



CAMBRIDGESHIRE
& PETERBOROUGH
**GENERAL PRACTICE
FELLOWSHIP**



Supporting GP Practices in
Cambridgeshire & Peterborough to
Attract, Recruit, Develop and Retain Staff



INTRODUCTION & KEY BENEFITS

Welcome to the new General Practice Fellowship

The Fellowship is a national commitment in the NHS Long Term Plan to support newly qualified GPs and nurses as they begin their careers in General Practice.

Cambridgeshire and Peterborough Training Hub is delivering this two-year programme to help practices to attract, support and retain tomorrow's clinical team to meet patients' needs.

BENEFITS TO THE PRACTICE GP Fellows

- A Salaried GP/Partner rather than a locum
- Financial grant for backfill to support time to learn and in-practice mentor support for each new to practice professional
- Access to mentor development programme (TH will provide mentorship training for staff who are not already coaches, mentors or educators)
- Support with recruitment
- Improved retention in first 2 years of work
- Grow your own future GPs – in house professional development to meet your organisation's needs





BENEFITS TO THE PRACTICE Nurse Fellows

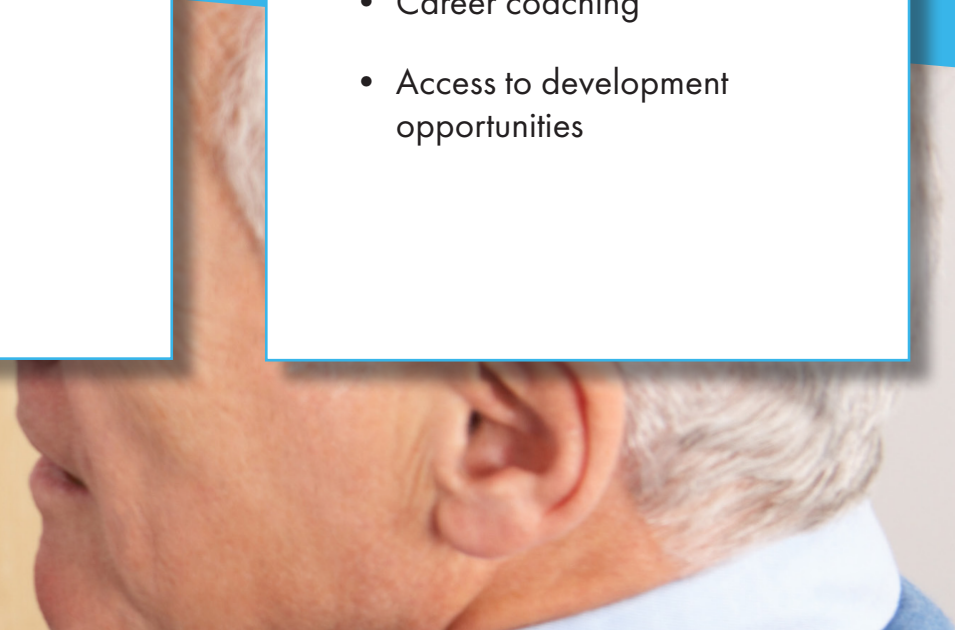


- New Nurses in Primary Care
- Financial grant to support time to learn
- Mentoring for new to practice nurses
- Funded Fundamentals training in year 1
- Funded specialist training module in year 2
- Support with recruitment
- Improved retention in first 2 years of work
- Grow your own future nursing team



BENEFITS FOR THE New to Practice Clinician



- A structured supportive induction
 - Monthly structured sessions of learning tailored to New to Practice needs
 - In-practice learning
 - Access to Training Hub course programme
 - A named in-house mentor with protected mentoring time
 - Access to networks and peer support
 - Career coaching
 - Access to development opportunities
- 

FELLOWSHIP FOR GPs

Objective

To ensure that our trainees become our local GPs by building an educational community and supporting workplace-based professional development beyond the end of training.

The Fellowship for GPs offers:

- Support for an enhanced induction programme.
- A weekly study session, 3 out of 4 sessions spent in General Practice or personal study.
- 1 in 4 to attend a monthly regional education programme.
- Development of, and support for, in-practice mentors
- Access to coaching

Eligibility

Any Cambridgeshire & Peterborough Practice employing GPs who graduated after 1st January 2020 in a substantive role (salaried, partnership or fixed term contract, minimum term 2 years).

Finance

A grant of up to £7,000 (*pro rata) will be provided to the Practice for each GP Fellow, as a contribution towards backfill for time to learn (1 session per week pro rata) and provision of in-practice mentoring (min 1 hour per month). Funding will be paid quarterly in advance, subject to evidence of protected education time and mentoring. (*example for FT GP, pro rata for LTFT)

Benefits for Employing Practice

- Commitment to 2 year employment by newly qualified GP.
- Involvement of NQ GP with QiP and practice development.
- Job satisfaction for GPs in current practice team in providing mentoring/developing as mentors.
- Recruitment and Retention of committed energised NQ GPs to support the practice team.
- Access to external education programme tailored to meet NQ GP needs.



Benefits for GP - Year One

- Supporting transition from GP training to full case load of a GP.
- Gaining clinical experience and confidence
- Time to engage with QiP and practice organisation priorities in study time
- Building local supportive relationships to continue through their careers, particularly important for GPs moving into area from other training schemes.



Benefits for GP - Year Two

- Ongoing tailored education programme supporting appraisal and revalidation
- Continue to build networks within the local clinical team,
- Supporting developing specialist interests
- Career guidance and support

Learning & Development

YEAR 1

- Induction Pack
- Weekly study session
- Programmed monthly half day education sessions
- Priority access to TH education and events programme on a wide range of population health, business skills and career development topics

Mentorship

- 1 hour per month of mentorship with assigned in-practice GP mentor
- Training of mentors by CPTH

Peer Support

- Engagement in peer networking to share knowledge, experience and practical help with each other, via existing First5 network and other peer groups

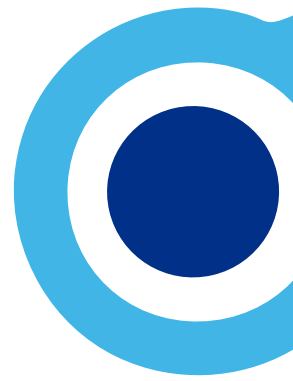
YEAR 2

- Access to TH education and events programme
- Leadership development

- Continued regular engagement with GP mentor
- Access to coaching
- Career development planning

- Continued participation in GP peer networks, via existing First5 network and other groups

FELLOWSHIP FOR GPNs



Objective

The two-year GPN Fellowship will support newly qualified nurses to gain experience as a valued member of the primary care team in a supportive environment and help them to develop a broad understanding of the context in which they are working.

Eligibility

The Fellowship for GPNs is open to all Nurses who have graduated since January 2020 and who are employed by a Cambridgeshire & Peterborough Practice or PCN.

Finance

A financial grant of £2,000 (pro rata) will be provided to the Practice for each newly qualified GPN Fellow, to support time to learn (1 session per week). A further grant of £1,000 is available for in-house mentoring.

Offer

A two-year programme split into 4 x 6 month modules:

1. Transition into Primary Care
2. Embedding into Primary Care
3. Developing Primary Care Goals
4. Establishing next steps in Primary Care

	MODULE 1 Transition into Primary Care	MODULE 2 Embedding into Primary Care
Learning & Development	<ul style="list-style-type: none"> • Induction Pack • Fundamentals of Practice Nursing Course (ARU) 	<ul style="list-style-type: none"> • Practice Supervisor Preparation • Training & education specific to career development plan
Mentorship	<ul style="list-style-type: none"> • 1 session per fortnight of mentorship via in-house mentor or GPN Coach • Training of mentors by CPTH 	<ul style="list-style-type: none"> • 1 session per fortnight of mentorship via in-house mentor or GPN Coach • Career development planning
Peer Support	<ul style="list-style-type: none"> • Monthly GPN Forums • Bimonthly Group Supervision 	<ul style="list-style-type: none"> • Monthly GPN Forums • Bimonthly Group Supervision



Learning & Development

MODULE 3

Developing Primary Care Goals

- Practice Assessor Preparation
- Specialist Module – specific to career development plan

MODULE 4

Establishing next steps in Primary Care

- Edward Jenner Leadership Programme:
Launch (5 hours)
Foundations (35 hours)
- Population Health module

Mentorship

- 1 session per month mentorship via in-house mentor or GPN coach
- Akeso Coaching Programme (6 sessions)

- 1 session per month mentorship via in-house mentor or GPN coach

Peer Support

- Monthly GPN Forums

- Monthly GPN Forums
- Bimonthly Group Supervision

HOW TO APPLY

Practices:

If you are a GP practice within Cambridgeshire and Peterborough interested in signing up a GP or a practice nurse who completed their training since January 2020, or interested in applying in principle, please complete an application.

The Practice Manager and/or Senior GP/GPN are required to sign the application to confirm that the applicant is newly qualified and to agree that the practice will permit the named applicant to participate fully in the programme.

Participating practices are required to commit to:

- A structured local induction programme tailored to the needs of the newly qualified staff member.
- Protected weekly learning and development time to include practice-based opportunities to meet the learning needs of the clinician as agreed with their mentor.
- A named in-house mentor with a minimum 1 hour per month protected 1:1 time.
- Allow Fellow to take part in Training Hub education programme (monthly for GPs, as required for nurses) in protected learning time.

[Click to Apply Online](#)

We have limited funding available so please apply early to secure funding for your practice. Please note if we are oversubscribed we reserve the right to allocate on the greatest workforce need.

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.

Prospective Fellows:

If you are a GP or Nurse in the first 12 months of your career and interested in the Fellowship, please speak to your employer about joining the scheme or contact the Training Hub for further information.

Email: candptraininghub@nhs.net
Tel: **01733 666670**



APPLICATION FORM



Cambridgeshire and Peterborough Training Hub General Practice Fellowship 2020

Application Form			
Name of Practice:			
Practice Contact:			
Contact Email:			
Contact Phone:			
Name of Practice Mentor			
Role: GP or Nurse			
Name of Fellow: (if already appointed)			
Date of Qualification:		Contract Start Date:	
% WTE (Work hours):		Date of Application:	

Please note that as part of the fellowship agreement the practice is required to commit to -

Provide and deliver a supported induction programme	Agreed: <input type="checkbox"/>
Assign a named in-house mentor and agree to a minimum of protected mentorship time	Agreed: <input type="checkbox"/>
1 session per week (WTE pro rata) identified as protected learning and development time	Agreed: <input type="checkbox"/>
Permit the fellow to attend monthly education programme sessions organised by the Training Hub in protected learning time	Agreed: <input type="checkbox"/>

Signature (Practice Manager or Senior GP)

Signed:		
Print name:	Date of Application:	

Click to download Word form

**Please email your completed form to:
candptraininghub@nhs.net**



Training Hub

CAMBRIDGESHIRE & PETERBOROUGH



If you are thinking of recruiting a newly qualified GP or Nurse contact the Training Hub


CONTACT INFO

 cptraininghub.nhs.uk

 01733 666670

 candptraininghub@nhs.net

Cambridgeshire & Peterborough Training Hub
Allia Business Centre
Peterborough United Football Club
London Road, Peterborough PE2 8AL



 Supporting GP Practices in
Cambridgeshire & Peterborough to
Attract, Recruit, Develop and Retain Staff

