

# 2018-19 HEE Midlands & East Post CCT Fellowship FAQ

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## 1. What are the benefits of a Post CCT Fellowship?

The following quotes are from GP Fellows in the 2017 East Midlands programme:

*“The Fellowship has been amazing and opened so many doors for me.”*

*“It gave me a job for a year when I was unsure about my career path. In 18 months’ time I will be fully qualified to be a Medical Educator. It has enabled me to develop a portfolio career, which will be more interesting than a full time GP role. The Fellowship has really helped me find a flexible career”*

*“The Fellowship definitely helped improve my networks, especially spending time with the CCG.”*

*“The Fellowship has meant that I have developed different strengths, such as project management and experiencing and implementing the type of improvements that the NHS requires. This opportunity to have the time and permission to lead the project has been a huge benefit on a personal level.”*

*“I was unsure about my career as a full time GP in the UK and was seriously considering moving to Australia, where I had worked on a 6months placement.... Since starting the Fellowship, I have bought a house in the region, and now feel settled in the area.”*

*“For me the Fellowship was career saving and without it would I would have probably have left the profession.”*

Cambridge Policy Consultants (2017) “Evaluation of the Fellowship Programme in the East Midlands: Final Report”.

## 2. What is the purpose of a Post CCT Fellowships post?

The purpose of the Fellowship programme is to improve patient care. This includes enabling you to enhance your skills, encouraging you to work in Midlands and East, and involving you in projects that benefit patients.

The Fellowship is a development role rather than a service year, so evidence of the Fellows working beyond normal general practice will be required as an output of the programme.

There are three components of the Fellowships: **General Practice**, a **Project** and **Education and Training**.

### General Practice

The GP practice is your employer and holds your contract. This should be either the BMA standard contract for Salaried GPs or a variation of this. The variations should be transparent and mutually agreed with you.

### Project

Your project is the area of special interest that you will be working in. This defines your Fellowship. This may be clinical work with consultant colleagues, or CCG work developing or evaluating services, or working in a specific environment such as a prison or out of hours setting.

### Education and Training

The Fellowship may well be the last time in your career that you are given paid study leave and have your course fees paid to gain a qualification. You can do any qualification that fits appropriately with your project. This may be a clinical certificate/diploma or MSc or may be an MBA or leadership and management qualification. A legitimate university or equivalent institution must have validated the course.

### 3. What is the duration for the Post CCT Fellowships post?

Post CCT Fellowships will run for 12 months from 1 February 2019.

The **full-time programme** will be delivered over a 10-session week and run for 12 months. The programme will allow for local variation in terms of content and clinical focus, but the structure of Fellowships must include:

- **40%** (4 sessions p/w) of **traditional general practice**, to develop clinical maturity as a GP. It is likely a primary care provider will be the main employer.
- **40%** (4 sessions p/w) to deliver a programme of **additional skills development** beyond the MRCGP curriculum and relevant to the Fellowship aims, usually provided within a partner NHS organisation.
- **20%** (2 sessions p/w) of protected education and training time. It is intended that an **academic** underpinning will frame the programme and provide robust governance and quality assurance. This may involve completion of a Postgraduate Certificate.
- Fellows will attend local peer learning groups which will be run in each local area (West Midlands, North Midlands, Central Midlands and East of England).

A **less-than-full-time** programme will be available. Given the nature of the programme this will be 0.8wte (so 3 sessions of “traditional” practice, 3 of enhanced clinical placements and 2 of education and training per week), over a 15 (rather than 12) month period. How this breaks down in terms of funding for the education and training element will be determined on a case-by-case basis.

### 4. Who would my employment contract be with?

Your contract of employment will be with the hosting practice, trust, CCG or training hub.

### **5. What is the salary for a Post CCT Fellowship?**

Your host organisation will pay your full salary, and this will reflect current market rates. They will get remunerated by HEE for 2 sessions per week and the organisation supporting remaining 4 sessions.

### **6. How much will the Practice be remunerated for the fellowship?**

How the practice will be remunerated will depend on how the fellowship has been set up; the additional skills development placement provider should provide the funding for 4 sessions spent on placement. This is to be agreed and arranged prior to commencing the fellowship.

HEE will contribution up to a maximum £18,963 (including on cost) to provide backfill for the 2 educational training sessions.

### **7. What funding is available to support the education and training component of the Fellowship?**

For each Fellowship there is a discreet education and training allowance of up to 5k to cover postgraduate tuition fees and other costs (which may include realistic supervision costs) associated with undertaking education and training. This would be over a 12 month period or 16 months if the fellowship is undertaken LTFT.

### **8. Can applicants arrange their own placements?**

No, although the scheme allows some flexibility and fellows are usually able influence the content of the placements. Changes to the advertised posts should be discussed with the lead contact within the organisation prior to start date.

### **9. Can applicants pick their own proposal, or does it need to be one that has been pre-approved?**

Placements and schemes need to meet the requirements of the Fellowship programme. Placements will be subject to competitive appointment however we hope to be able to match candidates with their choice of location and content. This should be discussed with the lead contact within the organisation prior to offers.

### **10. Can applicants stay at current practices?**

This may be possible subject to the geographical location and the current post meeting the requirements of the scheme. However, being viewed and called upon as a senior GP often takes much longer in a practice where you have been seen as a junior doctor by the patients, the staff and other GPs. Therefore, we recommend exposure to different ways GP practices are run.

The current practice would need to confirm what the specialist element will be from the list we have approved and if the provider is happy for them to stay in their current practice. They will also need to demonstrate that they will be supported to undertake the placement (4 sessions) and the educational element (2 sessions) and they conform with our Quality Assurance requirements.

### **11. If an applicant has already been offered a post, can they combine the fellowship element?**

This may be possible subject to the geographical location and the post meeting the requirements of the scheme. This should be discussed with the lead contact within the organisation prior to offers.

### **12. Is there a guarantee of a job at the end of the Post CCT Fellowship?**

A post cannot be guaranteed but there will be support planning for career and service development after the cessation of the programme.

### **13. Will there be supervision for Fellows?**

Each employing organisation will provide a named educational supervisor or mentor for each GP Fellow. The educational supervisor will provide ongoing support, enable the undertaking of extended general practice roles and will facilitate release from practice for professional development sessions.

### **14. What is the Action Learning Set and how often do I attend?**

Fellows will attend local peer learning groups which will be run in each local area (West Midlands, North Midlands, Central Midlands and East of England). These will be facilitated through training hubs with the support of the primary care education network. The groups will support Fellows to share learning throughout the programme across the system but will importantly also support planning for career and service development after the cessation of the programme.

### **15. What is the recruitment timeline?**

The timeline is as follows:

- Advert Appears: Tuesday 2<sup>nd</sup> October 2018
- Application window: Tuesday 16<sup>th</sup> – 30<sup>th</sup> October 2018
- Longlisting: completed no later than Friday 2<sup>nd</sup> November 2018
- Interview Booking Window: Monday 5<sup>th</sup> – Friday 9<sup>th</sup> November 2018
- Interview Window: Monday 12<sup>th</sup> November – Friday 16<sup>th</sup> November 2018

- Offers released: Monday 26th November 2018 (allowing up until 5<sup>th</sup> December to conclude)

## **16. What areas of special interest are available?**

A list of special interests and location is available on the website. <https://www.hee.nhs.uk/our-work/gp-fellowships>

## **17. Where can I find the job descriptions of the posts?**

Job descriptions will be available from employer.

## **18. Can the post be deferred due to maternity leave?**

Yes, posts can be deferred for statutory reasons.

## **19. How much time would you be working as a GP/ how much time in the other speciality?**

The fellowship programme consists of the following, if undertaken full time:

- 4 sessions will be in general practice (2 days per week)
- 4 sessions will be on placement (2 days per week)
- 2 sessions will be educational training (1 day per week)

## **20. Can the start date be delayed?**

Each case will be examined individually however it is expected that anything other than short delays in start date would only be for statutory reasons.

## **21. How would someone apply for the tier 2 sponsorship?**

HEE are unable to sponsor successful fellow for their Visa application. Sponsorship would need to be obtained by the employing organisation or placement host.

For more information please visit the following link or contact local GP team  
<https://www.gov.uk/uk-visa-sponsorship-employers/types-of-licence>

## **22. How do I find out more about a Post CCT Fellowship?**

Please contact HEE at the email address below and we will contact you to arrange a discussion about the Fellowship Programme. [WTHubMidlandsandEast@hee.nhs.uk](mailto:WTHubMidlandsandEast@hee.nhs.uk)