



New to Practice GP Fellowships Nottinghamshire

Guidance and support for fellows
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. We are now training more GPs than ever before and we would like to demonstrate to you, as our new colleagues, that choosing to work in Nottinghamshire gives you great career opportunities in general practice both now and in the future.

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. Since then we have worked with both local GP trainees and newly qualified colleagues to ease that transition by helping you to prepare for life post qualification, find work, build networks and start on the correct career path for you.

In 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) 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 3 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 locally



New to Practice GP Fellowship

FAQs:

- **Why Nottingham and Nottinghamshire?**

Although the New to Practice Fellowships are now a national offer, locally we have been offering this type of support for 3 years. As such we have a well established programme including online resources, a knowledgeable team of tutors and mentors and a new portfolio directory for signposting contacts with a huge variety career developments opportunities.

- **What CPD is available?**

The CPD sessions are held monthly on Tuesdays and alternate between Tuesday afternoons and Tuesday evenings. We cover a variety of topics some of which we are listed in the national framework and the others are suggested by you. Recently we have had sessions on remote consulting, quality improvement work, introduction to partnership, NHS appraisal and safeguarding. The sessions are informal, interactive and provide a great way to mix with other newly qualified GPs and learn from each other. We are currently still delivering these online, however we hope to return to some face to face sessions in the future.

- **What support and mentoring is available?**

Every fellow will be offered mentoring from an experienced and specially trained GP colleague throughout the 2 year fellowship. Please click [here](#) to find our more about our mentoring offer. You will also be invited to join our peer support WhatsApp group.

- **How else can I use my fellowship time?**

As the CPD and mentoring will only take up approximately one session in total per month, many of you will have additional paid fellowship time. Together with your mentor you can explore the best way to use this time to grow your career. We have many **portfolio opportunities** to signpost you to locally to gain experience in such as developing a special clinical interest, leadership, medical education and quality improvement work to name just a few!

- **I am a locum. Can I join?**

Unfortunately the national funded fellowship is not available for locums. However at Phoenix we recognise that our locum colleagues are valued colleagues and we would encourage you to register with us for tailored support. You will be welcome to join our CPD sessions at no cost to yourself.

- **What about GPN New to Practice Fellowships?**

Our colleagues at the Nottinghamshire Alliance Training Hub lead on the New to Practice Fellowships for GPNs and would be delighted to tell you more about this. <https://www.nottstraininghub.nhs.uk>



New to Practice GP Fellowship

Information about payments

You will be reimbursed for up to one session per week pro rata in addition to your clinical sessions at the practice, with full time equivalent being 9 sessions per week. You will receive the same sessional rate as you are paid by the practice and there is no additional cost to your employer as they are reimbursed for extras such as tax, NI and pension contributions.

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 funds are passed to you via your usual payment system. All other aspects of the fellowship will be led and delivered by the Phoenix Programme.

You will be paid via your practice, so please encourage your practice manager to get in touch with the Phoenix Programme so that we can facilitate this for you. The process is very straightforward and we have a special **information leaflet for employers** to explain the process and in more detail.

GP A earns £9,000 per clinical session per annum. They work six sessions per week. This means they are entitled to claim **£6,000 a year/£500 a month** for their funded fellowship time.

Paid fellowship time = 2/3 session per week.

GP B earns £10,000 per clinical session per annum. They work eight sessions a week. This means that they are entitled to claim **£8,888.89 a year/£740.75 a month** for their funded fellowship time.

Paid fellowship time = 8/9 session per week (almost full session per week).



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
- Visit www.phoenixprogramme.co.uk and use our online contact form.

