

Health Education England Thames Valley & Wessex Primary Care School Primary Care Fellowship programme – 2022-23

Information pack

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Background

Health Education England Thames Valley and Wessex (HEE TVW) Primary Care School is delighted to announce funding for 21 Primary Care Fellowships commencing in November 2022.

HEE welcomes expressions of interest from talented and motivated qualified Primary Care professionals, working within Primary Care throughout Thames Valley and Wessex.

Please be aware that funding for these Fellowships must be allocated via a host employer with whom HEE already holds an existing educational agreement. This includes all training practices, and some providers who have hosted other HEE-funded learners. If you are not sure if this includes your employer, please contact HEE before submitting an expression of interest.

Please note that these Fellowships are separate from NHS England's New to Practice Fellowships and Buckinghamshire, Oxfordshire, and Berkshire West Integrated Care System's Mid-Career Fellowships.

Aim of the Primary Care Fellowship programme

The Primary Care School hopes that this Fellowship programme will support the development of a cadre of motivated and talented individuals who will work across the health and care system.

Fellows will be developing and delivering high quality care in their clinical roles, whilst also undertaking project work in a range of different educational areas.

Fellows will assist in developing the future workforce to be the best versions of themselves, supporting high quality patient care.

Intended outcomes

For the fellows

The Fellowships will provide unique personal development potential by providing the opportunity to:

- Combine a clinical role and funded professional development

- Develop new and innovative educational projects which will impact and improve the services for learners, Primary Care professionals, and the local citizens of Thames Valley and Wessex
- Gain and develop knowledge, skills, and competences in areas including - project development, project management, facilitation, leadership, communication, and presentation skills
- Access funding to undertake an accredited education programme or undertake educational support relevant to the Fellowship

For the Practice / Primary Care Network / Clinical Commissioning Group / Integrated Care System

The Fellowships will offer the following benefits to the local health system:

- Encourage the recruitment and retention of Primary Care staff in the local area
- To have individuals with capacity who are motivated to tackle local training and health inequalities issues
- To effectively manage and develop current and future leaders in Primary Care
- To have projects which, either directly or indirectly, improve the care that local citizens receive

Application timeline

Please see below for an indicative timeline of the application phase of the Fellowship programme:

Primary Care Fellowship launch	18 July 2022
Drop in Q&A sessions	2 August 2022, 12.30-13.30 – join the call here 17 August 2022, 13.00-14.00 – join the call here
Application window closes	31 August 2022
Interviews for prospective fellows	13 September and 14 September 2022
Offers made to fellows	3 October 2022
Fellows commence on programme	1 November 2022

Fellows will be expected to attend a monthly Continuing Professional Development (CPD) session once accepted onto the programme. These are intended to be virtual unless indicated otherwise.

More details can be found on the CPD sessions in [Appendix 2](#).

The Fellowship programme

The programme is open to talented and motivated qualified Primary Care professionals, working within Primary Care throughout Thames Valley and Wessex.

The host employer will be the fellow's current employer, be that a GP practice or other Primary Care setting. During their time on programme, fellows will be supported by associate deans and programme directors within the Primary Care School, as well as designated mentors for specific roles.

It is expected that fellows will share the outcomes of their project, both within HEE and beyond.

Scope

All projects must link to ambitions within the NHS Long Term Plan, NHS People Plan, HEE Future Doctors report, Local ICS priorities and / or HEE priorities.

The programme

During the period of the Fellowship, individuals will receive support from the Primary Care School, and peer support networks.

The programme is flexible and will be co-designed with the cohort. There will be a monthly development session facilitated by the Primary Care School. It will be a blended approach including mentoring from key team members, and activities such as action learning sets, peer support and networking opportunities.

Due to the current global context, it is envisaged that Fellowship time will primarily involve working from home, with education support involving online working. Some time may need to be spent in other locations such as the relevant HEE local office. This will be reviewed as the programme progresses.

Fellowship opportunities available for 2022-23

Fellows will be hosted within the following areas, and will be mentored by members of these teams:

Thames Valley and Wessex

- Health Equality Trailblazers
- Primary Care Training Hub Quality
- Simulation

Thames Valley specific

- ARCP

- Diversity and culture
- Exam support
- GP Training Programme Expansion

Wessex specific

- ARCP
- Diversity and culture
- Exam support
- GP Training Programme Expansion
- Primary Care Training Hub Roadmap Supervision

Further details of the opportunities available within each team are available in [Appendix 1](#).

Governance

A Statement of Engagement will be signed between HEE TVW Primary Care School and the employing practice.

Oversight of the Fellowship programme will be via a group of senior leaders from the Primary Care School.

Funding

Funding will be allocated to the host employer. Please note that funding must be allocated via an organisation with whom HEE already holds an existing educational agreement. This includes all training practices, and some providers who have hosted other HEE-funded learners.

This financial model is based on medical staff (GP) and may be flexible for non-medical applicants. This amount includes all employer 'on costs'.

The Primary Care School will provide funding of:

- £20,000 per fellow to the employing practice, for eight hours / two sessions of activity per week, for one year only
- £4,000 per fellow to be used for CPD activity

CPD funds may be used for further education programmes such as a relevant PGCertMedEd / Diploma, or for other courses / conferences / etc. Fellows can draw down this funding from their practice following approval from the Primary Care Dean.

Please note study for any further education programme would need to be undertaken in the individual's own time.

Obligations

For the fellow

In order to successfully complete the Fellowship programme, you are expected to:

- Commit to all the elements of the programme, including attendance at the learning events
- Produce update reports when requested and a final report on your experiences and achievements during the Fellowship
- If appropriate, produce a poster presentation
- Jointly agree to the terms of the Statement of Engagement for the programme

For the host employer

In supporting your fellow, you are expected to:

- Commit to the fellow's work commitment of eight hours / two sessions per week
- Jointly agree to the terms of the Statement of Engagement for the programme
- Claim funds in accordance with the Statement of Engagement
- Release sessional funding to the Fellow
- Release CPD funding to the Fellow on receipt of an appropriately completed study leave form (including signature from the fellow's mentor and the Primary Care Dean)

For the Primary Care School and Fellowship team

To support all fellows and their employers we will:

- Provide fellows with access to a mentor for the entirety of their programme
- Provide monthly CPD sessions including an opportunity to present final projects
- Provide funds to support the Fellowship programme
- Communicate all requirements for the fellow and employer in advance
- Monitor the fellows progress and engagement throughout the programme
- Be available to support with any queries

Queries

Please direct queries to PrimaryCareSchoolTVW.se@hee.nhs.uk in the first instance.

Appendix 1. Fellowship opportunities available for 2022-23

All posts will offer the following:

- Two sessions / eight hours per week Fellowship time
- Monthly half-day CPD sessions dates (see [Appendix 2](#). for more details)
- Other days flexible depending on the needs of the fellow and the mentor
- Mentoring from a named member of the host team
- Opportunity to showcase project work at conferences as appropriate

ARCP Fellowship (Thames Valley)

- Two ARCP (Annual Review of Competency Progression) fellows wanted to join our team
- Working pattern can be either two sessions / eight hours on Tuesdays or a mix of Tuesday and another day (ideally Fridays). Most ARCP panels are on Tuesdays but some training, mentoring and prep work could be on another day if desired
- No ARCP experience necessary, understanding of GP training and an interest in education beneficial
- Opportunity to learn about the GP ARCP process; get involved practically in panels; and undertake a project with the potential to deliver this at a conference
- This can be either an exciting developmental project, or one of several relevant Quality Improvement (QI) projects or review of adverse outcomes research
- Having reasonable IT skills and an interest in this area would be beneficial
- Organisational skills and attention to detail essential

If you would like to discuss this Fellowship further, please email Kim.Emerson@hee.nhs.uk

ARCP Fellowship (Wessex)

- Two ARCP fellows wanted to join our team
- One – two sessions / eight hours on Wednesdays and one - two sessions / eight hours on Thursdays
- No ARCP experience necessary but an understanding of GP training and an interest in education is beneficial
- You will have a separate Mentor each
- Opportunity to learn about the GP ARCP process; get involved practically in panels; and undertake a project with the potential to deliver this at a conference
- This can be either an exciting developmental project, or one of several relevant QI projects
- Having reasonable IT skills and an interest in this area would be beneficial

If you would like to discuss this Fellowship further, please email Janet.McGee@hee.nhs.uk or Jonathan.Rial@hee.nhs.uk

Diversity and culture Fellowship (Thames Valley)

- Opportunity for one fellow
- Opportunity to gain understanding about differential attainment in HEE Thames Valley
- Work with the educational team in developing and delivering initiatives to reduce differential attainment
- QI project opportunities evaluating support for international medical graduates

If you would like to discuss this Fellowship further, please email Shareen.Hallas@hee.nhs.uk

Diversity and culture Fellowship (Wessex)

- One fellow wanted to join our friendly team!
- To be supported and mentored by the Wessex GP International team
- Projects will build on existing work promoting an agenda of equity, diversity, inclusion, and cultural safety, and sharing good practice
- The fellow will particularly focus on supporting trainees whose primary medical qualification was undertaken outside the UK, and trainees from black, Asian, and ethnic minority backgrounds
- The fellow will have the opportunity to work with a GP patch team to facilitate small group education sessions, if they wish to do so
- Lived experience as an international medical graduate beneficial
- Curiosity and enthusiasm for supporting colleagues essential
- At least one session / four hours must be on a Wednesday

If you would like to discuss this Fellowship further, please email Katie.Collins@hee.nhs.uk

Exam support Fellowship (Thames Valley)

- Opportunity for two fellows to work across one of the following training areas: Buckinghamshire, North Oxfordshire, Oxford, Reading and Newbury, Milton Keynes, Windsor (area to be indicated by the fellow)
- Working with the associate dean and training programme director team on a range of projects related to the activities of the GP School
- Supporting strategies related to exam support for GP trainees
- Facilitating specific educational interventions e.g. Balint groups, faculty days
- Supporting placements
- Reviewing trainee induction
- Updating trainee information / resources
- Lead: Thames Valley GP School team

If you would like to discuss this Fellowship further, please email Maggie.Woods@hee.nhs.uk

Exam support Fellowship (Wessex)

- Two Fellowships within the Wessex GP School team
- At least one session / four hours, preferably two / eight hours, should be undertaken on Wednesdays
- Fellows will work alongside GP School colleagues, building on and expanding current AKT / RCA exam support for both trainees and trainers
- Fellow will have the opportunity to work with a GP patch team to facilitate small group education sessions, if they wish to do so
- Although it cannot be guaranteed, please specify which geographical patch you would prefer Portsmouth & Isle of Wight, Mid Wessex, Southampton, Dorset
- Lead: Wessex GP School team

If you would like to discuss this Fellowship further, please email Katie.Collins@hee.nhs.uk

GP Training Programme Expansion Fellowship (Thames Valley)

- One fellow wanted
- Working with the Thames Valley GP School team to expand training placement capacity and facilitate the move to 24/12 GP training (i.e 12 months in secondary care, 24 months in General Practice)
- Working on development of innovative new posts giving trainees experiences of patient groups they might not otherwise see
- Fellows may have the opportunity to work with a GP patch team to facilitate small group education sessions, if they wish to do so
- The fellow will need to work at least one session / four hours on Tuesdays

If you would like to discuss this Fellowship further, please email Manjiri.Bodhe@hee.nhs.uk

GP Training Programme Expansion Fellowship (Wessex)

- One fellow wanted
- Working with the Wessex GP School team to expand training placement capacity and facilitate the move to 24/12 GP training (i.e 12 months in secondary care, 24 months in General Practice)
- Working on development of innovative new posts giving trainees experiences of patient groups they might not otherwise see
- Fellows may have the opportunity to work with a GP patch team to facilitate small group education sessions, if they wish to do so
- The fellow will need to work at least one of their sessions / four hours on Wednesdays

If you would like to discuss this Fellowship further, please email

Kirstine.Haslehurst@hee.nhs.uk

Health Equality Trailblazer Fellowship

- Applications from any Primary Care team member encouraged
- Fellows will:
 - Undertake a project to scope need around health inequalities / population health for a variety of geographical locations across Wessex & Thames Valley (details negotiable)
 - Gather data / undertake research in health inequalities / deprivation and see how that links with the provision of training practices / trainers / educational support
 - Network with other relevant organisations and individuals in the relevant geographies
 - Make recommendations regarding future interventions
- These Fellowships are based on Trailblazer and Fair Health models in other areas of the country (e.g. <https://www.fairhealth.org.uk/>) – fellows will be encouraged to develop links

with these schemes and signposted to a wide variety of resources and colleagues keen to assist them

If you would like to discuss this Fellowship further, please email Maggie.Woods@hee.nhs.uk

Primary Care Training Hub – Quality Fellowship

- We are looking forward to accommodating one fellow
- Applications from any Primary Care team member will be welcome and encouraged (GPN, AHP, PA and GPs)
- Fellows will have opportunity to work on a range of projects within the Quality team, including:
 - a unique opportunity to be involved in launching and evaluating a pilot scheme to quality assure learning environments and Primary Care organisations for learner placements across all Primary Care professions
 - an exciting opportunity to be involved in a range of projects related to development and assuring quality of learning for GP Retention scheme
 - Review potential need and plan for implementation of directory of existing placements and educators in primary care – strengthening foundations of Primary Care education in future
- Enthusiasm for promoting quality in education and training in Primary Care within all professions is essential
- Interest in workforce planning and experience or interest in personal and professional development of Primary Care practitioners welcomed
- At least one of the sessions / four hours should be on a Tuesday or Thursday

If you would like to discuss this Fellowship further, please email Olivia.Jagger@hee.nhs.uk or Majid.Jalil@hee.nhs.uk

Primary Care Training Hub – Roadmap Supervision Fellowship

Background

All allied health professionals (AHPs) in Primary Care will need to evidence they meet the standard of 'First Contact Practitioner' (FCP) for their profession, detailed within the roadmap and be entered on a register to use this title.

All AHP's currently employed under the Additional Roles Reimbursement Scheme (ARRS) are expected to be working at Advanced Practice level clinically, as specified in the NHS England Network Directed Enhanced Service. This level of practice for AHPs in Primary Care is termed 'First Contact Practice' by HEE. The AHP roles included in ARRS that need to evidence this standard are dietitians, occupational therapists, paramedics, physiotherapists, and podiatrists.

AHPs operating at an advanced level of practice in the clinical pillar as a minimum have been identified in ARRS as the most appropriately skilled section of the AHP workforce to support the challenges facing Primary Care.

- Two advanced practitioner (AP) / first contact practitioner (FCP) / GP fellows wanted to join our team
- Can be flexible with the day and times
- An interest in supporting the wider workforce is essential
- Opportunity to learn about the AHP FCP roadmap and become a roadmap supervisor to support the development of AHPs in Primary Care
- Fellows will work within the Primary Care Training Hub to support AHPs and practices / Primary Care Networks with clinical supervision as per the roadmap requirements

If you would like to discuss this Fellowship further, please email Lisa.Sheppard@hee.nhs.uk

Simulation Fellowship

- Two Primary Care Simulation fellows wanted
- Open to anyone working in Primary Care
- Could be based anywhere in Thames Valley or Wessex, although some face-to-face work in Oxford is likely to be required
- One fellow will focus on an existing project on Simulation of emergency situations in Primary Care
- One fellow will focus on using a 360 camera to develop "virtual" inductions to Primary Care
- Previous simulation experience welcome but not essential

If you would like to discuss this Fellowship further, please email Helen.Higham@ndcn.ox.ac.uk

Appendix 2. CPD sessions for 2022-23

Session number	Date	Additional information
1	01/11/2022, 14.00-17.00	Virtual kick-off meeting with Fellowship Programme Leads
2	06/12/2022, 09.00-17.00	An opportunity to network and see updates on the 2021-22 cohort's final projects. Face-to-face event, venue TBC
3	17/01/2023, 14.00-17.00	Virtual
4	28/02/2023, 14.00-17.00	Virtual
5	28/03/2023, 09.00-17.00	Facilitation skills all day workshop. Mode to be confirmed
6	25/04/2023, 14.00-17.00	Virtual

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7	16/05/2023, 14.00-17.00	Virtual
8	27/06/2023, 14.00-17.00	Virtual
9	18/07/2023, 14.00-17.00	Virtual
10	26/09/2023, 14.00-17.00	Virtual
11	17/10/2023, 09.00-17.00	Final celebration session to present own final projects. Face-to-face, venue TBC