



New to Practice GP Fellowships Nottinghamshire

Guidance and support for fellows
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.

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 GP fellows – setting up fellowship payments

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 you will be working to calculate your pro rata funding and payment. You may wish to build in the fellowship time into your contract discussions, however note it will be for a maximum of one session per week. Alternatively you can consider the fellowship an addendum to your negotiated contract.

If you qualified within the last two years and are already in a substantive post then you are still eligible to join. We will need to know the number of sessions that you work and we will then calculate your pro rata funding and time allocation to the scheme. We would suggest adding the fellowship as an addendum to your existing contract for ease.

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.

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



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FAQs:

- **When will the CPD be held?**

The CPD sessions are held monthly on Tuesdays and will alternate between Tuesday afternoons and Tuesday evenings. This will offer flexibility for attendance. If you usually work on a Tuesday afternoon, it may be that your practice will allow you to swap occasionally for another session to allow you attend all sessions.

- **What CPD sessions are offered?**

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, the structure of primary care, 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 other support 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>



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

