



# Employing a New to Practice GP Fellow

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Guidance and support from the  
**Phoenix Programme**





# New to Practice GP Fellowship

## How have we got here?

Improving GP recruitment and retention has been a key ambition for the NHS in recent years as part of a broader strategy to address the workforce shortage in primary care. There is positive news in that the number of new GPs completing their training each year continues to rise. It is vital therefore that if we wish to grow the numbers of GPs in Nottinghamshire that we encourage our early career colleagues to stay locally.

The Phoenix Programme offers targeted support for New to Practice GPs in Nottinghamshire at the start of their career. This work began in August 2019 as a result of interviews conducted with local GP trainees who described their apprehension about transitioning from training into independent practice. We work with both local GP trainees and newly qualified colleagues to demonstrate that Nottinghamshire is a great place to work, both now and throughout their career.

In early 2021, we implemented our New to Practice Fellowship Programme. We now have over 60 fellows registered with us and Nottinghamshire has one of the highest proportions of newly qualified GPs becoming fellows in England.

## What is the New to Practice Fellowship?

The New to Practice Fellowship is a national programme led by NHSE. The full specification can be found here:

<https://www.england.nhs.uk/wp-content/uploads/2020/08/general-practice-fellowship-2021-22-operational-guidance.pdf>

At first glance the term fellowship might be misleading. The time commitment for participants is up to one session per week (pro rata) in addition to their clinical sessions and this is available to all newly qualified GPs in a substantive post (salaried, partnership or retainer). Indeed the national guidance notes that fellowship “is an entitlement for all” and that “every newly qualified GP coming out of training will have a guaranteed opportunity to benefit”.

In summary the fellowship provides support in three main areas:

- CPD and peer support
  - Free monthly CPD sessions
  - Facilitated WhatsApp group for fellows
  - Induction materials for starting work
- Mentoring
  - Free monthly sessions with an experienced and trained GP
- Career development and portfolio working opportunities
  - Tailored support and guidance to maximise fellowship time to develop skills and special interests



# New to Practice GP Fellowship

## Advice for setting up payments for your fellow

Enabling your GP to join the fellowship programme is straightforward and we are happy to answer any questions that you might have regarding this and/or assist you with the process. There is **no additional cost to the employer** and all payments, including on costs are fully reimbursed.

Any GP within their first two years post registration in a substantive post (salaried job, partnership or retainer) is eligible. The only action required by the practice is to set up a monthly invoice to the Phoenix Programme and to pass on the funds to the fellow via your usual payment systems. All other aspects of the fellowship will be led and delivered by the Phoenix Programme.

The monthly invoice should include:

- Name of New to Practice GP
- Practice payment details
- Payment due (see worked examples opposite)

Invoices should be addressed to the Phoenix Programme and emailed to [helen.shuker@nottsImc.co.uk](mailto:helen.shuker@nottsImc.co.uk).

N.B. You can include more than one NTP GP on each invoice (if you employ more than one) as long as there is a separate line for each.

### INVOICING GUIDE

Pro-rata reimbursement for up to 1 session per week based on:

Actual salary

Pro-rata calculation with FTE being 9 sessions/wk

Additional reimbursement up to 30% to cover on costs (NI/pension/tax)

GP A earns £9,000 per clinical session per annum. They work six sessions per week. This means that under the new payment system they are entitled to claim **£6,000 a year/£500 a month** for their additional funded fellowship time. On top of this the practice can claim **up to 30%** to cover on costs such as NI and pension contributions. In this case this would equate to a **maximum of £150 a month** to cover on costs.

GP B earns £10,000 per clinical session per annum. They work eight sessions a week. This means that under the new payment system they are entitled to claim **£8,888.89 a year/£740.75 a month** for their additional funded fellowship time. In this case the on costs that could be claimed would equate to a **maximum of £222.23 a month**.



# New to Practice GPs

## Why employ a New to Practice GP?

New to practice GPs bring the latest training and knowledge into the practices employing them. They are usually enthusiastic and keen to learn and develop their skills. They may have areas of expertise, such as IT and social media knowledge, that could benefit your practice. Evaluations conducted by the Phoenix Programme show considerable interest in teaching, research, service improvement and the opportunities that primary care offers to support patients early and holistically.

## Why is the New to Practice Fellowship beneficial to both practices and fellows?

We know that leaving GP training and transitioning into independent practice can be a challenging time. This scheme offers funded and protected time to access CPD, peer group support and mentoring from trained, experienced local GPs to ensure that new colleagues feel supported within Nottinghamshire both now and in the future. Your fellow will also have a modest amount of paid time each month to develop their career with portfolio working. Employers could consider whether the interests of a fellow align to the needs of the practice and PCN in any employment discussions.

## Do early career GPs need additional support, compared to more experienced colleagues?

New to practice GPs may require a little more support and supervision when they begin to work as independent practitioners. This is usually a short term transition issue and support can be provided both within practice, but also through engagement with the New to Practice Fellowship. Evaluations conducted by Phoenix, and previously by Nottinghamshire Alliance Training Hub (NATH), found that most colleagues who undertake fellowships rapidly overcame the feeling of being “daunted” and rose to the challenge, even contributing to system level change and running major primary care projects far earlier in their career than they thought they ever could. The aim of the New to Practice Fellowships is to ensure that early career colleagues are able to embed themselves into their practices more quickly and smoothly by having the additional external support the fellowship provides.



# The Phoenix Programme

## Who are we?

The Phoenix Programme offers support to all GPs and practices in Nottingham and Nottinghamshire. We act as a coordination point for GP career advice, career development and mentorship with an aim to recruit and retain our GP workforce. We are a small, close team and we work collaboratively with Nottinghamshire LMC and NATH (Nottinghamshire Alliance Training Hub) to ensure a joined up approach to workforce support across primary care.

## How we have developed and grown

The support we offer has been based on national policy, including the 2020/21 New to Practice Guidance and other NHSE specifications. We have developed innovative local schemes based on interviews with colleagues in Nottinghamshire and in response to input from PCN, CCG and ICS colleagues. We liaise regularly with colleagues involved with workforce initiatives in other areas to share best practice. and update our offers in light of new policy and evidence on a regular basis.

## Impact and Evaluation

We report monthly to the Primary Care Workforce Group within the ICS and undertake regular independent evaluations to ensure accountability, transparency and provision of high quality support.

## What other schemes do we offer?

The Phoenix Programme offers support to GPs throughout their career path. In addition to New to Practice Fellowships we run a number of other schemes including:

- Early Career
  - Trainee Transition Scheme – career support for trainees
  - Trailblazer Fellowships – health inequality project work
  - New to Partnership courses – taster and detailed courses
  - Next Generation GP – leadership in early career
- Mid Career
  - Phoenix GP – leadership and career development
  - PCN fellowships – supervised project work to improve clinical care and pathways
- Senior Career
  - Retirement planning
  - Fellowships – supervised project work to ‘give back’ and ensure wisdom retained locally
- Return to Work – support through parental leave or following career break for GPs and employers

Please see our website for further details:

<https://www.phoenixprogramme.co.uk>



# Contact details

The Phoenix Programme can be contacted Monday to Friday, 9am to 5pm via the following:

- Call us on 0115 979 6918
- Email us via [info@phoenixprogramme.co.uk](mailto:info@phoenixprogramme.co.uk)
- Visit [www.phoenixprogramme.co.uk](http://www.phoenixprogramme.co.uk) and use our online contact form.

