



Fellowships help you build something you are passionate about

Danielle describes her SPIN New to Practice Fellowship. Fellowships are available for all newly qualified GPs.

Who am I?

I'm Danielle, a GP in south west London. I love being a GP, but I always liked the idea of doing a portfolio role and **having a more interesting working week**. I worked for a year at my practice and then began a 2-year Fellowship, doing some sessions with a Training Hub and supporting homeless people. I also work at a hospital helping young adults with brain injuries.

What have I achieved with a Fellowship?

The average life expectancy for a homeless person is 45 years, which is shocking. These people are so vulnerable. It can be hard to follow them up when they have health issues. Being able to help with that is important to me.

In my Fellowship sessions I run a homeless health project working with NHS services and charities. I've been organising clinics in hotels and shelters to vaccinate homeless people against COVID-19. There are lots of services for homeless people, but they're not linked up. I'm now part of a new initiative to bring charities, health services and social care together.

Why do I recommend Fellowships?

I recommend GPs do a Fellowship because **it will help you and your community**. It is a great opportunity to work in new fields on your own, with mentorship and peer support as back up. I've got to know people and understand how CCGs and Primary Care Networks work. It's helped me in so many ways. I'm now confident to speak to senior people across the system.



"I'm really enjoying the Fellowship and doing what I hoped: helping homeless people. I've enjoyed building something from scratch. I now feel part of a much wider team within my Primary Care Network and across south west London."



Fellowships help GPs plant roots in a community and flourish

SPIN New to Practice Fellowships are available for all newly qualified GPs in London. Here's how Chee Ling is using her Fellowship.



“It can be daunting transitioning from being a GP Trainee to a newly qualified GP. The Fellowship has helped my confidence. I've learnt transferrable skills such as how to start a project from scratch, engage stakeholders and lead change. It's an investment in your future.”

1

Who am I?

I'm Chee Ling, a GP in north east London. I'm doing a 2-year Fellowship, developing integrated children's care to help hospital and general practice teams come together to provide better care.

2

What have I achieved with a Fellowship?

- Doing a Fellowship improved my **knowledge, skills and confidence**. I've met people that I would never usually be exposed to. I've built relationships with networks, Training Hubs, community and hospital teams and commissioners. I've learnt how the system works and how to mobilise people.
- My Fellowship is **benefitting healthcare services**. We're supporting new ways for hospital and practice teams to come together to give children the right care in the right place at the right time.
- I'm more **confident as a GP**. I can run engagement meetings, plan projects and have a better understanding of the infrastructure to support this.

3

Why do I recommend Fellowships?

- You are funded to do sessions in an area that interests you
- You have variety in your working week
- You get access to mentoring, peer support and development opportunities
- You learn how NHS systems work and how services are commissioned
- You can **create the career you want**

“Fellowships provide support, mentorship and opportunities to network. You learn about people and places in your community and are inspired about where your career can take you. I want to stay working locally. I feel connected with colleagues and the system.”



Fellowships help GPs inspire others

Rasheedah describes her SPIN New to Practice Fellowship. Fellowships are available for all newly qualified GPs.



Who am I?

I'm Rasheedah, a GP in south east London. My Fellowship involves tutoring and supporting medical students for 2 sessions a week. I find this very satisfying.



What have I achieved with a Fellowship?

I wanted to improve my teaching skills and inspire the next generation of GPs. The Fellowship is helping me build up my skills in remote teaching and targeted teaching. I've been asked to stay on as a tutor after the Fellowship.

I'm helping medical students stay engaged. I've offered pastoral support and have learnt how to counsel and communicate at people's level. I have inspired some of my students to think about becoming a GP, when they weren't considering this as a career option.



Why do I recommend Fellowships?

The Fellowship has encouraged me to stay working in general practice and working locally.

The Fellowship gives you extra support. You are around people going through the same things and you're able to share your experience. Everyone doing a Fellowship gets together once a month to provide a support network. I qualified in the middle of a pandemic with all sorts of challenges, It is reassuring to speak with others regularly, and with our dedicated Programme Director and my mentor. I can always call on their knowledge and experience.



"The projects you do on Fellowships are about making the service or teams better, and by extension making patient care better. I feel like I'm making a difference. My portfolio sessions are the highlight of my week."



Fellowships provide variety and time to explore opportunities

Emma describes her SPIN New to Practice Fellowship. Fellowships are available for all newly qualified GPs.



Who am I?

I'm Emma, a GP in north west London. During my Fellowship I worked as a GP for 6 sessions a week, spent 2 sessions completing a postgraduate certificate and 1 session working on a frailty project with a local hospital.



What have I achieved with a Fellowship?

The Fellowship has **improved my confidence, negotiation and communication skills**. I have since established a portfolio career. I have gained the confidence to put myself forward for opportunities that I wouldn't have considered before.



Why do I recommend Fellowships?

When I finished GP training, I knew I wanted a varied week. The Fellowship helped me achieve that. It completely surpassed my expectations. It can help you network, build your career, provide variety and give space to learn and develop. **Whatever you want, the Fellowship can encompass this.**



“I'm a completely different person compared to 18 months ago. I'm so much more confident in my own abilities and willing to explore more opportunities. The Fellowship provides time away from your day-to-day work to explore avenues and develop your career.”



The Fellowship made me a better GP

SPIN New to Practice Fellowships are available for all newly qualified GPs in London. Here's what Natalie did during her Fellowship.



"I trained about 200 nurses in advance care planning and ran support sessions for 700 care home staff – in the middle of the COVID-19 pandemic! I feel so supported, which helps me to grow and achieve."

1

Who am I?

I'm Natalie, a GP in north central London. My Fellowship involves doing a portfolio role with a Training Hub, supporting other health and social care workers.

2

What have I achieved with a Fellowship?

The Fellowship has **changed my practice as a GP** and made me more well-rounded. I have learnt so much, including about social care and care homes. I'm a better GP, and my patients and practice benefit.

When COVID-19 hit, I organised virtual training sessions to help 200 nurses talk about advance care plans when they called elderly people for welfare checks.

I've also organised weekly online support sessions for care home workers. This gives a safe forum for people to share what's working well and their challenges. We've helped 700 staff from 135 care providers so far.

3

Why do I recommend Fellowships?

- The Fellowship is a wonderful opportunity to nurture a special interest. You can make it your own. **You get to develop yourself at the same time as doing projects that make a difference.**
- You also have a dedicated Programme Director who provides support and connects you with other people. I take part in monthly peer support sessions and one-to-one mentorship. Peer support gives you a chance to be among like-minded people who want to develop their interests.
- You get to work with organisations like Training Hubs that you might not usually come into contact with, and build relationships and networks that you can draw on for years to come.



Fellowships give new GPs more control and balance

Katie describes her SPIN New to Practice Fellowship. Fellowships are available for all newly qualified GPs.



Who am I?

I'm Katie, a GP in south west London. I worked in the civil service before and I'm interested in health policy. I saw the Fellowship as a way of improving population health. I'm exploring how we can rearrange resources to give people with diabetes a better quality of care.



What have I achieved with a Fellowship?

I always wanted a balance in my career. The Fellowship means you get to spend parts of your week doing different things as well as clinical work. This has taken me in new directions and **opened up so many doors**. I am talking to commissioners and working with private companies on a population health algorithm and dietary support. I have regular catch ups with systemwide decision-makers, which has built up my network. We have made a case to have a health and wellbeing coach for people with diabetes, so my Fellowship is making a difference to my practice and local people.



Why do I recommend Fellowships?

You do interesting work and meet interesting people. It's quite a big jump from being a ST3 to being a GP in a practice. The Fellowship offers you the opportunity to make decisions and take ownership and responsibility, which you'd usually only do as a GP partner. It's like a stepping stone. This gives you the power to change things and the headspace to make it happen. I feel more invested in my work and want to stay, because when you're adding value to your practice it makes you feel part of something.



"The Fellowship is so flexible with what you can do. You develop what you're interested in and get practical and financial support. You can be creative and it gives a new perspective to your clinical work."



Hosting GP Fellowships helps to integrate end of life care

North London Hospice describes its experience of hosting SPIN New to Practice Fellowships.



Who are we?

I'm Samantha Edward, Medical Director at North London Hospice. Every year, North London Hospice supports over 3,000 people with a life-limiting illness and their families, friends and carers. We also do a lot of training and strategic development.



What are we doing?

We hosted 3 newly qualified GPs for 1-day per week, each from a different borough. We match-funded the Fellows, so we paid part of their salary on the days they worked with us. Each GP did a project to improve care for people with a life-limiting illness. We assigned them a Programme Director and a mentor and provided opportunities for all 3 GPs to come together to reflect and learn.



What impact is this having?

- Linking services **benefits the people we support**. This was a great opportunity to work alongside GPs. We learnt from them and they learnt from us.
- One of the Fellows took on extra clinical work with us during COVID-19 surges. We got **additional capacity** and they got a wealth of experience and opportunities.
- We are building GPs' confidence and experience of recognising symptoms and providing holistic end of life care for patients and their support network. The GPs learnt what they can manage on their own, when they need a hospital bed and when to call the hospice. We hope this will have **rewards across care settings**.



“We recommend Fellowships. They've given us more capacity to support people, helped new GPs develop skills and set the scene for more collaborative working. The GPs will carry this experience with them throughout their careers.”

Samantha Edward, Medical Director



Hosting GP Fellowships improves training for future doctors

Barts and the London School of Medicine describes its experience of hosting SPIN New to Practice Fellowships.



Who are we?

Barts and the London School of Medicine and Dentistry has almost 2,000 students. We've hosted new to practice GPs from across north east London as medical educators. This helps us provide great quality training for future doctors.



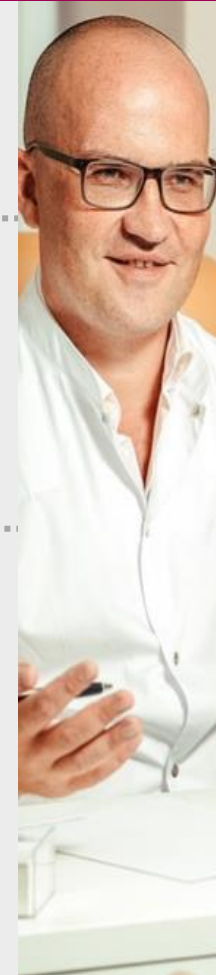
What are we doing?

GP Fellows teach undergraduate medical students for many months, so they form relationships and provide continuity. We offer GP Fellows a training scheme to enhance their role as educators in general practice – the [GREAT](#) programme. This interactive course runs for 6 half days and provides a community of practice. We have a WhatsApp group to help share information and build local networks.



What impact is this having?

- New GPs support patients at their practice whilst developing broader interests. This is good for the **practice and the Medical School**, as you have someone who is motivated, has wider skills and is more likely to stay with you.
- **New GPs** benefit from connecting with students, the School and other GPs that we're hosting. Feeling connected encourages GPs to stay local.
- Teaching medical students is rewarding for GPs. The positive feedback they get from the students is encouraging. The near peer aspect is very powerful for **students** too, as they are trained by someone they identify with.



“The Fellowship is a win-win. It helps GPs, their practice and the Medical School. We gain capacity from GPs who are close in age, diversity and career path to our students.”

Professor Anita Berlin

“This leaves me energised. It has been a safe space to bounce ideas around. We have learnt teaching skills from others, finding out what works well, with real time feedback.” GP Fellow



Fellowships benefit GPs, practices, patients and medical schools

University College London describes its experience of hosting SPIN New to Practice Fellowships.

What are we doing?

UCL Medical School's Department of Primary Care and Population Health hosts newly qualified GPs as **Teaching Fellows in Medical Education**. The new GPs teach small groups of undergraduate medical students for 1-2 sessions per week, at the practice where Fellows work clinically.

We also have **Medical Education Development Fellows**. These newly qualified GPs are developing the curriculum, evaluating courses and teaching online and in person. They also go out to GP networks to promote teaching in primary care.



What impact is this having?

- **New GPs:** new GPs build their skills and benefit from the variety of a portfolio career. They get access to teaching courses and a community of peer educators.
- **Medical students:** students tell us they like being taught by someone near their stage in life and often feel more comfortable asking questions.
- **Practices:** the GP's employer benefits from the kudos of being a teaching practice. The new GPs embed everything they're learning into their work at the practice.
- **Patients:** patients get more time in consultations with medical students and value the opportunity to contribute to training future doctors.
- **Medical School:** Fellowships increase our capacity and build a pipeline of educators.
- **Training Hubs:** Hubs promote the scheme to help retain the next generation of GPs.

“We strongly recommend Medical Education Fellowships to all medical schools. They increase the quality and quantity of undergraduate education in primary care and are a win-win for all concerned. We have embedded these at UCL and would be keen to expand in the future.”

Professor Joe Rosenthal