



General Practice Fellowships for GPs and Nurses 2021/22

A Guidance Document for Practices

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Programme summary (part one)

Programme Summary (part one)	Guidance
<p>Purpose</p> <ul style="list-style-type: none"> • This document outlines the national General Practice Fellowship programme which all ICSs are expected to continue delivery of in 2021/22, utilising national funding. <p>What is the initiative?</p> <ul style="list-style-type: none"> • 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. • 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. • 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. • 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. <p>Who is it for?</p> <ul style="list-style-type: none"> • Fellowships is an entitlement for all newly-qualified GPs and nurses working/ about to work in substantive roles in general practice. • Every newly-qualified GP coming out of training will have a guaranteed opportunity to benefit from the scheme. • 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. • The scheme is open to those who work LTFT on a pro-rata basis. 	<p style="text-align: center;"><u>General Practice Fellowships for GPs & Nurses</u></p>

Programme summary (part two)

Programme Summary (part two)	Guidance
<p>What do fellows receive?</p> <ul style="list-style-type: none"> • Fellows will benefit from support and networking, PCN portfolio working, and structured learning opportunities. <p>Delivery</p> <ul style="list-style-type: none"> • The offer is a set national construct, with the opportunity for systems to agree how each of the components is delivered locally. • ICSs 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. • 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. <p>Funding</p> <ul style="list-style-type: none"> • This programme is nationally funded, with allocations made on a quarterly basis to systems. The first tranche of funding is calculated on a weighting capitation basis, released at end of Q1, with subsequent payments calculated based on levels of delivery. Funding covers a) reimbursement of up to one session per week plus on-costs to the employer (pro rata), b) provision of learning, c) a smaller amount for programme design and oversight. • 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. • A separate Supporting Mentors Scheme is available to fund the GP mentorship aspect of this Fellowship initiative. <p>Going Forward</p> <ul style="list-style-type: none"> • 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. 	<p style="text-align: center;"><u>General Practice Fellowships for GPs & Nurses</u></p>

2021/22 funding

2020/21 funding	Guidance
<p>● National funding is available to ICSs in order to deliver the programme locally, either themselves or through partners. NHS England and NHS Improvement have made sufficient funding available to support all GPs and nurses who meet the participant eligibility criteria. The Primary Care Transformation funding letter confirms ringfenced funding is allocated directly to ICSs on a quarterly basis, limited to delivery of this scheme. Funding for the first quarter is calculated on a fair-shares basis, with subsequent quarterly allocations calculated against actual delivery. There is no bidding or application process, but systems will want to make regional NHS England and NHS Improvement colleagues aware of their delivery plans, and demonstrate participant numbers in an ongoing way to justify the further financial value needed. Systems will need to ensure accurate updates to the Primary Care Monitoring Survey and input to the financial ledger in support. 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.</p> <p>Going Forward</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 2021/22, there will be another pot of funding available at the start of 2022/23 to support their continued participation.</p> <p>To note</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;"><u>General Practice Fellowships for GPs & Nurses</u></p>

Funding breakdown

Funding breakdown	Guidance																		
<ul style="list-style-type: none"> • Programme financials are calculated on a per head basis which are summarised below. The value of funding per person will depend on the individual participant's FTE. The ICS 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: <ol style="list-style-type: none"> 1) Pro-rata reimbursement to the employer for up to one session per week so the individual can be released from the practice to participate in Fellowship activities • This is calculated at the individual's actual salary cost • It is further supported by an additional 30% toward on-costs of tax, NI and pension 2) Funding for programme delivery including CPD provision, administration and oversight at £3,000 per participant (pro-rata). <div data-bbox="595 815 1592 1123" style="border: 1px solid black; padding: 5px; margin: 10px auto; width: fit-content;"> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr style="background-color: #007060; color: white;"> <th colspan="3">GP costs - 12 months</th> </tr> <tr style="background-color: #007060; color: white;"> <th>a)Reimbursement</th> <th>b)Delivery</th> <th>Total (pp FTE)</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">£7,200</td> <td style="text-align: center;">£3,000</td> <td style="text-align: center;">£ 10,200</td> </tr> </tbody> </table> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr style="background-color: #007060; color: white;"> <th colspan="3">Nurse costs - 12 months</th> </tr> <tr style="background-color: #007060; color: white;"> <th>a)Reimbursement</th> <th>b)Delivery</th> <th>Total (pp FTE)</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">£3,800</td> <td style="text-align: center;">£3,000</td> <td style="text-align: center;">£6,800</td> </tr> </tbody> </table> <div style="border: 1px solid black; padding: 5px; margin-top: 5px; width: fit-content;"> <p>'Full time' is 37.5 hours or nine sessions at 4 hours 10 minutes duration per week</p> </div> </div> <ul style="list-style-type: none"> • Cost calculations have been based on: <ul style="list-style-type: none"> • 1.0 FTE is 37.5 hours • A nine session week. • Reimbursement for up to one session per week (4 hours 10 minutes/ 52 weeks). 	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	<p>General Practice Fellowships for GPs & Nurses</p>
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Participant eligibility

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<p>Participant eligibility criteria</p> <ul style="list-style-type: none"> ● 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. <p>Pausing time on the scheme</p> <ul style="list-style-type: none"> ● Similarly, where an individual is already on the scheme and has a period of absence due to maternity/doption/arental leave or long term sickness whilst participating, their time on the scheme can be paused until they are ready to return. We have further extended this in 2021/22 in the instance where an individual had joined pre-pandemic but not experienced some or part of the scheme in 2020/21 due to COVID-19 pressures - and it can be evidenced funding has not been received for this time – they may consider that time paused, and re-join the scheme now. <p>Locums</p> <ul style="list-style-type: none"> ● 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. <p>Employment model</p> <ul style="list-style-type: none"> ● 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. 	<p style="text-align: center;"><u>General Practice Fellowships for GPs & Nurses</u></p>

Where to go for support

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<p>If you have any queries relating to the General Practice Fellowships scheme you can connect with people in the following ways:</p> <p>FutureNHS</p> <ul style="list-style-type: none"> • 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. • 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. • In order to gain access to this please email: england.primarycareworkforce@nhs.net to request a username and password. <p>National Policy Team</p> <ul style="list-style-type: none"> • The team devising the General Practice Fellowships programme can be contacted at: england.primarycareworkforce@nhs.net <p>Local Implementation Support</p> <ul style="list-style-type: none"> • Your local training hub holds skills and expertise which can support implementation. • You can gain support from your local NHS England and NHS Improvement regional colleagues. 	<p style="text-align: center;"><u>General Practice Fellowships for GPs & Nurses</u></p>



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