



New to Practice GP Fellowships Nottinghamshire

Guidance and support from the
Phoenix Programme





New to Practice GP Fellowship

The current situation

Improving GP recruitment and retention has been a key ambition for the NHS in recent years as part of a broader strategy to address the workforce shortage in primary care. The positive news is that the number of new GPs completing their training each year continues to rise.

The Phoenix Programme offers targeted support for New to Practice GPs in Nottinghamshire to ease their transition into primary care. We aim to demonstrate to our newly qualified colleagues that Nottinghamshire is a great place to work, both now and throughout their career.

We have been supporting GPs in their first two years post qualification since August 2019, providing careers advice, facilitated employment discussions, induction materials, peer support, free CPD and most recently mentoring.

Excitingly we are now able to extend our offer with the launch of the New to Practice Fellowship, which is available to all newly qualified colleagues in a substantive post.

What is the New to Practice Fellowship?

The New to Practice Fellowship is a national programme led by NHSE. The full specification can be found here: <https://www.england.nhs.uk/wp-content/uploads/2020/08/general-practice-fellowships-2020-21-guidance.pdf>

At first glance the term fellowship might be misleading. The time commitment is up to one session per week (pro rata) and this is available to all newly qualified GPs in a substantive post (salaried or partnership). Indeed the national guidance notes that fellowship “is an entitlement for all” and that “every newly qualified GP coming out of training will have a guaranteed opportunity to benefit”.

In summary the fellowship will provide:

- Advice for GP and practice regarding induction
- CPD across a range of topics including remote consulting, quality improvement, leadership, practice management
- Peer support
- Coaching and mentoring
- Opportunities for career development within the PCN/wider system
- Funding of up to one session per week for the GP fellow (pro rata) to engage with the programme



New to Practice GP Fellowship

Advice for GP fellows

If you qualified as a GP from August 2019 onwards and are already in a substantive post (salaried job or partnership) then you are eligible to join. We will need to know the number of sessions that you work and we will then calculate your pro rata funding and time allocation to the scheme. We would suggest adding the fellowship as an addendum to your existing contract for ease.

Any GP within their first two years post registration starting in a substantive post will also be eligible. Again we will need to know the number of sessions that you will be working to calculate your pro rata funding and payment. You may wish to build in the fellowship time into your contract discussions, however it will be for a maximum of one session per week.

Advice for GP practices

Enabling your GP to join the fellowship programme is straightforward and we are happy to answer any questions that you might have regarding this. Financially you can set up a monthly invoice to the Phoenix Programme and the fellow is then reimbursed by the practice. All aspects of the fellowship will be led and delivered by the Phoenix Programme.

FAQs:

- **When will the CPD be held?**

Initially we plan to hold the CPD sessions monthly on Tuesdays and will alternate between Tuesday afternoons and Tuesday evenings. This will offer flexibility for attendance.

- **I am a locum. Can I join?**

Unfortunately the national funded fellowship is not available for locums. However at Phoenix we recognise that our locum colleagues are valued colleagues and we would encourage you to register with us for tailored support.

- **What about GPN New to Practice Fellowships?**

The Nottinghamshire Alliance Training Hub facilitate the New to Practice Fellowships for GPNs and would be delighted to tell you more about this. <https://www.nottstraininghub.nhs.uk>

- **Why should I join or encourage my newly qualified GP to join?**

We know that leaving GP training and transitioning into independent practice can be a challenging time. This scheme offers funded and protected time to access CPD, peer support, mentoring and career opportunities to ensure that new colleagues feel supported within Nottinghamshire both now and in the future. What are you waiting for?



The Phoenix Programme

Who are we?

The Phoenix Programme supports all GPs and practices in Nottingham and Nottinghamshire. We act as a coordination point for support, mentorship, funding for training, CPD and career advice. We are a small, close team and we work collaboratively with Nottinghamshire LMC, the Primary Care Workforce Group within the ICS and NATH (Nottingham Alliance Training Hub).

National Guidance

The support we offer has been based on national policy, including the 2020/21 New to Practice Guidance, the provision for Fellowships in the GP Forward View and the latest GP Contracts, and we update our support offer in light of new policy and evidence on a regular basis. We have also conducted our own evaluation of our support, and continue to draw on the findings from other evaluations in the area.

Support for practices

We will offer advice regarding contract amendments to allow existing employees to join the fellowship programme. We can offer help with recruitment, facilitated employment discussions and contract issues both for new GPs and GP colleagues at any stage of their career.

What other schemes do we offer?

The Phoenix Programme offers support to GPs across their career path. In addition to the fellowships for new colleagues we run a number of other schemes including:

- Return to Work - support around return to work for GPs who have taken a career break
- Mid Career - access to mentorship, career advice and advice and/or funding for research or project work
- Senior Fellowship - support for GPs who would like to take on different roles as they approach retirement
- Trailblazer fellowships – 12 month posts for early career GPs to work in and learn about practices in areas of deprivation
- PCN placements – 12 month posts working across a PCN whilst undertaking some quality improvement work

Please see our website for further details:

<https://www.phoenixprogramme.co.uk>



Contact details

The Phoenix Programme can be contacted Monday to Friday, 9am to 5pm via the following:

- Call us on 0115 979 6918
- Email us via info@phoenixprogramme.co.uk
- Visit www.phoenixprogramme.co.uk and use our online contact form.

