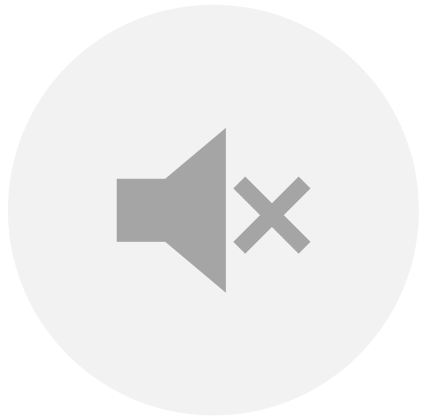


# How today's session will run



PLEASE ENSURE YOU ARE  
ON MUTE



USE THE CHAT BOX TO ASK  
QUESTIONS



WE ARE RECORDING THE  
SESSION



HEREFORDSHIRE &  
WORCESTERSHIRE  
TRAINING HUB

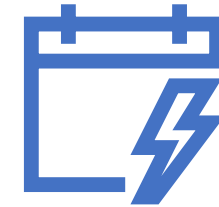


Herefordshire and  
Worcestershire  
Clinical Commissioning Group

# Herefordshire & Worcestershire GP Fellowship Programme

# Today's session

- Why are we doing this?
- Programme components
- Benefits for Practice, Individual Fellow and System
- Sign up process
- Programme delivery
- Cohort 1 update
- Cohort 2 starting January 2021



# Why?

- The scheme is built to support practices, PCNs and Systems with both recruitment and retention of GPs and GPNs by offering attractive roles, with staff choosing to remain in their positions, and systems being empowered to 'grow their own' workforce that is fit for the future.
- The Fellowships Programme additionally responds to two key areas of feedback from newly-qualified GPs and GPNs:
  - desires for a supportive transition into General Practice
  - opportunities to work in a portfolio way
  - learning wider skills for future ways of working

Herefordshire and Worcestershire launched a GPN Fellowship in March, with the GP Fellowship being postponed until July due to covid-19.



# The National requirements

## 2020/21 Fellowship framework

Key: — 2019/20 programme elements — NEW elements for 2020/21

The below diagram defines the single national Fellowship framework. In order to deliver the Fellowships programme, each one of these components must be active as a minimum offer, with local autonomy on *how* in order that there is flexibility to meet the local need. Aspects of the 'Support and Networking' theme may already be underway in your area through delivery of the earlier 2019/20 programme.

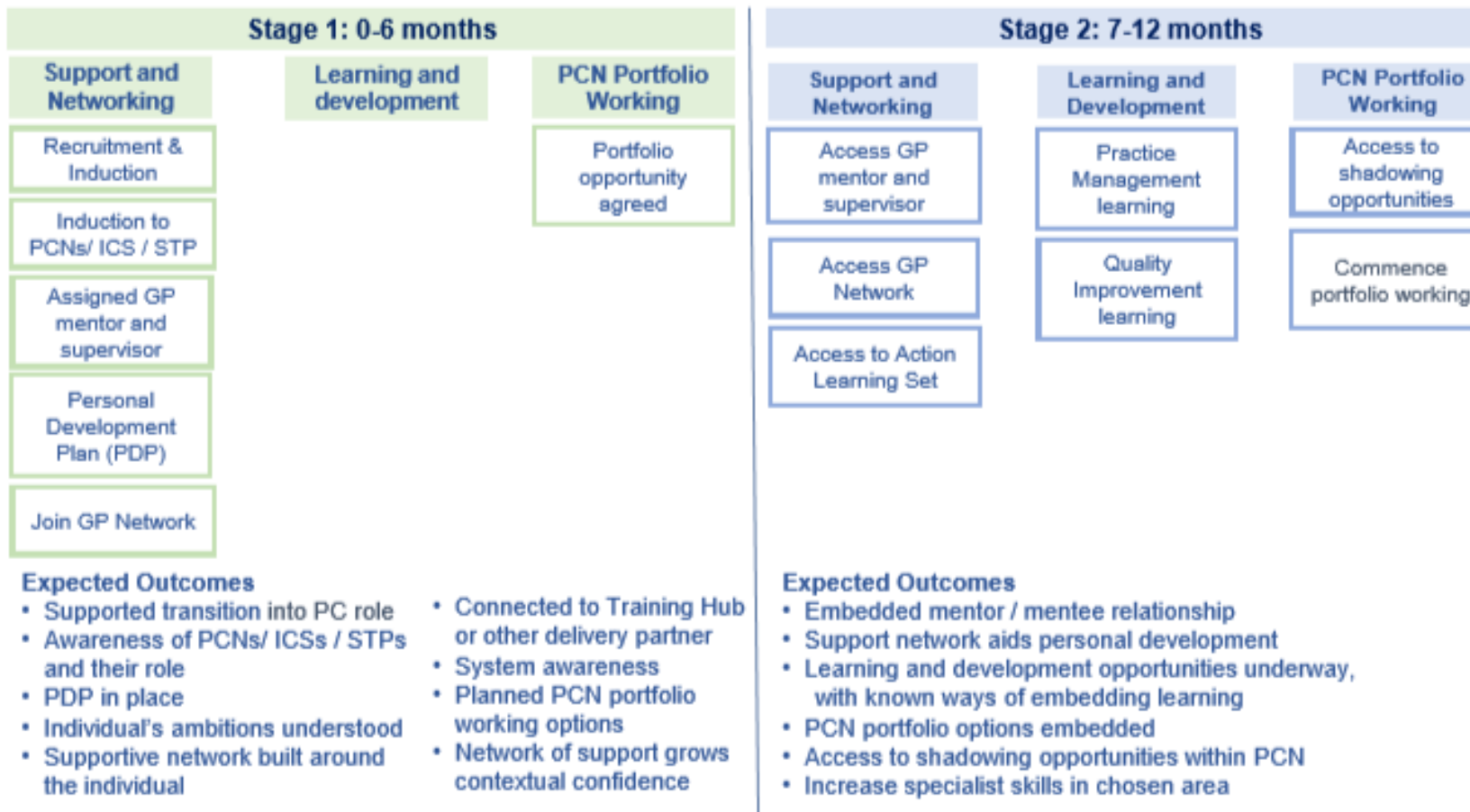
Theme	Component	Purpose and expectation
1 Support and networking	Induction	An individual should feel supported in their transition from training to employment. Induction is to the PCN, the local practice environment and to the wider environment such as the place and system. This should enable the GP/GPN to understand the requirements of their new role in a structured format, feel oriented within the place and its population, and to feel confident in their ability to work safely and effectively within it
	GP Mentorship/ GPN Supervision	Mentors/ supervisors should provide support, direction and an objective view on how the fellow can develop and progress in their clinical environment. Conversations are a minimum of one hour each month
	Coaching	All participants to have access to six one-hour sessions with a qualified coach at one or two points over the course of the two-year period – to consider personal development and career development
	Peer Support	Peer support involves programme participants sharing knowledge, experience or practical help with each other. Delivery should consider various forms each quarter including: setup and maintenance of social media groups, informal online forums, as well as Action Learning Sets or Next Gen GP sessions
2 Learning and development	Practice management skills	Learning sessions should deliver skills in: managing staff and financial resources, HR and developing staff, legalities of partnerships, strategy and change management, working in Networks, IT, patient engagement
	Leadership	Opportunities for learning and reflection about self, including values and behaviours, creating positive cultures and climate, influencing others, personal resilience, sharing and receiving feedback
	Quality Improvement	Learning to develop skills in helping primary care free up time to deliver initiatives and embed new approaches into the practice/PCN, utilising an evidence-based approach
	Mentoring, supervision and coaching skills	Developing personal mentoring, supervision and coaching skills to be utilised in practice with patients when discussing e.g. lifestyle options, and supporting self-care; as well as supporting other members of the workforce, including future fellowship scheme participants
	Remote working	Learning on this new form of consultation skills to facilitate patient access, including understanding the appropriate culture, when a patient needs a physical examination, and running group online consultations
3 Portfolio Working	Opportunities for experience and integrated working	PCN portfolio working supports the new ways in which the modern workforce prefer their roles to operate, and is supportive of workforce retention. This can be delivered through rotational working or on a more permanent arrangement basis. See the 'PCN portfolio working slide' for more detail on this aspect

- Grey elements are 19/20 (cohort 1)
- Blue elements are new for 20/21 (cohort 1 and 2)

# Modular Delivery: year one for GPs

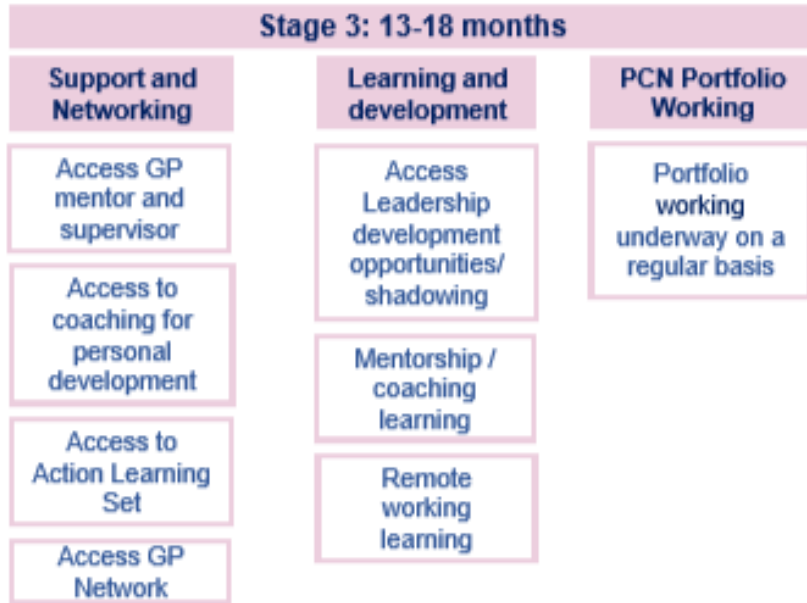


- In order the fellow has the opportunity to establish themselves clinically, it is recommended that a modular approach is taken in order to stagger programme elements. This means in the early months of the Fellowship programme the participant can benefit from support and networking opportunities, and begin to experience PCN portfolio working and learning aspects after six months in role
- Staging in this way is also beneficial for programme delivery, allowing systems to get delivery of the initial aspects underway quickly, whilst developing and planning for future programme aspects, including building the PCN portfolio working opportunities
- This and the subsequent three slides gives a demonstration of how this type of phased delivery approach might be taken. It is not intended to be followed precisely in every system



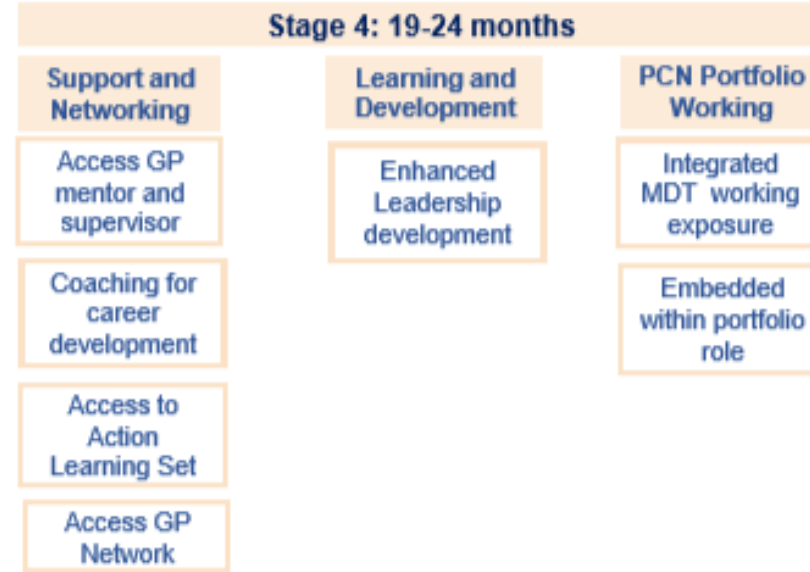
Guidance from 20/21 (19/20 guidance focused on year 1 only and included less elements)

# Modular Delivery: year two for GPs



### Expected Outcomes

- Coaching sessions inform future development plan
- Clear personal development goals
- Leadership aspirations established and trajectories planned
- Undergone learning in a range of non-clinical topics
- System level awareness and connectivity established
- PCN level awareness and connectivity established

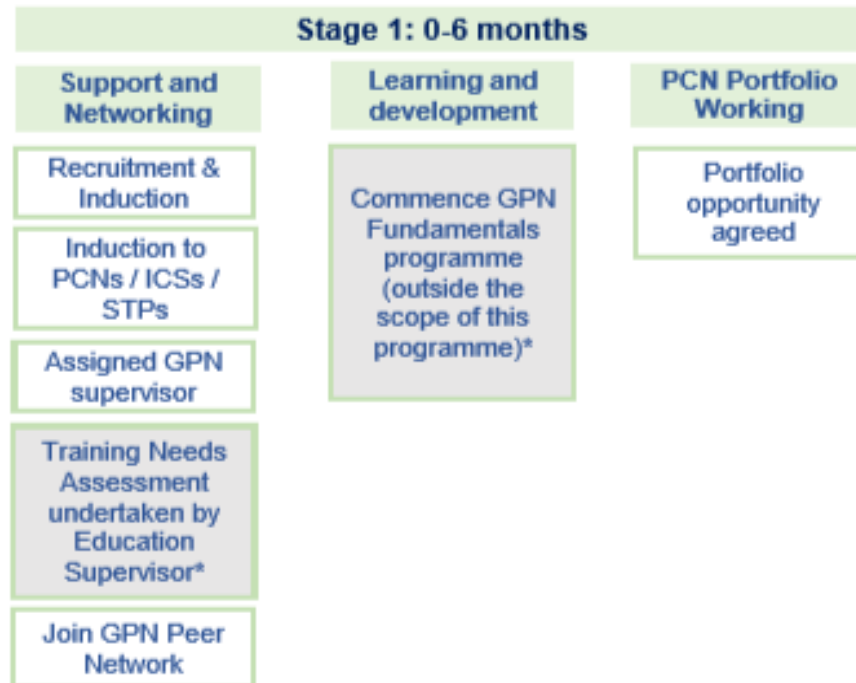


### Expected Outcomes

- Leadership development established with clear plan for development
- Understanding and experience of MDT integrated working approach
- Confident to lead element of PCN work
- PCN/ System-wide relationships established
- Understanding of partnership roles

- Guidance from 20/21 (19/20 guidance focused on year 1 only and included less elements)

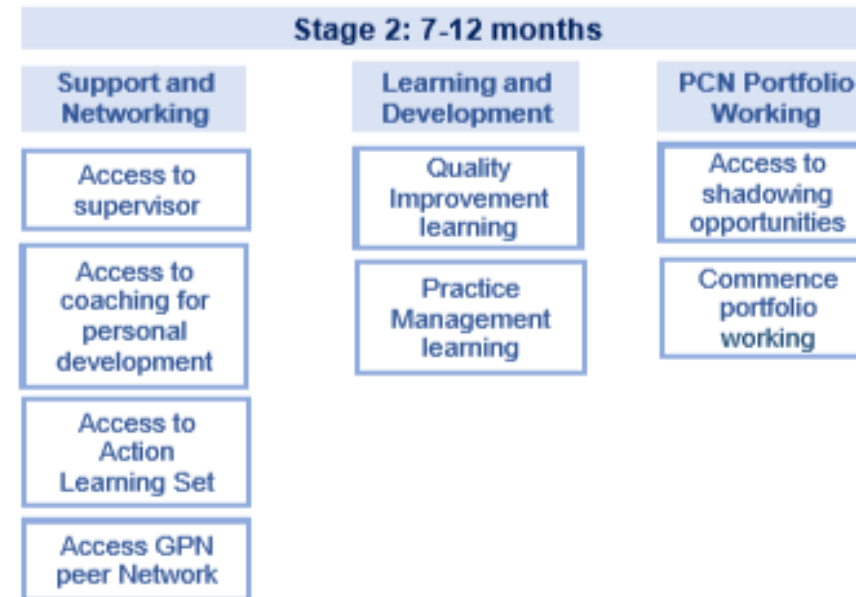
# Modular Delivery: year one nurses



### Expected Outcomes

- Supported transition into Primary Care
- Awareness of primary care Networks / ICSs / STPs and their role
- Connected to Training Hub / other Fellowship delivery partner
- Personal development plan in place
- Individual's ambitions understood
- Supportive network built around the individual
- Network of support grows contextual confidence
- PCN portfolio opportunity engaged with

\*Fellowship funding cannot be utilised for clinical education

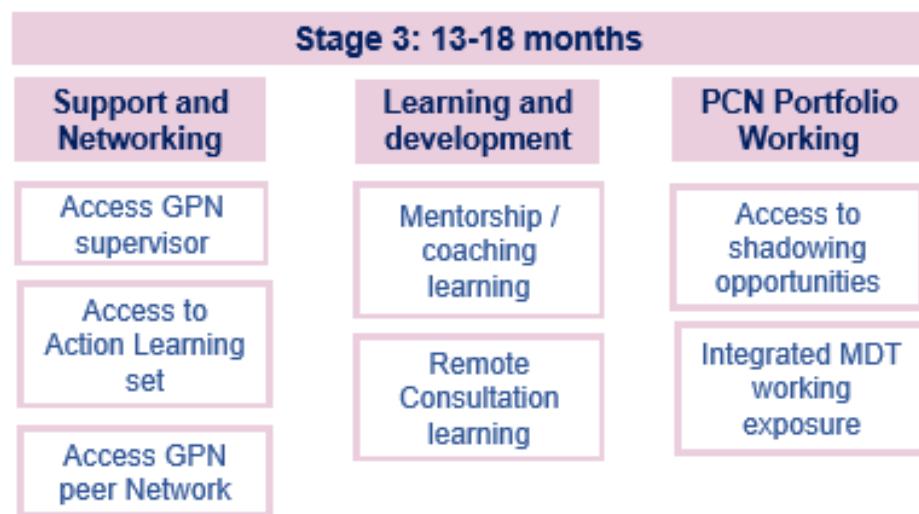


### Expected Outcomes

- Embedded supervision relationship
- Coaching sessions have informed future development plan
- Peer relationships embedded
- Shadowing opportunities within PCN increases learning
- Increased skills in Quality Improvement and Practice Management
- Accessed PCN portfolio working opportunity
- Increased specialist skills in chosen area

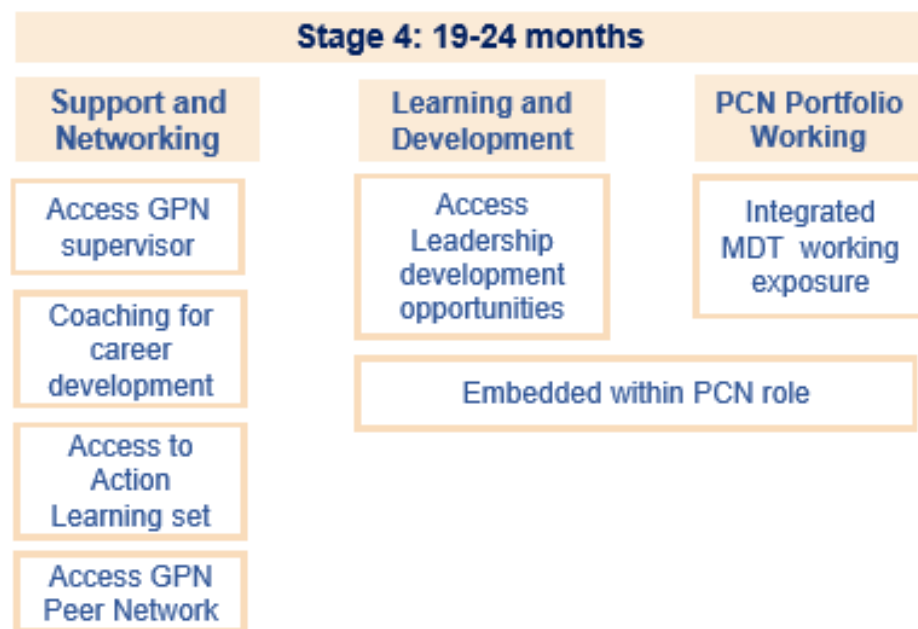


# Modular Delivery: year two nurses



## Expected Outcomes

- Accessed learning in mentorship/ coaching skills and remote consultations
- PCN level awareness and connectivity established
- System level awareness and connectivity established



## Expected Outcomes

- Future / leadership aspirations established with clear plan for development
- Understanding and experience of MDT integrated working approach
- Confident to lead element of PCN work

# The Herefordshire & Worcestershire GP and Nurse Fellowship programme



## Support and Networking

Welcome day  
Virtual peer support, events and networking  
Other programmes such as Next Generation GP, Partnership Development, Nurse CPD etc  
Coaching



## Learning and Development

Online/face to face modules supported by University of Worcester  
  
Online Leadership, Practice Management and Remote Working Training provided by the Training Hub Learning Management System



## Mentorship

Matched with a mentor (GP and Nurse)  
Regular mentoring sessions offered



## PCN Working

PCN project work  
MDTs  
Shadowing Opportunities

## Benefits of the Fellowship Programme

	System	Practice/ PCN	Individual
<b>Recruitment</b>	<ul style="list-style-type: none"> <li>Recruitment to the area through attractive roles</li> <li>Enable newly qualified nurses and GPs to consider primary care as a first destination role</li> <li>Increase the number of GP registrars and Nurse trainee placements taking up substantive roles in general practice</li> </ul>	<ul style="list-style-type: none"> <li>Increased attractiveness as an employer</li> <li>Shorter vacancy lengths</li> <li>Stronger pool of individuals to select from</li> <li>Increased conversion of Registrars to permanent employees</li> </ul>	<ul style="list-style-type: none"> <li>Supported transition into primary care</li> <li>Learn on your own terms</li> <li>Know you have a support network built around you</li> <li>Portfolio opportunities result in an interesting role</li> </ul>
<b>Retention</b>	<ul style="list-style-type: none"> <li>Enhanced retention figures across the system - permanent, employed staff who remain</li> <li>Reduction in costs related to staff turnover</li> </ul>	<ul style="list-style-type: none"> <li>Staff remain in role for longer as they feel supported and invested in</li> <li>Portfolio opportunities support desires to remain in role</li> </ul>	<ul style="list-style-type: none"> <li>Mentorship, peer support, supervision ensure connection for support and advice, prevents sense of isolated working</li> <li>Portfolio role offers an interesting career</li> <li>Learning and training offers</li> </ul>
<b>Transformation</b>	<ul style="list-style-type: none"> <li>Improved access</li> <li>Academic projects offer system learning and development</li> <li>Draws together a range of activities focussed on this cohort, such as training and retention strategy</li> <li>Skills in PHM, MDT, scaled and integrated working delivers workforce fit for the future</li> </ul>	<ul style="list-style-type: none"> <li>Development of in-house training and mentorship skills</li> <li>Increased specialist knowledge</li> <li>Improve MDT working</li> </ul>	<ul style="list-style-type: none"> <li>Develop skills to make change happen</li> <li>Build knowledge on specific areas including conditions and new ways of working</li> <li>Work alongside colleagues of other professions as part of a MDT team</li> </ul>
<b>Sustainability &amp; support</b>	<ul style="list-style-type: none"> <li>Increased workforce sustainability through developed skills and personal support to increase resilience, reducing stress, workload and burnout</li> <li>Aligned support for GPs and Nurses across the patch</li> <li>Increased staff wellbeing</li> </ul>	<ul style="list-style-type: none"> <li>Save spend on locums and bank staff</li> <li>Building mentor, coaching, supervision skills supports future cohorts and other practice staff</li> <li>Staff welfare is enhanced</li> <li>Build specialism pipeline</li> </ul>	<ul style="list-style-type: none"> <li>Better work-life balance</li> <li>Find joy in the role</li> <li>Reduced stress in early months</li> <li>Reduction in feelings of isolation</li> </ul>
<b>Developing workforce</b>	<ul style="list-style-type: none"> <li>Learning improves skills, clinically and practically</li> </ul>	<ul style="list-style-type: none"> <li>Colleagues gain new skills, and develop existing skills further</li> </ul>	<ul style="list-style-type: none"> <li>Grow and broaden essential skills to undertake the role</li> </ul>
<b>Leadership</b>	<ul style="list-style-type: none"> <li>Builds leadership succession pipeline, with skills in scaled and integrated working</li> <li>Creates positive leadership climate and behaviours</li> </ul>	<ul style="list-style-type: none"> <li>Build pipeline of future leaders</li> <li>Colleagues work in a values-based way</li> </ul>	<ul style="list-style-type: none"> <li>Opportunities to develop leadership skills, and support others</li> <li>Operate in a values-based way</li> <li>Articulate personal strengths and weaknesses</li> </ul>
<b>Quality</b>	<ul style="list-style-type: none"> <li>Connecting with others and training drives quality in workforce, increases positive outcomes</li> </ul>	<ul style="list-style-type: none"> <li>Learning drives the quality in-practice</li> <li>Enhanced staff skills delivers quality</li> </ul>	<ul style="list-style-type: none"> <li>Learn quality improvement skills</li> <li>Hone existing clinical skills</li> </ul>
<b>Patients</b>	<ul style="list-style-type: none"> <li>Valued staff impact positively on patient outcomes</li> <li>Expedited learning on PHM working results in targeted working, getting upstream in patient journey, supporting prevention agenda</li> </ul>	<ul style="list-style-type: none"> <li>Improved patient outcomes through staff being invested in</li> <li>Keep patients and practices safe</li> <li>Working in an MDT way allows for patient targeting</li> <li>Supports prevention</li> </ul>	<ul style="list-style-type: none"> <li>Increase positive patient outcomes</li> <li>Support patients through preventative activities</li> </ul>

# GP and Nurse Mentor Role



Provide support, advice and an objective view on how the fellow can develop and progress in their working environment



Focus on career trajectory planning



Mentor and mentee will meet or speak for one hour every month



The fellow will reflect on the course material with the mentor



Some specific tasks will be set by the university that need further discussion with the mentor

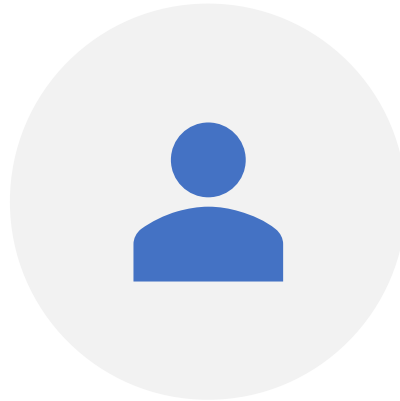
# University of Worcester-led programme elements

- Nationally determined modules
  - Introduction to NHS/PCNs
  - Population Health Management
  - Management & Leadership
  - Quality Improvement
  - Education skills
  - Mentoring & Coaching
- Local information
- Reflection opportunities
- Initially virtual but plans for face to face when safe to do so
- Modules will be released every other month

# Expectations of the Practice



Release the Fellow to enable them to study



Claim for backfill via the Training Hub

Funding is nationally determined



Support the Fellow with any additional learning in the practice

**Please note the backfill amount is set by NHSE not the CCG**

# Sign up

- To be offered to all GPs and Nurses (except locums) who have qualified since needs to be qualified since January 20 or August 2019 if extenuating circumstances such as maternity leave
- Expression of Interest – via Training Hub- <https://www.primarycaretraininghub.co.uk/General Practice Fellowships Programmes>
- Allocation of placement will be confirmed via email from the Training Hub
- Pre course evaluation part of the application form
- Post course evaluation to be completed when programme ends

# Cohort 1

- 16 GPs
  - Commenced July 2020
  - Half way through University Modules
  - PCN Project working to commence from April 2021- June 2022 project, opportunities to be discussed with PCN CD/PCN Manager/Practice
- 
- 10 GPNs- part of the national Fellowship pioneer
  - Commenced March 2020
  - Completed GPN Fundamentals first, will join Cohort 2 from January on the Year 1 programme



## GP Fellowship Cohort 1 (July 2020- 30 June 2022)

### Year 1 July 2020-June 2021

July 2020	August 2020	September 2020	October 2020	November 2020	December 2020	January 2021	February 2021	March 2021	April 2021	May 2021	June 2021
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**Support and Networking (suggested 1 session per month based on FTE GP)**

<i>Welcome Day</i>	<i>Matched with Mentor/ PDP</i>		<i>Join Virtual GP Network</i>			<i>Next Generation GP</i>	<i>Next Generation GP</i>	<i>Next Generation GP</i>	<i>Next Generation GP</i>	<i>Next Generation GP</i>	<i>Next Generation GP</i>
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**Mentorship– 1 session per month with assigned Mentor**

✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
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**Learning and Development University of Worcester ‘Herefordshire and Worcestershire GP Fellowship Programme’- *online and face to face (virtual) modules and action learning sets – suggested 2 sessions per month from August 2020-January 2021 (linked to Support and Networking as above)***

<b>Introduction to NHS/PCNs</b>		<b>Population Health Management</b>		<b>Management &amp; Leadership</b>		<b>Quality Improvement</b>		<b>Education skills</b>	<b>Mentoring &amp; Coaching</b>		
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**PCN Portfolio working– (once University element is completed, suggested 2 sessions per month)**

<i>Pre meets with Clinical Director and PCN should take place during February &amp; March 2021 in preparation for April start.</i>									<b>Commence from April 2021</b>		
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### Year 2- July 2021- 30 June 2022

July 2021	August 2021	September 2021	October 2021	November 2021	December 2021	January 2022	February 2022	March 2022	April 2022	May 2022	June 2022 COMPLETE
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**Support and Networking (suggested 1 session per month) Coaching to commence during Year 2 January 2022-June 2022**

<i>Virtual GP Network, Networking</i>						<i>Coaching TBC</i>					
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**Learning and Development- Training Hub Learning Management System- (suggested 1 session per month combined with the above)**

*Modules can be selected by the Learner in discussion with their Mentor and Training Hub to include Remote Working and Practice Management skills*

**Mentorship– 1 session per month with assigned Mentor**

✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
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**PCN Portfolio working–Continue project work to Dec 2021, then access to Shadowing Opportunities/MDTs (January 2022-June 2022 suggested 2 sessions per month)**

PCN Portfolio work to December 2021						Shadowing Opportunities/MDTs to start January 2022					
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# GP Fellowship Cohort 2 (1 January 2021- 31 December 2022)

## Year 1 January 2021-December 2021

January 2021	February 2021	March 2021	April 2021	May 2021	June 2021	July 2021	August 2021	September 2021	October 2021	November 2021	December 2021
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**Support and Networking (suggested 1 session per month based on FTE GP)**

<i>Welcome Day</i>	<i>Matched with Mentor/ PDP</i>		<i>Join Virtual GP Network</i>								
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**Mentorship– 1 session per month with assigned Mentor**

✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
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**Learning and Development University of Worcester ‘Herefordshire and Worcestershire Fellowship Programme’- online and face to face (virtual) modules and action learning sets – suggested 2 sessions per month from January 2021-July 2021 (linked to Support and Networking as above)**

	Introduction to NHS/PCNs	Population Health Management	Management & Leadership	Quality Improvement	Education skills	Mentoring & Coaching					
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**PCN Portfolio working– (once University element is completed, suggested 2 sessions per month for 9 months)**

<i>Pre meets with Clinical Director and PCN should take place during August 2021 in preparation for September start.</i>	Commence from September 2021- May 2021
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## Year 2- 1 January 2022- 31 December 2022

January 2022	February 2022	March 2022	April 2022	May 2022	June 2022	July 2022	August 2022	September 2022	October 2022	November 2022	December 2022* COMPLETE
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**Support and Networking (suggested 1 session per month) Coaching to commence during Year 2 July 2022-December 2022**

<i>Virtual GP Network, Networking</i>	<i>Coaching TBC</i>
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**Learning and Development- Training Hub Learning Management System- (suggested 1 session per month combined with the above)**

*Modules can be selected by the Learner in discussion with their Mentor and Training Hub to include Remote Working and Practice Management skills*

**Mentorship– 1 session per month with assigned Mentor**

✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
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**PCN Portfolio working– Access to Shadowing Opportunities/MDTs (suggested 2 sessions per month)**

PCN Portfolio work to May 2021	Shadowing Opportunities/MDTs to start June 2022
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## Nurse Fellowship Cohort 2 (1 January 2021- 31 December 2022)

### Year 1 January 2021-December 2021

January 2021	February 2021	March 2021	April 2021	May 2021	June 2021	July 2021	August 2021	September 2021	October 2021	November 2021	December 2021
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**Support and Networking (suggested 1 session per month based on FTE GP)**

<i>Welcome Day</i>	<i>Matched with Mentor/ PDP</i>		<i>Join Virtual Nurse Network</i>								
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**Mentorship– 1 session per month with assigned Mentor**

✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
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**Learning and Development University of Worcester ‘Herefordshire and Worcestershire Fellowship Programme’- online and face to face (virtual) modules and action learning sets – suggested 2 sessions per month from January 2021-July 2021 (linked to Support and Networking as above)**

	Introduction to NHS/PCNs	Population Health Management	Management & Leadership	Quality Improvement	Education skills	Mentoring & Coaching					
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**PCN Portfolio working– (once University element is completed, suggested 2 sessions per month for 9 months)**

*Pre meets with Clinical Director and PCN should take place during August 2021 in preparation for September start. Commence from September 2021- May 2021*

**GPN Fundamentals course- subject to funding and start date**

### Year 2- 1 January 2022- 31 December 2022

January 2022	February 2022	March 2022	April 2022	May 2022	June 2022	July 2022	August 2022	September 2022	October 2022	November 2022	December 2022* COMPLETE
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**Support and Networking (suggested 1 session per month) Coaching to commence during Year 2 July 2022-December 2022**

*Virtual Nurse Network, Networking*

*Coaching TBC*

**Learning and Development- Training Hub Learning Management System- (suggested 1 session per month combined with the above)**

*Modules can be selected by the Learner in discussion with their Mentor and Training Hub to include Remote Working and Practice Management skills*

**Mentorship– 1 session per month with assigned Mentor**

✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
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**PCN Portfolio working– Access to Shadowing Opportunities/MDTs (suggested 2 sessions per month)**

PCN Portfolio work to May 2021

Shadowing Opportunities/MDTs to start June 2022



# Induction Welcome Day- 14<sup>th</sup> January 2021 9.30am-12.30pm

- Basic induction to General Practice in Herefordshire & Worcestershire
- Appraisal, Revalidation, LMC, Peer Support for GPs
- Nurse networking, mentoring, Peer support for Nurses
- Introduction to the University of Worcester online modules
- Attendance part of sessional payment starting January 2021



Questions?