



# General Practice Fellowships for GPs and Nurses

A Guidance Document for Practices

# Index

Programme summary (part one)	page 3
Programme summary (part two)	page 4
2020/21 funding	page 5
Funding breakdown	page 6
Participant eligibility	page 7
Where to go for support	page 8

# Programme summary (part one)

Programme Summary (part one)	Guidance
<p><b>Purpose</b></p> <ul style="list-style-type: none"> <li>• This document outlines the national General Practice Fellowship programme which all ICSs/STPs are expected to continue delivery of in 2020/21, utilising national funding, and building on the first stage of the offer which was launched in the latter part of 2019/20. The grown 2020/21 offer has delayed launch from 1 April to August to respect local capacity needed in relation to COVID-19.</li> </ul> <p><b>What is the initiative?</b></p> <ul style="list-style-type: none"> <li>• The General Practice Fellowship programme is a national commitment announced in the NHS Long Term Plan, and restated in the February 2020 Update to the GP Contract.</li> <li>• It is a two year programme of support, available to all newly qualified GPs and nurses working substantively in general practice, with an explicit focus on working within and across a PCN. ICSs/STPs should encourage all eligible clinicians to sign up, and aim for as close to 100% coverage as possible.</li> <li>• It is a programme of support, PCN portfolio working, learning and development post-registration, supporting nurses and GPs to take up substantive roles, understand the context they are working in, become embedded in the PCN, and increase and maintain high levels of participation in the primary care workforce.</li> <li>• Participants receive funded mentorship and funded CPD opportunities of one session per week (pro rata), and rotational placements within or across PCNs to develop experience and support transition into the workforce.</li> </ul> <p><b>Who is it for?</b></p> <ul style="list-style-type: none"> <li>• Fellowships is an entitlement for all newly-qualified GPs and nurses working/ about to work in substantive roles in general practice.</li> <li>• Every newly-qualified GP coming out of training will have a guaranteed opportunity to benefit from the scheme.</li> <li>• The Fellowship offer is for substantive staff working to provide primary medical services. They may be employed by a practice, across a PCN, cluster of PCNs or another body.</li> <li>• The scheme is open to those who work LTFT on a pro-rata basis.</li> </ul>	<p style="text-align: center;"><a href="#"><u>General Practice Fellowships for GPs &amp; Nurses</u></a></p>

# Programme summary (part two)

Programme Summary (part two)	Guidance
<p><b>What do fellows receive?</b></p> <ul style="list-style-type: none"> <li>• In 2020/21 fellows will benefit from support and networking, PCN portfolio working, and structured learning opportunities that are an enhancement of the previous offer, allowing continuity for fellows enrolled in 2019/20.</li> </ul> <p><b>Delivery</b></p> <ul style="list-style-type: none"> <li>• The offer is a set national construct, with the opportunity for systems to agree how each of the components is delivered locally.</li> <li>• ICSs/STPs and PCNs should commission learning provision from their local training hub and/ or other providers according to an agreed specification. They may also choose to work in partnership with federations, at scale providers and other partners, reflecting local circumstances, while ensuring they are delivering a single offer for all fellows in the system or place.</li> <li>• The approach has been trialled in two ‘proof of concept’ systems: Bedfordshire, Luton and Milton Keynes and Humber Coast and Vale, with learning from them available online.</li> </ul> <p><b>Funding</b></p> <ul style="list-style-type: none"> <li>• This programme is nationally funded, with allocations made indicatively to NHSE/I regions for systems to draw down on. Funding covers a) reimbursement of one session per week to the employer (pro rata), b) provision of learning, c) a smaller amount for programme design and oversight.</li> <li>• There is sufficient funding available for all newly qualified GPs and nurses to benefit from the scheme. Unused funding will not be available for other purposes.</li> <li>• A separate Supporting Mentors Scheme is available to fund the GP mentorship aspect of this Fellowship initiative.</li> </ul> <p><b>Going Forward</b></p> <ul style="list-style-type: none"> <li>• Subject to annual budget setting processes, national funding has been profiled for this programme through to 2023/24. A decision will be made in 2023 about whether national funding will continue after 2023/24.</li> </ul>	<p style="text-align: center;"><a href="#"><u>General Practice Fellowships for GPs &amp; Nurses</u></a></p>

# 2020/21 funding

2020/21 funding	Guidance
<p>● National funding is available to ICSs/STPs on a fair-shares basis in order to deliver the programme locally, either themselves or through partners. Ringfenced funding is allocated on an NHSE/I regional basis so that there is flexibility in spend across the footprint, but is limited to delivery of this scheme. Funds can now be drawn down. There is no bidding or application process, but systems will want to make regional NHSE/I colleagues aware of their plans and demonstrate participant numbers to justify the amount drawn down. All local system partners should work together to support effective delivery of this programme, and CCGs are encouraged to release funding in a timely way to both employers and providers. In order to utilise funds effectively, systems and PCNs should build on work that is already ongoing in their respective areas, considering how broader recruitment and retention initiatives can support this programme. This means where good practice activity is already in place which supports delivery of this programme it should continue. NHSE/I have made sufficient funding available to support all GPs and nurses who meet the participant eligibility criteria.</p> <p><b>Going Forward</b></p> <p>● The programme and funding will continue beyond this year, with further communications to be expected at the start of each financial year. This means that where participants begin their first year of a two year programme in 2020/21, there will be another pot of funding available at the start of 2021/22 to support their continued participation on the scheme.</p> <p><b>To note</b></p> <p>● Fellowships funding is ringfenced and cannot be used in any circumstance for anything outside of the scheme description, even where activity is related. This includes clinical education - for example nursing 'fundamentals'.</p>	<p style="text-align: center;"><a href="#"><u>General Practice Fellowships for GPs &amp; Nurses</u></a></p>

# Funding breakdown

## Funding breakdown

## Guidance

- To simplify budget planning processes for local implementation of the programme, financials have been calculated nationally on a maximum 'unit cost'/ per head basis which are summarised below. That said, ICSs/STPs should utilise the aggregate delivery aspect of the budget to deliver their scheme and maximise scaled opportunities.
- The 'unit cost'/ per head calculation comprises two elements:
  - a) Reimbursement to the employer for one session per week (pro-rata) in order the individual can undertake 'support and networking' and 'learning and development' opportunities.
  - b) Funding for programme delivery including CPD provision (except GP mentorship\*), administration and oversight at £3,000 per participant (pro-rata).

GP costs - 12 months		
a)Reimbursement	b)Delivery	Total (pp FTE)
£7,200	£3,000	£ 10,200

  

Nurse costs - 12 months		
a)Reimbursement	b)Delivery	Total (pp FTE)
£3,800	£3,000	£6,800

'Full time' is 37.5 hours or nine sessions at 4 hours 10 minutes duration per week

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- Cost calculations have been based on:
  - A nine session week.
  - Reimbursement for one session per week (4 hours 10 minutes/ 52 weeks).
  - GP reimbursement based on an average £65,000 starting salary.
  - GPN reimbursement based on an average £34,000 starting salary.

The recent update to the GP Contract agreement separately committed to a scheme to create and fund GP Mentors. As such, local delivery leads should link the capacity and funding from that initiative - once established - to support the 'GP mentorship' component of your local Fellowship programme.

# Participant eligibility

Participant eligibility	Guidance
<p><b>Participant eligibility criteria</b></p> <ul style="list-style-type: none"> <li>• The Fellowship initiative is focused on newly-qualified GPs and nurses who are within their first 12 months since qualifying and hold a substantive contract to deliver GMS services. There is scope to extend this to 18 months post-training in the instances of maternity/ adoption/ parental leave, long-term sickness or other caring responsibilities. Local delivery leads should consider such instances on an individual basis.</li> <li>• Similarly, where an individual is already on the scheme and has a period of absence due to maternity/ adoption/ parental leave or long term sickness whilst participating, their time on the scheme can be paused until they are ready to return.</li> <li>• The scheme is open to both salaried employees and partners. Participants may also be international recruits, where they meet the other criteria.</li> <li>• Funding exists to support all eligible newly-qualified GPs and nurses to participate in the scheme, and so there is no application process to join. That said, local areas may wish to implement a registration process. Where an individual wishes to benefit from the scheme and fits the eligibility criteria there must be local provision in place to do so. In order to support the intention of the 'Nursing 10 Point Plan' of encouraging nurses to recognise general practice as a first destination career option, nurses who participate should be newly-qualified (rather than 'new to general practice'). Systems should ensure all newly qualifying GPs have the opportunity to be enrolled on the programme, with the shared intention of NHS England and NHS Improvement, the BMA and RCGP for close to 100% of newly-qualified GPs to enter the programme.</li> </ul> <p><b>Locums</b></p> <ul style="list-style-type: none"> <li>• The scheme is for substantively employed GPs and nurses - and those currently working as locums who fulfil the other criteria and also take up a substantive role as they join the programme.</li> </ul> <p><b>Employment model</b></p> <ul style="list-style-type: none"> <li>• There is no set or unique employment contract for Fellows. The individual participant should be recruited in the usual way, utilising the respective practice's usual employment contract, which should usually be the BMA model GP salaried contract.</li> </ul> <p><b>Individuals participating in the programme should therefore:</b></p> <ul style="list-style-type: none"> <li>• Have qualified in the previous 12 months (on a rolling basis), so are within their first year of practice in general practice.</li> <li>• Hold or about to hold a substantive salaried or partnership contract.</li> <li>• Be working to provide primary medical services.</li> </ul>	<p style="text-align: center;"><a href="#"><u>General Practice Fellowships for GPs &amp; Nurses</u></a></p>

# Where to go for support

Where to go for support	Guidance
<p><b>If you have any queries relating to the General Practice Fellowships scheme you can connect with people in the following ways:</b></p> <p><b>FutureNHS</b></p> <ul style="list-style-type: none"> <li>• This website from the primary care workforce team in NHS England and NHS Improvement offers further resources including workforce modelling tools and retention guidance and support. There is also a community of others leading this programme locally, and a number of resources to support implementation, so you can use the forum to ask questions and learn from other areas.</li> <li>• You can also access case studies and other learning from the two 'proof of concept' systems, and suggestions of good practice against each aspect of the Fellowships framework.</li> <li>• In order to gain access to this please email: <a href="mailto:england.primarycareworkforce@nhs.net">england.primarycareworkforce@nhs.net</a> to request a username and password.</li> </ul> <p><b>National Policy Team</b></p> <ul style="list-style-type: none"> <li>• The team devising the General Practice Fellowships programme can be contacted at: <a href="mailto:england.primarycareworkforce@nhs.net">england.primarycareworkforce@nhs.net</a></li> </ul> <p><b>Local Implementation Support</b></p> <ul style="list-style-type: none"> <li>• Your local training hub holds skills and expertise which can support implementation.</li> <li>• You can gain support from your local NHS England and NHS Improvement regional colleagues.</li> </ul>	<p style="text-align: center;"><a href="#"><u>General Practice Fellowships for GPs &amp; Nurses</u></a></p>





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