



NHSE/I BNSSG Newly Qualified GPN Fellowship Programme

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Introduction

NHSE/I BNSSG Newly Qualified GPN Fellowship Programme

- Healthier Together and the BNSSG Training Hub are delighted to present the NHS England & NHS Improvement (NHSE/I) Newly Qualified GPN Fellowship Programme for Bristol, North Somerset & South Gloucestershire (BNSSG).
- This 2 year programme is designed to provide personalised support to newly qualified General Practice Nurses (GPN), helping you to gain confidence, and to develop enjoyable, fulfilling and sustainable careers in general practice.

Eligibility criteria

- The 2020-21 Fellowship Programme is open to GPNs qualifying between November 2018 and March 2021 who currently hold (or who are going to take up) a substantive NHS role in BNSSG. The programme is open to international recruits who fulfill these criteria. The programme is not open to nurses transferring to primary care from other settings.
- 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, for example: shadowing, leadership and management roles, quality improvement projects, teaching and supervision responsibilities, and portfolio working within the practice or primary care network.

Fellowship Programme Overview



Funded CPD time

Fellows will benefit from 4 hours/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 at least 1 hour a month.



Peer support

Fellows will be offered the opportunity to join a facilitated peer support and wellbeing group.



Coaching & Mentoring

Fellows will receive funding for membership of the Royal College of Nursing, the benefits of which include 3 career coaching sessions. In addition, each fellow will have monthly mentoring meetings with an experienced GPN.



Career development

The Training Hub will provide tailored career advice & support, with an emphasis on leadership & portfolio career development. Fellows will be offered a place on the Training Hub's Aspiring Leaders in Health & Social Care Programme.

Funded CPD Time

- Practices will receive reimbursement for 4 hours 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 their career development goals.
 - 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.
- Reimbursement will be at a rate of £3800 per year pro rata plus associated employment costs, paid biannually in advance. Please see the following page for further details.
 - For the purposes of this programme:
Full time = 37.5 hours/week.
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.

*Specific, Measurable, Achievable, Relevant and Timely.

Funded CPD Time

Number of substantive clinical hours/week	CPD entitlement/ week (hours)	Annual salary	Pension (14.38%)	National insurance (13.8%)	Total annual CPD funding
32 - 37.5	4	£3800	£546.44	£524.40	£4870.84
28-31	3.5	£3325	£478.14	£458.85	£4261.99
24-27	3	£2850	£409.83	£393.30	£3653.13
20-23	2.5	£2375	£341.52	£327.75	£3044.27
16-19	2	£1900	£273.22	£262.20	£2435.42
12-15	1.5	£1425	£204.92	£196.65	£1826.57
8-12	1	£950	£136.61	£131.10	£1217.71
4-7	0.5	£475	£68.31	£65.55	£608.86

FAQs

Funded CPD Time

1 Is there anything 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.

FAQs

General FAQs

1 What induction will I receive?

Your employing practice will provide an induction to the practice & PCN. We will provide a 'best practice' induction template. 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 GPN. There are no qualification requirements for the supervisor, but the Training Hub can provide advice on supervision training if required. There is no funding available for clinical supervision.

3 What peer support will I receive?

All GPN fellows will be invited to join a peer support and wellbeing group. The Training Hub will provide an experienced facilitator for the group. The group will meet for 1 hour once a month. We will endeavour to find a time which suits everyone. The meetings will be held online.

4 What mentoring will I receive?

You will have access to monthly mentoring sessions with an experienced local General Practice Nurse. These sessions will last approximately 1 hour. The meetings are likely to be held online.

5 What is the coaching offer?

Fellows will receive funding for membership of the Royal College of Nursing for 2 years. The benefits of membership currently include 3 telephone career coaching sessions. Fellows will need to pay the annual membership fee themselves and then seek reimbursement via the Training Hub.

6 What career development opportunities are there?

The Training Hub will provide opportunities tailored to your interests e.g. career chats, shadowing opportunities & training events. 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 within the PCN. Fellows will also be offered a place on the Training Hub's Aspiring Leaders in Health & Social Care Programme.

Timeline



How to apply

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

GPNs who qualified between 1st November 2018 and 30th September 2019:

Please complete the accompanying application form and memorandum of understanding (MOU) and return to **jessie.saul@nhs.net** by **30th September 2020**.

Please note this is your only opportunity to join the programme.

GPNs qualifying between 1st October 2019 and 31st March 2021:

If you already have a substantive role or confirmed job offer, please complete the accompanying application form and MOU and return to **jessie.saul@nhs.net** by **30th September 2020**.

If you do not yet have a substantive job offer, please register your interest by completing an expression of interest (EOI) form (this can be obtained from **jessie.saul@nhs.net**). If you have already completed an EOI form, you do not need to do it again. Please contact us once you have secured a substantive job offer.

You will remain eligible to join the programme for 12 months after your qualification date.

If you have any further questions about the programme, please contact sarah.ballisat@nhs.net