



## **Trailblazers Fellowships Nottingham 2022/23**

*NB. The first section of this document is taken directly from material produced by HEE to summarise the fellowships.*

### **The Trailblazer GP Fellowship Scheme**

Trailblazer Post CCT GP Fellowships offer the excellent opportunity of a newly qualified GP easing themselves into General Practice whilst developing new skills in deprivation health.

The aims are:

1. To develop the skills, knowledge, experience and resilience to work in challenging and rewarding areas of socio-economic deprivation.
2. Fellowships are based in practices whose IMD 2019 score is above 41 (practices with the most deprived 10% of practice populations nationally) or where the focus of the fellowship is on the care of vulnerable/marginalised groups and/or have a specific focus on tackling health inequalities.
3. The fellowship scheme is supported by a programme of learning and professional development delivered in conjunction with HEE Yorkshire & Humber and complimented by local peer support and learning.
4. HEE will provide 2 sessions of salary for the 2 sessions spent on supported study leave @ £18,964. This will be paid to the employer and includes on costs.
5. The doctor's salary for clinical work (4-6 sessions) will be negotiated between the practice and the Fellow and the practice is responsible for all additional costs of employment.
6. In addition to the funded two sessions, each fellow will have access to up to £3,000 education and training allowance. They will claim this directly from HEE.

## Ethos of the Trailblazer Scheme in Nottinghamshire

- To enhance patient care for those living in areas of deprivation by supporting practices and PCNs to recruit and retain early career GPs who are interested in working with general practice populations with significant health inequalities or with significant numbers of complex patients such as those who are homeless, asylum seekers, sex workers, patients with communication difficulties, those with substance misuse and those with mental health issues.
- To ensure that these early career GPs feel supported and equipped to deal with the challenges that this might entail by providing an appropriate education programme that includes national and local education initiatives and a peer support network.
- To enable fellows to instigate change where appropriate and to have leadership opportunities in order to facilitate succession planning where needed.
- To improve recruitment opportunities for GP practices in deprived areas that have historically struggled to recruit by offering attractive posts for new doctors with enhanced support both educationally and financially.
- To improve GP retention for those practices as above.
- Involvement in the scheme should be fair, equitable with a transparent recruitment process for both practices and GP fellows.

## How the scheme will work

The Trailblazer Fellowships can be both GP recruitment and retention initiatives.

GP Fellows will be employed by a practice in areas where those employers meet the criteria for deprivation set out in the table below (see also section on who is eligible to host a Trailblazer Fellow). The number of clinical sessions can be arranged by mutual consent between the employer and GP fellow, but should be between 4-6 sessions per week.

### *Recruitment*

Practices can choose to advertise and recruit a Trailblazer fellow using a fixed term 12-month contract, after which time any on going employment discussions will be between the employer and the employee and only by mutual agreement. Neither party have any obligation to continue with an employment arrangement, however it is interesting to note that in Yorkshire and Humber where the scheme is now in it's fourth year, we understand that in earlier cohorts 90% of fellows remained working in their fellowship practices once their fixed term contract was completed. In Nottinghamshire all of our fellows in cohort one (2020/21) have continued to work in practices in areas of deprivation and some in their Trailblazer host practices.

## *Retention*

Practices may wish to consider an existing early career GP working within their practice (partner, salaried GP or on the GP retention scheme) for the fellowship.

In addition to clinical work within a practice or PCN, the Trailblazer fellows will be paid for two sessions of education and development time at a total cost of £18,964/year. There will be an education programme provided which is a combination of a national programme delivered virtually and local educational opportunities. These sessions will take place on Fridays and therefore we would advise practices not to expect clinical sessions from the fellows on this day. The remainder of the two session per week development time will be used by the fellow to pursue project work, which might be linked to their practice, PCN or to the wider Nottinghamshire area.

Fellows will have access to an additional £3,000 for education and training allowance. Based on feedback from the previous cohorts, Nottinghamshire fellows will be encouraged to use a proportion of this bursary towards group and individual coaching sessions (although not compulsory).

## **Who is eligible to apply to become a Trailblazer Fellow?**

These posts are aimed at early career GPs and therefore we would invite applications from any GP within their first five years post CCT. It would be important to have an interest in health inequalities and working in areas of deprivation within general practice, however prior experience of working in a similar practice is not essential as there will be educational support offered. Please note that for those GPs who would also be eligible to join the New to Practice Fellowship Programme, the two offers can be combined.

## **Who is eligible to host a Trailblazer Fellow?**

A Trailblazer fellowship should be hosted within sites with significant deprivation and health inequalities. Fellows should have the opportunity to learn about caring for patients with needs relating to these underlying issues. In accordance with guidance from previously successful Trailblazer Schemes, we welcome applications from practices with an IMD 2019 deprivation score of 41 or greater and practices that have a deprivation score of 30 or greater who can demonstrate that they deliver services to patient groups relating to health inequalities and where the fellow be involved with some of this work during their practice employed time.

Most fellows are likely to be hosted by an individual practice, however applications will be considered from a combination of two practices or a PCN.

Newly recruited GPs will be employed on a 12-month fixed term contract and the Phoenix Programme and Nottinghamshire LMC would be happy to advise employers further if they have any queries regarding this. The fellows can work

between 4-6 clinical sessions per week. They should not be expected to undertake practice-based work on Fridays as they will need to be available to attend teaching sessions relating to the fellowship in their protected educational and development sessions. These additional sessions will be funded separately by the Trailblazer Scheme as detailed.

## **Support for practices**

The Phoenix Programme will be happy to support practices with the recruitment process. This may involve help with advertising, facilitating employment discussions and contract issues. Any fixed term 12-month contract should be in line with the BMA model contract.

Practices will need to nominate a member of staff to mentor the Trailblazer fellow and to provide a point of contact for their project work. The Phoenix Programme will also provide local project supervision to assist practices and to ensure that this involvement is not a barrier, particularly for practices that are not experienced in teaching and training.

## **Support for Trailblazer Fellows**

The Phoenix Programme and partners will advertise the scheme and posts as they become available. We are happy to facilitate employment discussions and coordinate communications between the interested GPs and posts available. As the local organisation responsible for the Trailblazers fellowships, we will be coordinating local aspects of the educational programme. Other education sessions will be delivered nationally.

## **Next steps/practical information**

The fellowships will start in September 2022, no later than 30.9.22. All appointments should be agreed by 22.7.22. We have HEE funding for four Nottinghamshire fellowships for this year.

Interested employers should complete the application form and return to [info@phoenixprogramme.co.uk](mailto:info@phoenixprogramme.co.uk) by 19 May 2022. Practices will be informed about the outcome by 23 May 2022. In the event of demand for hosting a fellow exceeding the number of fellowships available, a waiting list will be created.

Interested potential fellows should contact [info@phoenixprogramme.co.uk](mailto:info@phoenixprogramme.co.uk) and we can signpost colleagues to opportunities as they become available.

Further information about Trailblazers in Nottingham and Nottinghamshire, including comments from practices and previous fellows can be found on our [website](#).

We welcome any questions from potential employers and fellows if you would like to [get in touch](#) and are happy to arrange to speak further about the fellowships

## Summary

Trailblazer Employers	Trailblazer Fellows	Trailblazer Fellowships
<ul style="list-style-type: none"> <li>• Employer can be individual practices, 2 practices or PCN</li> <li>• Practice IMD 2019 deprivation score 41 or greater*</li> <li>• Or practice IMD 2019 deprivation score of 30 or greater* that can make a valid case for benefitting from the Trailblazer fellowship e.g. deliver services to patient groups relating to health inequalities and that the fellow will be involved with some of this work during their practice employed time</li> </ul>	<ul style="list-style-type: none"> <li>• Interest in being supported to work in general practice in deprived communities</li> <li>• First 5 GPs</li> </ul>	<ul style="list-style-type: none"> <li>• Recruitment initiative - fixed term 12-month contract (or permanent contract)</li> <li>• Retention initiative - existing early career GPs working within suitable practice</li> <li>• 4-6 clinical sessions agreed between employer and employee</li> <li>• 2 additional sessions for education &amp; development paid at £18,964 total per annum (including on costs)</li> <li>• National and local educational and development programme</li> <li>• Educational bursary</li> </ul>

\* where a practice does not have an IMD score e.g. due to changing boundaries, then assessment will be made on a case by case basis