

NHS Regional Clinical Leadership Fellow Scheme 2022/23

Guidance for employers

A clinician in your organisation is interested in developing their leadership and management skills by applying for a post on the NHS Regional Clinical Leadership Fellow Scheme.

About the NHS Regional Clinical Leadership Fellow Scheme

The scheme has been established by NHS England and NHS Improvement to expand opportunities and support aspiring clinical leaders to gain experience of system leadership, transformation, and service improvement, which will equip them with the essential skills they need to lead a complex and integrated NHS in the future.

The scheme is open to doctors in training, dentists, pharmacists, allied health professionals, nurses, midwives, and healthcare scientists who are interested in developing their leadership, strategic and collaboration skills and are seeking leadership opportunities for the future.

How does the scheme work?

Clinical Leadership Fellows will be based in NHS regional teams for 12 months between 1 September 2022 to 31 August 2023, working with senior regional and professional leads. Posts are offered as secondments and are less than full time (0.6FTE). Fellows will lead key projects that contribute to regional and national priorities including the recovery, reset and implementation of learning from Covid-19.

Benefits of the scheme for individuals and employers

Clinical fellows will contribute substantial skill and experience developed throughout their time on the scheme, which are of considerable value to employers. These include:

1. A highly developed understanding of healthcare policy and the mechanism to support implementation
2. An enhanced understanding of the complexity of emerging policy and the ability to lead positive change, by identifying the contexts for change, applying knowledge and evidence, making decisions, and evaluating impact
3. The ability to deal with complex issues and to communicate these concisely and to critically evaluate policies and processes
4. The ability to explain clinical issues, and their relevance, to clinical and non-clinical colleagues in a clear and persuasive manner
5. The ability to communicate with stakeholder at all levels and to influence change
6. Skilled at developing and working with teams and to support others in developing their own personal insight and effectiveness.

Access to a wide range of professional networks at a regional and national level, and the ability to build effective relationships.

Terms and conditions of employment

- Fellows will be **seconded** from their employers to NHS England and NHS Improvement in order to retain their current clinical roles at 0.4WTE. They will remain employed under their existing NHS contract and T&C's.
- The post attracts a **salary (0.6FTE)** at **NHS Agenda for Change Band 7** or at the NHS graded base pay scale for doctors in place on 1 September 2022 at the next training grade that trainees would have progressed to, should they have remained in a training post.
- Employers will continue to pay salary and on-costs and will be reimbursed by NHS England and NHS Improvement by way of a **fixed salary contribution of £25,000** upon appointment. **It is the responsibility of the individual's substantive employer to address any shortfall in salary.**

“As well as being an enriching opportunity for individuals, this scheme will be a unique opportunity for the NHS to recognise the contribution of clinical leaders during the pandemic and beyond.”

Jacqueline Davies, Director of Leadership and Lifelong Learning, People Directorate,
NHS England and NHS Improvement

The scheme forms part of the NHS' commitment of the NHS People Plan 2020/21 to strengthen clinical leadership capability in the NHS, and to support to talented aspiring clinical leaders. We hope that you will recognise the benefits of the fellowship to your organisation and employee and that you will support their interest in applying to this scheme.

For more information, visit fmlm.ac.uk.