

FELLOWSHIP DESCRIPTION

NHSE SE Region Primary Care Schools' Interprofessional Leadership Fellowship

DURATION	12-month developmental fellowship
COMMENCEMENT	Monday 2 September 2024
SALARY	Academic Education Grant dependant on experience

A. About the Fellowship

Following the success of two cohorts, NHSE KSS and TVW Primary Care Schools are pleased to announce a third cohort of the Interprofessional Educational Leadership Fellowship programme.

The Fellowship programme aims to deliver benefits to Fellows, patients, local health systems and the wider NHS through upskilling individuals across the spectrum of clinical practice, leadership, and education, as well as offering a route into portfolio working and thereby boosting workforce retention.

B. Structure of the Fellowship Programme

The Fellow will:

- Hold a contract for a minimum of 4 sessions a week in a substantive role in a host GP practice/PCN in the Training Hub locality or be linked to a PCN in an educational capacity, this could include 1-2 sessions a week in a PCN education role e.g., CEF
- Be released to attend:
 - 2-4 sessions a week on an academic programme associated with a postgraduate qualification accredited by the University of Kent that will satisfy regulatory requirements and enable career progression. The Fellowship is tied to the academic year (and must usually start no later than the start of the autumn term)
 - a series of masterclasses (~1/month) delivered in person to support your personal development and role in education, training and leadership in a PCN

Built into the Fellowship programme are the following sources of support:

- A Community of Practice to foster peer support during the programme
- 1:1 mentoring and coaching to support your emerging educator and leadership skill sets
- Interprofessional teaching and learning
- Supported project activity for the development of your Primary Care Network (PCN) as a learning environment, clinical supervision requirements of a range of learners, and enable innovative placement expansion for the wider workforce

a. PG Certificate in Strategic Leadership and Multi-professional Education in Healthcare (SLAMEH)

SLAMEH is part of an established master's level programme offering interprofessional learning and credentialling appropriate for education leaders and supports the journey to become a GP trainer (Educational Supervisor). It provides professional learning and development suitable for practitioners working at an advanced level of practice and would enable further development across the pillars of leadership and management, education, and research.

Supported by Academic Mentors there are 3 modules, each attracting 20M level credits:

- Supervision in the Workplace
- Collaborative and Multi-professional Working
- Evidence Informed Practice

Should fellows already be in possession of the PG Certificate in SLAMEH, or equivalent, and wish to progress to Post Graduate Diploma or Masters level qualification, this will be supported together with the credentialling of the masterclasses by the University of Kent.

b. Interprofessional Masterclasses

A series of subject-expert masterclasses attracting modular accreditation and delivered inter-professionally form part of the overall fellowship programme. Face to face delivery is anticipated to be in London to enable regional access. These sessions support fellows in their learning and project activity aligned to their roles with the PCN.

c. Project work

Project work will be undertaken by the Fellows in support of their PCN role and to satisfy the fellowship aims and personal academic credentialling. Projects are expected to support the locality Training Hub requirements and focus on approaches and innovative solutions to the primary care capacity placement challenge with a PCN orientation. This may include some but not all the options below:

1. Increase in primary care clinical educators
2. Inform the development and build the profile of a multi-professional educator facility
3. Development of innovative placement models across a PCN
4. Develop a model of peripatetic supervision for multi-professional learners across a PCN
5. Make a qualitative improvement to the learning environment culture across a PCN

C. Eligibility criteria

Candidates will ideally have experience of writing academically at Level 7. Any candidate not confident with this level of writing should discuss this at interview as additional support could be provided.

Individuals who have not previously undertaken fellowships of this type will be prioritised.

Fellowship candidates will:

1. Either hold a substantive contract of employment for a minimum of 4 sessions a week with the practice/PCN or be in an educational role in direct support of primary care workforce development in PCNs. For clinicians these should be clinically active sessions
2. Gain agreement from the employer/s for participation in the fellowship programme prior to interview, this may include agreement with one or more employers depending on the candidate's employment model
3. Meet the enrolment requirements for the relevant Higher Education Institute course
4. Complete a learning agreement with the Training Hub that states that under this agreement the Training Hub contribution must be refunded in full if the Fellow leaves the programme within the time covered by the programme

D. Financial Support

For each Fellow the NHSE SE Primary Care Schools will cover University course fees to undertake the PG Certificate in SLAMEH (or other, as previously described), delivered by NHSE KSS Primary Care Department in conjunction with the University of Kent. The Primary Care Schools will also fund the supporting academic programme, interprofessional masterclasses, simulation training and community of practice.

An Academic Education Grant reflective of sessional activity will be paid to support release from practice for the duration of 12 months. The maximum payment per GP being £23,587 per annum based on GP educator pay scale GP01 and for employees contracted via agenda for change terms and conditions or equivalent £11,782 per annum per person.

E. Fellowship Evaluation

A formal evaluation is planned using realist researcher expertise and recognising Kirkpatrick levels of impact. Presentation of all work completed as part of this Fellowship programme will be shared at a SE regional conference and relevant national conferences. All fellows will be expected to publish and present their work widely under the guidance of the Primary Care Schools.

PERSON SPECIFICATION

NHSE SE Region Primary Care Schools

Attribute	Essential	Desirable	Evidence
Qualifications	<ul style="list-style-type: none"> • Qualifications relevant to existing role within Primary Care • Up to date with statutory and mandatory training 	<ul style="list-style-type: none"> • Evidence of continuing professional development 	Application Form
Experience and Knowledge	<ul style="list-style-type: none"> • Proven interest in development of Primary Care • Up to date knowledge of healthcare education and training • Innovative ideas in relation to the delivery of Primary Care • Awareness of NHS provision and legislation • Awareness of ICS locality workforce plan 	<ul style="list-style-type: none"> • Academic study and writing at Level 6 • Quality Improvement Project • Knowledge of programme principles, techniques, and tools 	Application Form Interview References
Skills	<ul style="list-style-type: none"> • Comprehend, plan and prioritise own workload • Innovative thinking in relation to the delivery of Primary Care • Strategic thinking and forward planning • Resilient and proactive attitude • Ability to work on own initiative • Excellent verbal & written communication skills • Basic IT competence (including Microsoft Office) 		Application Form Interview
People Skills	<ul style="list-style-type: none"> • Evidence of managing people and projects • Ability to listen to the needs of others / active listening • Ability to work as part of an integrated multi-professional team 		Interview

iELF Programme

NHSE SE Region Primary Care Schools' Interprofessional Leadership
Fellowships for PCN Education and Training Leads



Values	<ul style="list-style-type: none">• Enthusiasm for Primary Care• Commitment to lifelong learning and development		Interview
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