

# Northamptonshire

Primary Care Training Hub



Collaborate | Educate | Elevate

## Northamptonshire Primary Care Training Hub

Northamptonshire Fellowship Programme – Induction  
Pack

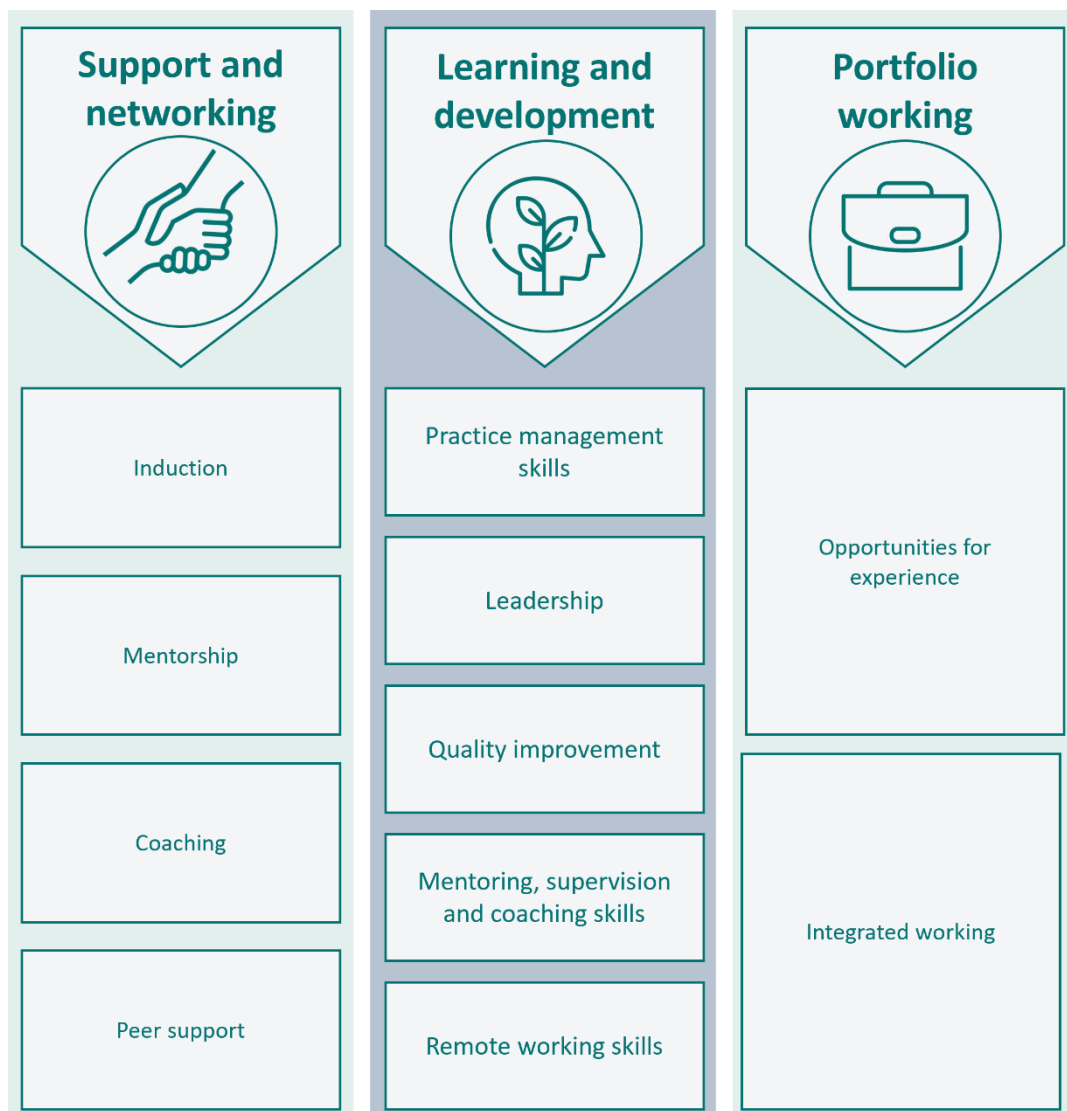
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## Introduction

Hello and welcome to the Northamptonshire Fellowship Programme. We hope that you enjoy your time on the programme and find it a supportive and valuable opportunity.

### 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.
- 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 this is calculated on a pro-rata system (FTE 9 sessions).
- You will be paid by your practice. The practice will receive reimbursement from the training hub every six months. To get the reimbursement, the practice need to send an invoice to [enquiries.nth@nhs.net](mailto:enquiries.nth@nhs.net) at commencement of the programme and every six months thereafter.
- Your time on 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 you will be assigned a GP mentor from our local pool of mentors.
- You should aim to speak to your 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 you to develop and progress in your work.
- Potential topics to discuss include:
  - Completing your appraisal
  - Quality improvement projects
  - Portfolio careers
  - Additional skills training
  - Giving and receiving feedback
  - Wellbeing, stress and burnout
  - Time management
  - Work-life balance
  - Partnership vs salaried roles
  - Practice management
  - Primary care finances
  - Appointment systems, recall systems
  - Managing complaints
  - Issues in the practice
  - Managing workload
  - The wider team e.g PCN

### 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. You can choose from three options – 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 Balint group style session is run once a month. This 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 by you the fellow, and your practice/PCN. The list below provides some suggestions for activities you may wish to pursue 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 PCN level
  - Increase specialist skills in chosen clinical area
  - Consider wider portfolio opportunities at other PCNs or at a system level e.g ICB.

### Other useful resources

#### Wellbeing and resilience

- **Practitioner Health** - Free confidential service for doctors on a self-referral basis. Provides help with any mental health or addiction issues.
  - Tel 0300 030 3300
  - [www.practitionerhealth.nhs.uk](http://www.practitionerhealth.nhs.uk)
- **Doctors Support Network**
  - <https://www.dsn.org.uk/>
- **Royal Medical Benevolent Fund**
  - <https://rmbf.org/>
- **BMA Wellbeing and Support Services**
  - <https://www.bma.org.uk/advice-and-support/your-wellbeing/wellbeing-support-services/counselling-and-peer-support-services>

## Becoming or taking on a new partner

- **BMA practical guide for taking on new partners**
  - <https://www.bma.org.uk/advice-and-support/gp-practices/gp-partners/practical-guide-for-taking-on-new-gp-partners>

## Working as a salaried GP

- **BMA Salaried Doctor Handbook**
  - <https://www.bma.org.uk/pay-and-contracts/contracts/salaried-gp-contract/sessional-and-locum-gp-contract-guidance>

## 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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