

INFORMATION FOR NEWLY QUALIFIED GPs

Introduction

The information below will help guide you through the range of opportunities available to newly qualified GPs in the North West, including details for who to contact to find out more.

Health Education England Post-CCT Fellowships

Health Education England's (HEE) GP fellowships programme provides additional support and development for GPs in their first 5 years of practice. Practices or organisations apply to host a fellow and need to demonstrate how they will support a new GP in the practice or organisation. If approved, funding is provided to enable the fellow with up to 2 sessions per week educational time for 12 months and a £5000 bursary to be spent on education. Each post should encourage a focus on a particular area of work – this could be clinical such as dermatology, frailty, diabetes, mental health – or any other relevant area. There could also be a focus on leadership and management areas.

Successful organisations will advertise their fellowship posts directly so look out for adverts on NHS Jobs, however posts will also be listed on the HEE website when they become available (link below). An induction will be arranged to help support and guide new HEE fellows.

To learn more about HEE post-CCT fellowships in the NW, visit: <https://nwpgmd.nhs.uk/post-cct-gp-fellowship-programme-hee-nw>.

NHS England New to Practice Fellowship Scheme

This model of fellowship will be supported by NHS England and your local HEE Training Hub. The fellowships will offer one session (pro rota) protected learning time per week over 2 years This will support your induction into your practice, PCN and both local and regional areas. You will have a qualified mentor for the 2 years as well as access to Peer support group and Coaching.

You will be given the opportunity to develop portfolio working with your PCN as well as a learning and development programme to help you with your transition from GPST to GP. Newly qualified GPs can apply to start a fellowship within their first 24 months post-CCT. You would need to be based in a practice in a salaried or partnership role.

For more information contact the relevant Training Hub for the area you are interested in:

- **Greater Manchester** wbccg.GMTH@nhs.net
<https://www.gmthub.co.uk/primary-care/gp-fellowship>
- **Cheshire and Mersey** sthccg.primarycareacademy@nhs.net
<https://www.cmthub.co.uk/gp-fellowship-information/>
- **Cumbria and Lancashire** mbpcc.lscthub@nhs.net
<https://www.lscthub.co.uk/fellowships/>

Differences between NHSE/I Fellowships and HEE Fellowships

NHSE	HEE
Must be within first 24 months of CCT	Must be within first 5 years of CCT
2-year programme	1 year programme
One funded session pro rata for development	2 funded sessions plus educational bursary
Peer support	Peer support
Qualified Mentor	Mentor provided by host organisation
Available to all GPs within first 24 months, either as salaried or partner in GMS practice	Up to 28 fellowship posts available across the NW (whilst in salaried or partnership post)
Learning and development package	Educational bursary available
PCN Portfolio working	PCN footprint advised
Coaching sessions	Induction and educational sessions

National Institute for Health Research (NIHR) Fellowships

If you are interested in getting involved in research or finding out more there is support available as below:

Examples of opportunities available within research:

- NIHR In-Practice Fellowships are designed to support fully qualified General Practitioners, General Dental Practitioners and Community Dentists who have outstanding potential as a researcher and/or educationalist
- Innovation Scholars Scheme supports secondments for academics to develop new technologies and techniques to help NHS patients as soon as possible

For further information, visit the NIHR website: <https://bit.ly/2TP78Bs>

Local Fellowship Programmes

Some CCG and local organisations offer their own fellowships and support so look out for local information on CCG websites or via your local Primary Care Workforce Team.

HEE Professional Education and Development (PED) Course

This is a leadership course supported by HEE. It consists of three residential courses and study days over 2 years. It focuses on how to develop yourself and your practice, looking at professional and personal and practice development. It helps you understand management and leadership skills. The course is accredited at master's level by the University of Central Lancashire (UCLAN). To attend the course, you need to be working in a practice as a salaried GP or partner. It is often more relevant once you have been working for at least a year.

To join the mailing list to receive information please visit <https://nwpgmd.nhs.uk/professional-education-and-development-course-ped> or contact primarycareschool.nw@hee.nhs.uk

Higher Professional Education (HPE) Course

This is fully funded by Health Education England (HEE) and enables you to attend up to 5 days of education relevant to your needs, covering clinical areas, leadership, resilience and more. It is currently being run virtually. It will give you an opportunity to meet other GPs and plan your future education. If you register for the sessions, you will be able to watch a recording of the virtual events at a suitable time.

For more information and to enrol, please visit <https://nwpgmd.nhs.uk/higher-profession-education-hpe> or contact primarycareschool.nw@hee.nhs.uk

NHS Leadership Academy

The NHS North West Leadership Academy (NHS NWLA) empowers people in the North West to secure better health, care, and wellbeing outcomes through leadership. Within the system and across diverse communities – they work to develop compassionate leaders and the conditions for inclusive, future focused leadership.

NHS NWLA is a member-led NHS organisation, which has been operating since 2007. By operating a membership model, they move in pace with members, are open to new approaches and engage with uncertainty together. Learn more at: <https://www.nwacademy.nhs.uk/> and view the calendar of events here: <https://www.nwacademy.nhs.uk/whats-on>

You may also be interested in their leadership programmes starting with the Edward Jenner programme <https://www.leadershipacademy.nhs.uk/programmes/>

RCGP First5

This initiative is designed to support members in the first five years after qualifying - <https://www.rcgp.org.uk/first5>

GMC opportunities

The GMC can offer clinical opportunities as part of a portfolio career, for example GMC Associate roles: <https://www.gmc-uk.org/about/who-we-are/gmc-associates>

RCGP guidance for GPs with an extended role

GPs with Extended Roles (GPwERs) undertake roles that are beyond the scope of GP training and the MRCGP and require additional training. The term GPwER includes those previously referred to as GPs with Special Interests (GPwSIs). For further information visit: www.rcgp.org.uk/gpwer

BMA guidance on GP Staffing and Partnership

Information regarding partnerships can be found here: <https://www.bma.org.uk/advice-and-support/gp-practices#gp-partners>

Working as a salaried GP

The BMA salaried GP handbook is a valuable resource for salaried GPs and GP employers, covering everything from legal entitlements to maternity leave, redundancy, and employment protection. <https://www.bma.org.uk/media/4238/bma-salaried-gp-handbook-2021-june.pdf>

New to Partnership Payments

If entering a partnership, in addition to the support of your new partners and your primary care network (PCN), you can also access the new to partnership payments scheme. Details can be found at <https://www.england.nhs.uk/gp/the-best-place-to-work/new-to-partnership-payment-scheme/>

National GP Retainer (Retention) Scheme

The scheme is aimed at GPs who may be looking to leave general practice or have left general practice, who are unable to undertake regular part time work and cannot commit to working more than four sessions a week (for example, due to childcare responsibilities). The scheme supports both the retained GP and the practice by offering financial support in recognition of the fact that this role offers greater flexibility and educational support than a 'regular' part-time salaried post. For more information about the scheme in the North West and how to apply, visit:

https://www.nwpgmd.nhs.uk/general_practice/gp_retainer_scheme
or email primarycareschool.nw@hee.nhs.uk

BMA development programmes (members only)

The BMA offers personal, step-by-step guidance, FAQs, and practical tools on the topics you face on a day-to-day basis as a GP, as well as a variety of career development and leadership courses. To learn more phone 0300 123 1233 or visit: www.bma.org.uk

Next Generation GP

Next Generation GP is aimed at GP trainees and early career GPs (first 5-7 years) with an interest in health policy and the wider NHS. The programme is about empowering a new generation of leaders in primary care, equipping them with the skills and networks to succeed and empowering them with the belief that they can translate insight into impact.

Next Gen GP is a funded national leadership programme, aiming to:

- **ENERGISE:** through access to the stories, perspectives, and expertise of inspiring leaders
- **ENGAGE:** through a supportive network of like-minded local trainees and early career GPs
- **EMPOWER:** through a series of workshops designed to increase your ability to shape care within and beyond your organisation

To find out more about Next Generation GP events in the North West, visit:

Lancashire and Manchester

<https://nextgenerationgp.co.uk/programmes/north-west/north-west-online-2021>

Cheshire

<https://nextgenerationgp.co.uk/programmes/north-west/cheshire>

Merseyside

<https://nextgenerationgp.co.uk/programmes/north-west/merseyside>

Cumbria

Please contact the Lancs and South Cumbria Primary Care Training Hub directly for further information mbpcc.lscthub@nhs.net

Or email Next Generation directly at info@nextgenerationgp.co.uk

GP Career Support Hub

NHS England and NHS Improvement want to ensure GPs are aware of the opportunities and funding available to them in their careers and to reinforce the investment that is being made to recruit and retain valued GPs across England.

This GP Career Support Hub has been created as a central information point with resources to support GPs at varying stages of their career - from newly qualified doctors to those approaching the end of their career.

The site is available on FutureNHS and provides information, guidance and support on career development, training, mentoring, appraisals, career options/flexibility, wellbeing, pay and pensions to enable GPs to realise fulfilling and rewarding careers in general practice.

To visit the GP Career Support Hub see <https://future.nhs.uk/GPCS/grouphome>

Additional sources of general information for GPs and wider primary care workforce:

- **E-bulletins** - NHS England and NHS Improvement distribute a number of [bulletins](#) for different professions or specialties. You may be particularly interested in signing up to receive the [Primary Care Bulletin](#) which currently goes to over 22K subscribers.
- **Twitter** – Follow [We are Primary Care](#) on Twitter
- **LinkedIn** – Follow [We are Primary Care](#) on LinkedIn
- [Primary Care Workforce collaborative platform](#) – join this workspace to find out about all schemes and initiatives being run by NHS England and NHS Improvement as well as starting and joining in discussions with other members
- [Primary Care Networks collaborative platform](#) – join this workspace to find out about ways NHS England and NHS Improvement are supporting the development of PCNs as well as starting and joining discussions with other members.

Trainees on a Skilled Worker Visa

The relevant Primary Care Workforce Team (below) will be able to advise which practices in the area have a Skilled Worker Visa sponsorship license and may be able to offer advice on obtaining visas etc. You can also refer to: <https://www.england.nhs.uk/gp/the-best-place-to-work/international-gp-recruitment/support-with-tier-2-visas/> or contact gpsupport.nw@hee.nhs.uk for advice and support.

#Lookingafteryoutoo

NHSE recognise that our frontline primary care colleagues involved in the delivery of primary care services, both clinical and non-clinical, are facing unprecedented challenges through COVID-19. They are keen to ensure all staff delivering frontline primary care services feel supported to maintain their psychological wellbeing during this time, enabling them to maintain the delivery of frontline primary care.

Individual coaching support is available with a highly skilled and experienced coach. This will be a space for you to offload the demands of whatever you are experiencing and be supported in developing practical strategies for dealing with this. It might be that through a one-off conversation you have all the strategies you need to cope with your situation and stay well. Or you might find a few sessions helpful. It is all led by you.

To register and book a coaching session, or for further information please visit

<https://www.england.nhs.uk/supporting-our-nhs-people/wellbeing-support-options/looking-after-you-too/>

Primary Care Flexible Pools

The primary care flexible staff pool arrangements reflect the People Plan commitment to establish GP banks, and replaces the Locum Support Scheme commitment made [in 'Update to the GP Contract Agreement 2020/21-2023/24'](#) for 2020/21. The delivery ask of this year is a continuation of the initiative first launched in December 2020.

As with last year, in 2021/22 each integrated care system (ICS) can receive up to £120,000 via NHS England and NHS Improvement regions to implement or augment their virtual pool arrangements at pace. These financial allocations are complemented by further optional enablers, which systems may opt to utilise, including a template contract and a digital suppliers framework.

The ambition is for these flexible staff pools to support groups of primary care networks (PCNs), most likely at clinical commissioning group (CCG) or place footprint, to increase capacity in general practice and create a new offer for local GPs wanting to work flexibly. It is expected that practices and PCNs will benefit from reduced burden in accessing temporary staff, and potential to build better relationships with pool members.

GPs supported through the pool arrangement could have access to the flexibility of a locuming role, with the additional benefits of a salaried position.

The vision for 2021/22 is for the flexible staff pools to be developed into a mechanism that acts as a local point of contact, offering support and advice to the GP workforce more widely through robust engagement, particularly for doctors returning to general practice such as those on a career break or parental/adoption leave.

GPs who are interested in joining their local flexible pool should contact their ICS.

Read the [primary care flexible staff pools guidance](#) to find out more.

Local GP Initiatives

Each local North West area will run additional GP retention initiatives so please contact the relevant Primary Care Workforce team (below) for more information.

Contact details for North West Primary Care Workforce Teams:

GREATER MANCHESTER

- Training Hub Team – carolmcrae@nhs.net | wbccg.GMTH@nhs.net
- NHS/I Workforce Team – kerryporter1@nhs.net

CESHIRE & MERSEYSIDE

- Training Hub Team – Trish.atkinson@nhs.net, Katie.power@sthelensccg.nhs.uk | sthccg.primarycareacademy@nhs.net
- NHS/I Workforce Team – england.cmgpfv@nhs.net
- C&M Primary Care Workforce Support FutureNHS Page - This workspace communicates the latest NHSEI News, Events and Training Offers across C&M Primary Care. It also provides an opportunity to Network and share good practice, as well as learn about local Innovations. You will find all the latest GP Career Support as well as information on the Mentor's Scheme. You will also be able to watch the ARRS Workforce

Webinar Series & guide to workforce planning. Join today [HERE](#)
For more information on training also visit the C&M Training Hub page:
<https://www.cmthub.co.uk/>

LANCASHIRE & SOUTH CUMBRIA

- Training Hub Team – lauren.butler4@nhs.net | mbpcc.lscthub@nhs.net
- NHS/I Workforce Team – england.transformation@nhs.net