



**CAMBRIDGESHIRE
& PETERBOROUGH**
for a career with
endless opportunities

You'll love living and working in Cambridgeshire & Peterborough...

With over 90 GP practices now working in 21 Primary Care Networks, we have diverse patient populations, a talented and passionate workforce and a drive to deliver quality primary care at scale.

Our practices range in size from smaller family practices to large super practices, and we serve over one million patients from a mix of urban centres and rural communities across our 3 localities - Peterborough, Huntingdon & Fenland and Cambridge. This means plenty of opportunities to develop the skills and experience you need in a range of settings.

We have big ambitions and we'd love you to be part of our future.

- ➔ Excellent employment opportunities for newly qualified GPs and Nurses
- ➔ Wide variety of options for flexible working and a portfolio GP career
- ➔ General Practice Fellowship to help you transition to practice and develop your career
- ➔ A forward-thinking Training Hub providing high quality learning
- ➔ Cosmopolitan cities, busy market towns, idyllic villages and beautiful countryside
- ➔ Affordable housing, excellent schools and a really strong sense of community
- ➔ Plenty of sports and leisure facilities and quality eating, drinking and shopping
- ➔ Excellent local and national transport links providing easy access to regional hubs, London and the rest of the UK



**A WARM
WELCOME**

**FELLOWSHIP
SCHEME**

**GETTING
STARTED**

**CAMBRIDGESHIRE
& PETERBOROUGH**



Get off to a smooth start with our new **GENERAL PRACTICE FELLOWSHIP**

As a newly qualified clinician, our General Practice Fellowship scheme aims to provide you with a 2-year programme of support and education when you take up a substantive role in a Cambridgeshire & Peterborough practice.

You'll benefit from a combination of early career learning, mentorship, peer support and coaching, to help you develop clinical and leadership skills and to facilitate development within your practice and across the wider Primary Care Network.

The Fellowship offers:

■ **A SMOOTH TRANSITION**

A structured and supported induction to help you settle into your new environment.

■ **TIME TO LEARN**

Weekly protected study time: 3 out of 4 sessions per month of practice-based learning or private study time.

■ **TAILORED EDUCATION**

1 out of 4 sessions per month to learn alongside your peers at dedicated monthly Fellowship education sessions.

■ **SKILLS DEVELOPMENT**

Access to our Training Hub learning programme with a wide range of topics.

■ **1:1 GUIDANCE**

A named in-practice mentor, protected mentoring time and individual attention.

■ **NETWORKING OPPORTUNITIES**

Access to our First5 and other peer groups to help you build your new network of colleagues and clinical friends.

■ **CAREER COACHING**

Experienced coaches will help you explore issues, set goals and manage your progress.

■ **FUNDING**

A financial grant to your practice to support time to learn and mentoring.





You'll have access to a wide range of learning, mentoring and peer support opportunities...

EDUCATION

C&P Training Hub is developing a tailored programme of monthly education sessions that all GPs on the Fellowship scheme are expected to attend in protected learning time.

The half day sessions (Thursday mornings at the Huntingdon Marriott Hotel, although please note this may change to virtual if necessary due to Covid-19), will be facilitated by the Early Career GP Lead for C&P and delivered by experienced clinicians and trainers. Sessions booked to date include:

- **Promoting Patient Self-care: Why, When and How?** (24/09/20)
- **Shapes Toolkit** (full day 22/10/20)
- **Menopause and HRT** (19/11/20)
- **Domestic Violence** (10/12/20)
- **Syncope** (18/03/21)

This programme will be evolving and more training added all the time. Keep up to date on our [Fellowship Education Programme](#) web page.

Session Format

| | |
|-------------|-------------------------------------|
| 9.15-9.45 | Registration, coffee and networking |
| 9.45-11.15 | Speaker |
| 11.15-11.45 | Coffee |
| 11.45-12.45 | Small group discussion |

TRAINING HUB LEARNING PROGRAMME

Fellows will also have priority access to the Training Hub's full learning programme. Check out the [events calendar](#) on our website for more information.

MENTORSHIP

During your Fellowship you will be assigned an in-practice mentor who will provide a minimum of 1 hour of dedicated mentorship per month.

Your mentor will work closely with you, providing frequent informal feedback, professional support and advice to help you benefit from:

- A better understanding of the culture and structure of the organisation.
- Improved self-confidence.
- Increased skills and knowledge.
- A supportive environment in which progress, successes and failures can be evaluated.
- Provision of necessary support and information.
- Potential for increased visibility and demonstration of career focus and engagement.

PEER SUPPORT

C&P Training Hub has a team of GP First5 Leads covering the area, building peer support networks for First5 GPs working around the three localities.

The format of these varies including face-to-face or virtual evening meetings and WhatsApp groups, for First5 GPs to network, share thoughts, discuss challenges, and access one-to-one advice or signposting.

We also offer courses on facilitation and peer coaching and the First5 leads are available to provide ongoing support to Fellows wishing to set up their own peer groups.





If you're interested
in enrolling in the
GP Fellowship this
is how it works...

WHO IS ELIGIBLE?

C&P Practices can apply for funding to support GP fellowships for any GP who graduated after 1st January 2020, employed in a substantive role (salaried, partnership or fixed term contract, minimum term 2 years).

HOW DO I APPLY?

If you are eligible, please discuss the GP Fellowship with your employer (or potential employer). Ask them to submit an application for you as soon as you possible to reserve a space. (We have limited funding available so please apply early to secure funding.)

They can:

[Apply online](#)

or download:

[Information for Practices](#)
[Application Form](#)

WHAT'S THE PROCESS?

Once we've received your application, we'll verify your eligibility and notify the practice/you of the outcome within 2 weeks. If the application is successful, a Memorandum of Understanding (MOU) and a Learning Agreement will be

required between the Training Hub, the Practice and the Fellow, to set out the terms of the Fellowship agreement.

Once the paperwork is in place, C&P Training Hub commences funding payments to your practice. You are assigned a named in-practice mentor and we'll connect you with Peer Support networks. You'll be required to attend the monthly Fellowship education sessions and have priority access to the Training Hub learning programme.

We'll also have regular catch ups to check how your Fellowship is progressing.

HOW DOES THE FUNDING WORK?

The support you will receive is through your practice and the Training Hub First 5 team. There is no direct funding to GP fellows. A grant will be provided to the Practice for each GP Fellow.

WHAT IF I'M NOT EMPLOYED YET?

We'll also be gathering a list of practices interested in participating in the Fellowship scheme to connect with prospective General Practice Fellows. Contact the Training Hub to register your interest.

Email candptraininghub@nhs.net or call us on 01733 666670.



Choosing the right place
to build your career is a
big step, here's some
friendly advice...

We know you want to work in a supportive environment, with people who share your values and who want to work together to make a difference to the lives and health of the local community.

Finding the right fit takes careful research so we've put together our top hints and tips to help you with your search.

You can also contact the Training Hub if you have any questions or want more advice.

EXPLORE

The practice website – details on staff, team composition, access model, practice ethos and contact details should all be available.

READ

The last CQC report – don't be put off by "requires improvement" – aim to understand the issues as identified by inspectors and explore the practice's response to the most recent report.

REVIEW

Practice patient questionnaires at:
www.gp-patient.co.uk/compare

Practice demographics and public health comparison metrics at:
www.fingertips.phe.org.uk/profile/general-practice/

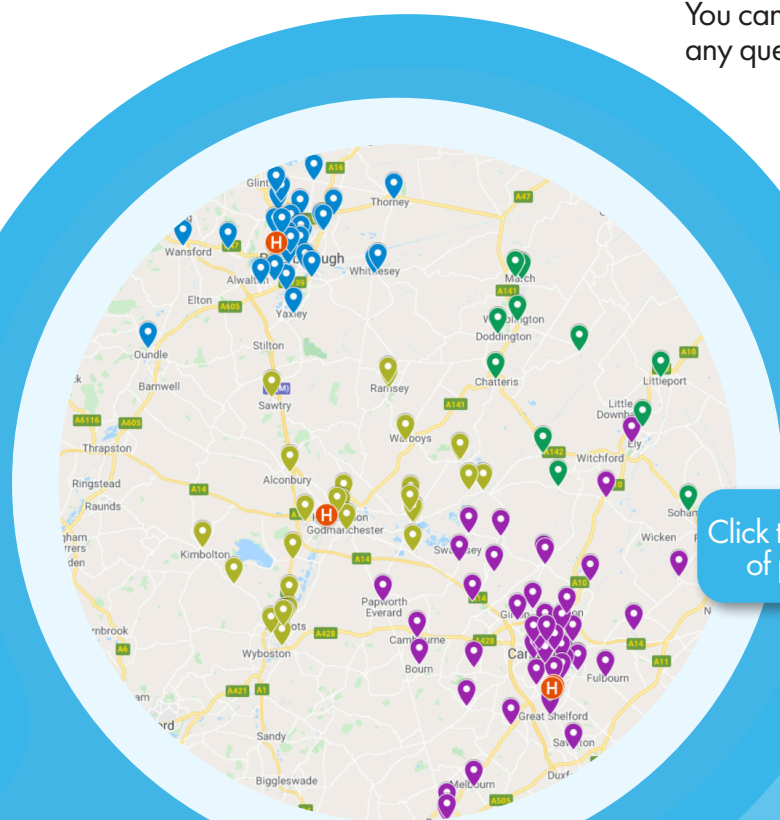
(As always, care should be taken with interpreting the data and understanding what this means in context.)

REQUEST

A copy of a proposed job plan, a standard day, and a copy of the practice standard contract before you visit.

VISIT

Aim to schedule your visit for a coffee break to meet the team on a "normal" working day. It is reasonable to ask to see a clinic list from a similar role from the last week or two, to give you a feel for workload and team communication.



Click to open google map
of practice locations



Questions you may want to ask during your practice visit...



JOB PLAN

1. If the job description contains flexible sessions, what are they likely to entail?
2. How many sessions are there and what are the expectations in relation to their use?
3. If the post is on split sites, ask questions about how that would work for you.
4. Is the proposed job plan a long-term one? How is it likely to change after 1 year? 5 years?
5. Ask about special interests and how they fit within the job plan.
6. If you have interests which do not feature in the job plan, will there be opportunities to develop an involvement in those?
7. Nature of on calls.
8. Ask whether the practice has already signed up to participate in the GP Fellowship Scheme.

TEACHING

1. Ask about the links between the medical school and the practice.
2. Ask about the practice's involvement with GP trainees and expectations with regard to your own responsibilities.
3. What about the opportunity to become a clinical supervisor (associate trainer) or educational supervisor (trainer)?
4. Are there particular areas which they feel would need to be filled by the new recruit?

RESEARCH

1. Is the practice involved with the CRN?
2. Are there opportunities or expectations to be involved with research work?

MANAGEMENT

1. What are the opportunities to develop an involvement in management within the practice?
2. Are there opportunities for an involvement at regional level (e.g. networks)?
3. What are the immediate needs for service improvement and service development within the practice?

PERSONAL CIRCUMSTANCES

It is sometimes worth raising problematic issues at this stage as the response you get may influence your decision to apply for the job or not. Issues might include:

1. Job sharing.
2. If the job is part-time, whether there may be opportunities to make it full time later on.
3. If you lack experience in one area but you know that you can gain that experience quickly if given a minimum of support, would this cause an issue for the practice?
4. If you have developed a lot of experience in an area of interest which is not immediately relevant to the job, will your experience be of use at some point in the future?

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Urban, rural or somewhere in between, Cambridgeshire & Peterborough is a great place to live and work...

Our region offers a hard-to-beat combination of culture and heritage, scientific and cutting-edge technology, world-class educational institutions and progressive development.

Peterborough is an ambitious and rapidly-growing but still affordable city of around 200,000 residents. There's a wide choice of homes and leisure activities including an extensive network of urban and rural cycleways to get you out and about. Although rich in heritage, modern Peterborough is a vibrant melting pot of cultures, currently thriving with major programmes of retail, leisure, housing and business development plus a new university in the works.

Famed for its history and internationally-renowned university, **Cambridge** is frequently ranked in the top best cities to live in the UK. At the heart of the high tech Silicon Fen, it has become a major centre for technology and medical research. Go punting along the River Cam, join a walking tour of the city or explore the narrow

winding streets and green spaces from the seat of a bicycle. There's also world-class shopping with The Grand Arcade and an abundance of independent and speciality shops.

Further afield, medieval **Ely** with its magnificent cathedral is a popular and pretty riverside city that retains the friendly feel of a market town and has rapidly become one of the region's most sought after locations. It combines stunning architecture and spectacular countryside with new housing development and good road and rail links to Cambridge and London.

Nestled between Peterborough and Cambridge, rural **Fenland** is renowned for its wildlife, quiet cyclist-friendly roads and extensive network of rivers for lazing about on. Historic **Huntingdon** is home to charming churches, markets, cafés, bars and restaurants. Nearby attractions include Huntingdon Racecourse and Grafham Water Centre for a wide range of outdoor activities.



CONTACT INFO

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