



# Employing a New to Practice GP Fellow

---

Guidance and support from the  
**Phoenix Programme**





# New to Practice GP Fellowship

## The current situation

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. The positive news is 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 local.

The Phoenix Programme offers targeted support for New to Practice GPs in Nottinghamshire to ease their transition into primary care. We aim to demonstrate to our newly qualified colleagues that Nottinghamshire is a great place to work, both now and throughout their career.

We have been supporting GPs in their first two years post qualification since August 2019, providing careers advice, facilitated employment discussions, induction materials, peer support, free CPD and most recently mentoring.

Excitingly we are now able to extend our offer with the New to Practice Fellowship, which is available to all newly qualified colleagues in a substantive post.

## 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-fellowships-2020-21-guidance.pdf>

At first glance the term fellowship might be misleading. The time commitment is up to one session per week (pro rata) and this is available to all newly qualified GPs in a substantive post (salaried or partnership). 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 will provide:

- Advice for GPs and practices regarding induction
- CPD across a range of topics including remote consulting, quality improvement, leadership, practice management
- Peer support
- Coaching and mentoring
- Opportunities for career development within the PCN/wider system
- Funding of up to one session per week for the GP fellow (pro rata) to engage with the programme



# 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. Financially you can set up a monthly invoice to the Phoenix Programme and the fellow is then reimbursed by the practice. All other aspects of the fellowship will be led and delivered by the Phoenix Programme.

Any GP within their first two years post registration starting in a substantive post (salaried job or partnership) is eligible. We will need to know the number of sessions that your fellow will be working to calculate their pro rata funding and payment. You may wish to build in the fellowship time into any new contract discussions. Alternatively you can consider the fellowship an addendum to their contract.

If you already have a GP working within your practice in a substantive post within their first 2 years post CCT then they are still eligible to join. Again we will need to know the number of sessions worked and we will then calculate their pro rata funding and time allocation to the scheme. We would suggest adding the fellowship as an addendum to their existing contract for ease.

Number of sessions worked per week	New to Practice Fellowship Payment per annum
9 sessions	£7200
8 sessions	£6400
7 sessions	£5600
6 sessions	£4800
5 sessions	£4000
4 sessions	£3200
3 sessions	£2400
2 sessions	£1600
1 session	£800



# 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 often 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 enthusiasm for teaching, research, service improvement, and most importantly for 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 pursue an area of career interest. Employers could consider whether the interests of a fellow align to the needs of the practice and PCN in any employment discussions.

## Do new to practice 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. Evaluations conducted by Phoenix, and previously by NATH, found that many people who received such 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 provided with some of this support outside of their practice environment too in a coordinated and structured way.



# The Phoenix Programme

## Who are we?

The Phoenix Programme supports all GPs and practices in Nottingham and Nottinghamshire. We act as a coordination point for support, mentorship, funding for training, CPD and career advice. We are a small, close team and we work collaboratively with Nottinghamshire LMC, the Primary Care Workforce Group within the ICS and NATH (Nottinghamshire Alliance Training Hub).

## National Guidance

The support we offer has been based on national policy, including the 2020/21 New to Practice Guidance, the provision for Fellowships in the GP Forward View and the latest GP Contracts, and we update our support offer in light of new policy and evidence on a regular basis. We have also conducted our own evaluation of our support, and continue to draw on the findings from other evaluations in the area.

## Support for practices

We will offer advice regarding contract amendments to allow existing employees to join the fellowship programme. We can offer help with recruitment, facilitated employment discussions and contract issues both for new GPs and GP colleagues at any stage of their career.

## What other schemes do we offer?

The Phoenix Programme offers support to GPs across their career path. In addition to the fellowships for new colleagues we run a number of other schemes including:

- Return to Work - support around return to work for GPs who have taken a career break
- Mid Career - access to mentorship, career advice and advice and/or fellowship opportunities
- Senior Fellowship - support for GPs who would like to take on different roles as they approach retirement
- Trailblazer fellowships – 12 month posts for early career GPs to work in and learn about practices in areas of deprivation
- PCN placements – 12 month posts working across a PCN whilst undertaking some quality improvement work

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.

