



Mid-Career Fellowship Summary: Information for PCNs

Mid-career GPs often feel 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. However 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 redress that balance and provide opportunities for mid-career GPs to develop their careers within Nottinghamshire.

Details of the fellowship

Target Group: Mid-Career GPs i.e. at least two years post CCT and planning to continue clinical practice for next five years. Following consultation with PCN leads it has been decided that applicants must be working in a permanent role within your PCN (partner, salaried GP, GP retainer) and this is not available to locum colleagues.

- 12-month fellowship
- One session per week funded project time
- One fellow per PCN (20 in total across Nottinghamshire)
- Sessional rate 9.5k per year plus £500 educational bursary

Role of the PCN

Key aspect is flexibility for both project work and PCNs/employers therefore a framework has been suggested, but can be adapted to suit local need:

- The GP fellow will be selected and appointed by the PCN
- The PCN will identify and provide a mentor for contact regarding the project
- Mid-career fellowships are likely to be a retention initiative; therefore we envisage that the PCN will recruit from their existing workforce.
- Fellows can do the additional session as 'extra' via an addendum to their contract or IF their practice is in agreement it can be in place of an existing employed session.

- In line with flexibility some PCNs could choose to use this as a recruitment initiative by linking the fellowship to a new fixed term contract or short term addendum to a new role.
- Some PCNs may wish to 'top up' fellowship time to fund additional project sessions.

Project work could be:

- an identified need from within the PCN
 - health inequalities
 - population health needs
 - moving up the maturity matrix
 - initial support for innovative new role
- suggested by the fellow themselves
- suggested via ICP/ICS lead

The project must demonstrate innovation and be based on local system development needs. We would recommend that the selection process ensure that the fellow is interested and potentially skilled in the specific project area, therefore the individual and PCN or system mutually benefit from this initiative.

Role of the Phoenix Programme

We have experience of coordinating similar GP fellowship schemes including a pilot for PCN fellowships in 2020/21. We can therefore build on our knowledge base to offer targeted support to employing practices, PCNs and the fellows themselves.

We plan to provide the following:

- Coordinating and facilitating the recruitment process
- Assistance if required with advice re: employment and project design
- Group sessions for fellows to assist with project design/getting started
- Monthly sessions for fellows to offer external project supervision and guidance
- Peer support via facilitated WhatsApp group
- 6 month review meeting for fellows and stakeholders
- Group sessions for fellows with advice regarding project evaluation
- 12 month meeting for fellows and stakeholders to celebrate achievements

We are in discussions with East Midlands Academic Health Science Network regarding a competition at the end of the year with the option for one project to be expanded regionally or nationally with their support.

We will be undertaking an independent evaluation of the fellowship programme for Mid-Career GPs and would welcome feedback from stakeholders throughout the process.