



Mid-Career Fellowship: Information for Fellows

Calling all mid-career GPs! Have you ever felt like the 'forgotten workforce'? There is increasing national and local support for newly qualified colleagues and to some degree for those towards the end of their career. Whilst this is very welcome, many GPs find themselves in the middle of the sandwich! Mid-career colleagues may feel as though they missed out on any offers post qualification and are still some years from retirement. This programme aims to address this issue for mid-career GPs across Nottinghamshire.

Details of the fellowship

The fellowships are an exciting opportunity for you to undertake paid development work for one session per week to benefit the needs of your PCN. Your PCN might already have an initiative in mind or you may be invited to submit your own ideas for a project based on your local patient populations.

You do not need any previous experience and this is a great way to develop your career.

- 12-month fellowship
- One session per week funded project time
- One fellow per PCN (20 in total across Nottinghamshire)
- Sessional rate £9500 per year plus £500 educational bursary

Who is eligible to apply?

We welcome applications from mid-Career GPs i.e. at least two years post CCT through to those planning to continue clinical practice for the next five years.

Applicants can be any GP working within a substantive post in Nottinghamshire including partners, salaried GPs and GP retainers. Unfortunately this initiative is not available to locum colleagues. GPs should apply to the advert circulated by your own PCN.

What support will I receive?

You will have a named lead within your PCN who will be able to offer support and guidance for your specific project.

The Phoenix Programme has plenty of experience of guiding colleagues through fellowships. As such, we will help fellows to build a peer group and offer training about getting started with a project, time management and evaluation. We can signpost you to resources you might need and we will offer mentoring and support throughout the year via monthly drop in meetings.

During the fellowship you will be asked to share your experience and learning with the other fellows and towards the end of the year you will have the chance to share your projects with local stakeholders, including colleagues across the ICS.

How will I use my fellowship time?

The majority of your time will be self-directed and spent working on your project. You will also be expected to engage with the support offered by the Phoenix Programme including:

- Attending monthly fellowship meetings with peers (choice of timings)
- Joining WhatsApp Group for peer support
- Reporting progress to peers and stakeholders
- Providing an end of project report/presentation on completion of fellowship

How would I manage my fellowship alongside my clinical work?

We envisage that most colleagues would undertake the fellowship alongside their usual clinical commitments as an additional session for 12 months. There may be flexibility to undertake the fellowship in place of a clinical session as a temporary measure for one year, but only if your employer is in agreement.

What can I use the educational bursary for?

In doing your project you may discover a particular training need and the bursary allows you funding of up to £500 to support your learning. The funds could also be used for personal career development.

Once in post, you will be able to discuss your development needs with a member of the Phoenix Team who will be responsible for approving applications for the bursary.

How would payment be arranged?

If you are successful in your fellowship application, you will be asked to complete a Memorandum of Understanding (MOU). You will be paid monthly and

this can be arranged via your practice if in agreement or directly to you as a self-employed payment. The fellowship will last for 12 months in total.

Absence from work and the mid-career fellowships

Parental and sickness payments are not available for this fellowship. However, if mutually agreeable, we would look to pause payments in the event of absence with aim to restart on return.

Indemnity

You would be responsible for indemnity relating to this role, however in our experience there is often no additional charge.

What is the recruitment timeline?

PCNs have been asked to confirm appointments by 17 September and the fellowships will start on 1 October.

How can I find out more?

If you have any general questions then please email info@phoenixprogramme.co.uk or to discuss more specific details around the project itself or the appointment process please speak to your PCN contact (see the expression of interest form).

The Phoenix Programme did run a pilot PCN fellowship scheme in 2020/21 for early career GPs and you can find out more about it here:

<https://www.phoenixprogramme.co.uk/schemes/pcn-fellowship-pilot>

How can I apply?

Please complete the application process as outlined by your own PCN.