clinical supervisor, with whom they meet for 1 hour/month. The clinical supervisor should be an experienced GP. There are no qualification requirements for the supervisor, but the Training Hub can give advice on supervision training if required. There is no funding available for clinical supervision.

3. What peer support will I receive?
   All GP fellows will be invited to join a peer support group. These groups will be self-run. Interested fellows will be offered facilitator training. We suggest that groups meet for 1 hour every 6 weeks. We will endeavour to find times which suit everyone. The meetings will be held online.

4. What mentoring will I receive?
   Every fellow will be matched with an experienced accredited GP mentor, with whom they will meet for 1 hour/month.

5. What is the coaching offer?
   Fellows will have access to remote career coaching.

6. What learning & development opportunities are available?
   The Training Hub will provide opportunities tailored to your interests e.g. training events, career chats & shadowing opportunities. Practices & PCNs are also encouraged to provide career development opportunities e.g. shadowing, leadership and management roles, quality improvement projects, teaching and supervision responsibilities, and portfolio working.
August 2021 - February 2022
0-6 months:
Induction. Clinical supervision, mentoring & peer support start. Reflective report at 6 months.

February 2022 - August 2022
6-12 months:
Add in learning & development opportunities. Reflective report at 12 months.

August 2022 - February 2023
12-18 months:
Add in career coaching. Reflective report at 18 months.

February 2023 - August 2023
18-24 months:
Add in portfolio working. Reflective report at 24 months.
How to apply

There is no competitive application process for this programme and we will endeavour to place all eligible GPs, subject to funding.

How to apply

- Please complete the application form AND memorandum of understanding (MOU) and return to sarah.ballisat@nhs.net
- If you have any questions about the programme, please contact sarah.ballisat@nhs.net