

Northamptonshire

Primary Care Training Hub



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Northamptonshire Primary Care Training Hub

Northamptonshire Fellowship Programme – Practice
Induction Pack

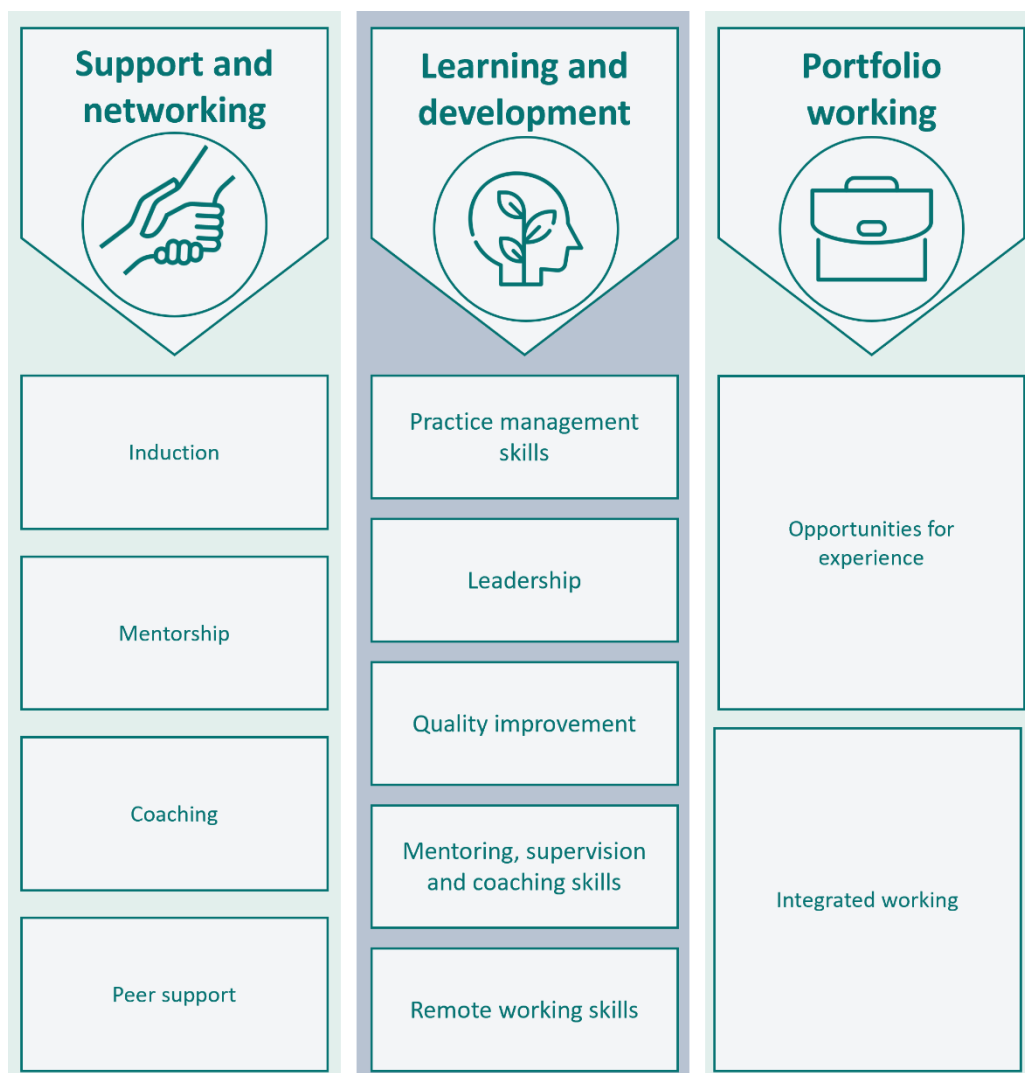
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Introduction

Hello and welcome to the Northamptonshire Fellowship Programme. We hope that this pack provides you with some background information about the Fellowship Programme for newly qualified GPs.

What is the Fellowship Programme?

- The Fellowship Programme is a two-year programme of support which is available to all newly qualified doctors and nurses entering General Practice in substantive roles (salaried or partnership roles).
- A National Programme which is run locally by the Northamptonshire Primary Care Training Hub.
- The Fellowship Programme offers a combination of support, networking, PCN portfolio working, learning and development.



Programme requirements and finances

- The fellowship programme requires a time commitment of up to one session per week (pro-rata based on a FTE 9 session week).
- Funding for the fellowship programme is calculated on a pro-rata system (FTE 9 sessions).
- There are two options regarding funding:
 - Option 1 – The GP fellow is employed by the practice for “X” number of sessions. They complete their fellowship work outside of their practice time, on top of their employed sessions. The funding for the fellowship programme will be paid to the practice by the training hub. This money should then be passed on to the GP fellow in their monthly salary.
 - Option 2 – The GP fellow is employed by the practice for “X+1” number of sessions. The practice releases the fellow from their practice work for one session per week (pro-rata based on FTE 9 sessions) to complete their fellowship work within employed time. The money for the fellowship programme is retained by the practice and the fellow is paid their usual “X+1” session salary.
- To receive the funding for the fellowship programme, the practice need to send an invoice to enquiries.nth@nhs.net at commencement of the programme and every six months thereafter. The money should then be reimbursed to the fellow (Option 1) or retained by the practice (Option 2).
- The Fellowship Programme can be paused if required for a period of absence due to maternity, parental, adoption or long-term sickness leave.

Mentorship

- On enrolment to the Fellowship Programme the GP fellow will be assigned a GP mentor from our local pool of mentors. This mentor will be external to the practice.
- The GP fellow should aim to speak to their fellowship mentor for at least one hour once a month. Meetings should ideally be a mix of face-to-face and virtual (e.g MS Teams).
- Mentors should provide support and direction to help the fellow to develop and progress in their work.
- It may also be beneficial to consider appointing an internal GP mentor within the practice for day-to-day support.

Coaching

- All fellows are encouraged to access a qualified coach during their time on the Fellowship Programme. Key areas to consider with the coach are personal development and career development.
- Coaching is provided for free by NHS England. There are three options available – looking after you, looking after your team and looking after your career. [NHS](#)

[England » Looking after you: confidential coaching and support for the primary care workforce](#)

Peer support

- We currently have a Northamptonshire Fellowship Programme WhatsApp group to allow for peer-to-peer discussions and networking.
- A peer group support session is run once a month. This currently alternates between a Wednesday evening 19:30-20:30 and a Wednesday lunchtime from 13:30-14:30.

Learning and development

- Training sessions are held on a Tuesday evening from 19:30-21:00 in collaboration with the Lincolnshire Fellowship Programme. The sessions are recorded and can be watched on demand.
- Topics include themes such as: team working, leadership, time management, maintaining your own wellbeing, coaching skills, health inequalities.

Portfolio working

- The portfolio working section of the Fellowship Programme will be organised between the GP fellow and the practice/PCN. This component of the fellowship programme is designed to be flexible as it is dependant on the GP fellow's interests and local opportunities. The list below provides some suggestions for activities to cover this area of the Fellowship Programme.
 - Access shadowing opportunities across the PCN, for example: shadowing the clinical director and PCN multi-disciplinary team; attending PCN meetings.
 - Involvement in quality improvement projects or service development at practice or PCN level
 - Increase specialist skills in chosen clinical area
 - Consider wider portfolio opportunities at other PCNs or at a system level e.g Integrated Care Board (ICB), Local Medical Committee (LMC).

Contacts

We hope that you find the information in this pack useful. Please do get in touch if you have any further questions.

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