

NEL General Practice SPIN & Fellowship Programme

for Newly Qualified GPs and New to Practice Nurses



IF YOU ARE A GP, GPN, OR PRACTICE/PCN LEAD AND WOULD LIKE TO LEARN MORE AND/OR APPLY, PLEASE VISIT <http://nelpinandfellowships.org>

AGENDA

12.30 – 12.35 – **Welcome** - Dr Jyoti Sood

12.35 – 13.05 – **Overview and Q&A** - Sara Buthlay & Charlotte Cooley

13.05 – 13.15 – **Programme Benefits** – Dr Rachel Roberts

13.15 – 13.45 – **Success Stories from Fellows** (Dr Jeeves Wijesuriya, Dr Ben Davis, Dr Nicolas Alexander and Dr Tehseen Khan)

13.45 – 14.45 – **SPIN Opportunities**

- Dr Clare Davison - Clinical Lead, NHC Children and Young People's urgent and primary care
- Dr Venkat Thiagarajan - Clinical Lecturer in Clinical and Communication Skills, Barts and the London School of Medicine and Dentistry
- Dr Mohit Venkatram - Medical Director (Interim) Primary Care, The East London NHS Foundation Trust
- Dr Tehseen Khan - Population Health & Health Inequalities Lead, NEL ICS
- Dr Louise Younie - Clinical Reader in Medical Education, GREAT Programme, QMUL Barts
- Laura Johnson - Consultant Surgeon, Barts Health NHS Trust

SPIN/Newly Qualified Fellowship Programme Team WHO IS WHO?

- **Dr Munir Ali-Zubair** – NEL GP Programme Director - munir.ali-zubair@hee.nhs.uk
- **Charlotte Cooley** – NEL GPN Programme Director - charlottecooley@nhs.net
- **Sara Buthlay** – NEL SPIN Programme Manager - sara.buthlay@nhs.net
- **Sedat Ozcelik** – NEL Fellowship PMO Lead - sedat.ozcelik@nhs.net
- **Johanna North** – NEL Fellowship PMO Support Officer - johanna.north1@nhs.net
- **Sule Kangulec** – Newham Training Hub Programme Management Lead - sule.kangulec1@nhs.net
- **Local Training Hub Managers**

LIAISON WITH HEE
& NHSE/I & ICS

REPORTING

COMMS MATERIALS

LAUNCH EVENTS

REGISTRATION
MANAGEMENT

SPIN PORTFOLIO
DEVELOPMENT (e.g.
Cancer Alliance)

CONTRACT
MANAGEMENT FOR
EACH FELLOW

FINANCIAL
ARRANGEMENTS

PEER SUPPORT
SESSIONS

INFORMING
SYSTEM LEADS -
PRESENTATIONS

SPIN/Fellowship Programme Facts and Eligibility for GPs

WHAT IS IT?

- **1 or 2-year programme** of support for newly qualified GPs
- Aimed at **improving recruitment** into substantive posts within General Practice, and **enriching the availability of skills and portfolio working** within PCNs
- You take up a **substantive contract**, and you select an area of interest/development for you to pursue over 2 years: the Fellowship
- You are **released for 1 or 2 paid session** per week to enable you to pursue your Fellowship interests.
- You also gets other benefits, such as **funded mentorship**, a **CPD grant** (amount depending on the area that you work in) and **peer support sessions**.

WHO IS ELIGIBLE TO APPLY FOR THIS?

- The scheme is open to **ALL GPs who qualified within the last 12 months**, or will be due to qualify soon in anticipation of taking a substantive post in a practice, a PCN, cluster of PCNs or another body
- There is scope to extend the post-qualifying period to 18 months in the instances of maternity/adoption/parental leave, long-term sickness or other caring responsibilities. Please check with your Training Hub lead.
- For the **PG-Cert Option**, **GP applicants should be within the first five years** of achieving their CCT, hold a license to practise and have undertaken sufficient clinical work and NHS appraisals to maintain their registration on the National Performer List within the two years prior to application for the scheme.
- You **must hold a substantive, permanent contract** (salaried/ partnership). (You can apply even whilst trainee, but funds will be released once your employment starts.)
- You **ideally need to work at least 4 sessions** per week in your Practice.

SPIN/Fellowship Options for GPs

Option 1:

The first option you have is the **SPIN model**. The preferred model is that you work 1-7 clinical sessions as a GP, and an additional 2 sessions in your chosen Fellowship interest using one of the available models: E.g. teaching medical students, attending a speciality outpatients, PCN work, etc.

Your local Training Hub will also be able to advise you on any local options.

There is no funding direct to fellows. Your practice will receive two sessions per week reimbursement so you can participate in Fellowship activities. In addition, your practice will receive 30% on-cost for tax, NI and pension.

- If you are doing 9 clinical sessions in total, your practice will be able to use the reimbursement to release you from the practice.
- If you are working less than full time and doing your fellowship sessions in addition to your clinical sessions, your practice will transfer the reimbursement to you.

Option 2:

The **PG Cert HealthCare Practice offer**. HEE are offering a limited number of places on a Postgraduate Certificate in Healthcare Practice, to GP fellows as part of our London SPIN-New to Practice Scheme. The PG Cert comprises three 20 credit modules, with sessions delivered on the same day each week over 12 months during the Academic Year 2022-23. Any face-to-face teaching sessions and additional Masterclass sessions will be delivered in a London venue. Places are funded by HEE and include a bursary of £18,964 per GP fellow, which will be accessible through your local Training Hub.

The PG Cert offer need one day protected time every week for the course and up to half day per week (in addition) to aid with the change management work you undertake.

Only for this option, payment is made to your local Training Hub who then distribute (in full so no employment deductions) to the fellow. HEE funds the cost of the course and this is paid directly to Canterbury Christ Church University.

Contact your Local Training Hub Lead who are collating Expressions of interest in preparation for the next Academic Year 2023-24, **by end July 2023**.

SPIN/Fellowship Options for GPs

Option 3:

If none of the offers in Option 1 or 2 appeal to you, then you can make your [own arrangements to pursue your area of interest](#) during your 1 session per week entitlement. Your Practice, Training Hub and Fellowship PD would need to approve your plan.

You are released from Practice for 1 session per week during which time you attend to your own fellowship commitments. E.g. attend rheumatology outpatients clinics.

There is no funding direct to fellows. Your practice will receive one session per week reimbursement so you can participate in Fellowship activities. In addition, your practice will receive 30% on-cost for tax, NI and pension.

- If you are doing 9 clinical sessions in total, your practice will be able to use the reimbursement to release you from the practice.
- If you are working less than full time and doing your fellowship sessions in addition to your clinical sessions, your practice will transfer the reimbursement to you.

SPIN/Fellowship Programme Benefits



Funded CPD Time

Fellows benefit from continuing professional development funding



Learning & Development

Training Hubs providing learning sessions on managing staff, strategy & change management, personal resilience, patient engagement etc.



Career Development

Portfolio Partners provide career development opportunities to Fellows.



Peer Support

Fellows participate in monthly peer support sessions (2hrs). The Practice gives them paid time off to attend these.



Mentoring & Supervision

Fellows receive free access to a trained mentor with whom they meet monthly for external and independent support.



Widening Network

Fellowship helps widening fellows' network, learn more on portfolio working and the Primary Care system.

How the Fellowship Reimbursement Works?

National Newly Qualified & New to Practice Fellowship Programme offer:

There is no funding direct to fellows.

The practice will receive one or two sessions per week reimbursement so fellows can participate in Fellowship activities.

In addition, the practice will receive 30% on-cost for tax, NI and pension.

HEE PG Cert offers:

Only for this option, bursary payment is made to the local Training Hub by HEE who then distribute to the fellow in full.

HEE funds the cost of the course and this is paid directly to the HEI.

How the Fellowship Reimbursement Works?

National Newly Qualified Fellowship Programme offer: There is no funding direct to fellows. Your practice will receive one or two sessions per week reimbursement so you can participate in Fellowship activities. In addition, your practice will receive 30% on-cost for tax, NI and pension. **Examples:**

You are doing 9 clinical sessions in your practice



and you started doing 2 fellowship sessions



Your practice will get **your sessional rate x 2 with 30% oncost**, and use the reimbursement to release you from the practice. So they will keep the funding.

You are doing 5 clinical sessions in your practice



and you started doing 2 fellowship sessions in addition to your clinical sessions



Your practice will get **your sessional rate x 2 with 30% oncost**, keep the 30% on-cost and transfer the rest to the fellow.

Launch/Recruitment Event for the new cohort will be held on **19th of July 2023.**

What we have done in 23/24 cohort so far...

9 organisations from NEL sent **26 portfolios/projects** for fellows to participate.

44 practices in NEL applied to recruit a GP or GPN as part of the programme.

67 GP Fellows and **10 GPN Fellows** are actively engaged with the programme in the NEL currently. Discussions in place for 17 more fellows.

12 fellows are from **BHR**,
 15 fellows are from **City & Hackney**
 13 fellows are from **Newham**,
 27 fellows are from **Tower Hamlets**,
 10 fellows are from **Waltham Forest**



Peer Support Sessions started in 2021 for GPs; are being held monthly and led by NEL GP Programme Director. Educational sessions have been delivered as part of the sessions. NEL GPN Programme Director has also started having peer support sessions with GPN fellows.

Fellows decided to follow projects/portfolios in **25 different areas**. Some of the portfolios are:

- Barts & QMUL Clinical Teaching
- Barts Health Breast Cancer
- Community Paediatrics at West Ham Lane CDC
- Dermatology at Cardiff University & QMUL
- Mental Health and Dementia Training Programme
- Digital Fellowship
- Digital Healthcare Population Management and QI
- ENT Diploma RILA
- FRSH Diploma in Sexual & Reproductive Health
- Health and Wellbeing
- Medical Education
- HEE PG CERT
- Masters in Public Health
- Minor Surgery
- PCN - Localised Health Equity Based Programme
- PCN Workforce Project
- QMUL PG Dip Clinical Dermatology Programme
- PGCE - Local Women's Health
- School's Health
- Sexual Health
- Sports and Exercise Medicine
- Musculoskeletal Health Placement
- First Aid Training to Local Workforce
- Women's Health

Comments from current Fellows

The fellowship is very well led, organised and there is a wide range of teaching and scholarship opportunities.

Good connecting with other peers (in the peer support sessions).

The mentorship programme is immensely helpful; navigating GP career, time management, wellbeing, complaints, networking and work-life balance.

Peer support sessions are very helpful, there are a variety of topics and a platform to discuss challenges . Very well led.

SPIN GPNs: Who is eligible?

The SPIN fellowship is now open to ALL nurses new to general practice in the last 12 months

GP Nurses new to general practice in the last 12 months, and newly qualified GPNs

Allowances for COVID-19 period, career breaks and maternity

Working a minimum of four clinical sessions per week in a substantive post

Working in London delivering GMS services



SPIN New to Practice Fellowships Scheme




Benefits

| Fellow | Practice/PCN | Portfolio Host | Overall |
|--------------------------------------|---------------------------------------|---|-------------------------------------|
| Fully funded, protected time | Recruitment and retention of staff | Half price staff member | Retain Primary Care staff |
| Peer Support | No extra spending as on costs covered | Recruitment ease – potential employee in the future | Fulfilled Workforce |
| Networking | Assistance with targeted PCN project | Enthusiastic team member | Expansion |
| Specialist interest | PCN KPIs targeted & reported | Dedicated time to devote to a project | Investing in the future |
| Exploration & ownership of a project | Fellow with specialism in your area | Bridging the gap | Specialist workforce |
| Independence | Team Leadership | Insight | Showcase Primary Care opportunities |
| Valued | Independent team member | Skill escalation | Future leaders |

NEL Peer Support Sessions for GPNs

This peer support session takes place on the second Thursday of every month for the 2 years of your Fellowship from 09.30 – 13.00.

This incorporates:

- **Action learning sets**
 - **Clinical teaching**
 - **Peer support**
 - **Mentorship**
 - **1:1 coaching and supervision if necessary**
 - **Preceptorship**
 - **Clinical supervision**
 - **SSSA training**
- 

OK, I AM IN, WHAT TO DO NOW?

- The scheme is open to
 - **ALL GPs who qualified within the last 12 months** or will be due to qualify soon in anticipation of taking a substantive post in a practice, a PCN, cluster of PCNs or another body.
 - **ALL GP Nurses new to general practice in the last 12 months, and newly qualified GPNs**
- The fellow **must hold a substantive, permanent contract** (salaried/ partnership). (You can apply even whilst a trainee, but funds will be released once your employment starts.)
- You **ideally need to work at least 4 sessions** per week in your Practice.
- Complete the brief online form to formally notify the central NEL team. It's brief, but important:
 - <https://www.surveymonkey.co.uk/r/NELFELLOWSHIP>
- We can send you a list of vacancies.
- You can directly look for vacancies through word of mouth or other means. If you find a job in that way, you are still eligible to take part, provided you meet the criteria.

Visit our website: <http://www.nelspinandfellowships.org/>

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GENERAL PRACTICE SPIN & NEWLY QUALIFIED FELLOWSHIP PROGRAMME

London has a joined-up HEE and NHSE-I approach to maximise benefit under the umbrella of General Practice SPIN & Newly Qualified Fellowships. This programme is a one to two-year programme of support, available to ALL newly-qualified GPs and GPNs working substantively in general practice. This is an important career development opportunity for our workforce, providing them with the support they require to develop fulfilled careers in general practice and supporting retention across NEL.

MORE INFORMATION

FREQUENTLY ASKED QUESTIONS

RESOURCES & UPCOMING EVENTS

PEER SUPPORT SESSIONS

AVAILABLE FELLOWSHIP PORTFOLIOS/PROJECTS

VACANCIES IN NEL

CONTACT DETAILS

I would like to learn more and/or apply to this programme,
and I am a:

NEWLY QUALIFIED GP

NEWLY QUALIFIED GPN

GP PRACTICE/PCN LEAD
THINKING OF RECRUITING, OR HAVE
RECENTLY RECRUITED,
A NEWLY QUALIFIED GP OR GPN



England

London SPIN-NTP Fellowships

Benefits of joining the Scheme

Presented by:

Rachel Roberts, Primary Care Dean across London
WT&E Directorate, NHS England

#SPINFellowships

Background

Programme set up in response to

- To help create permanent and fulfilling careers for early career GPs and nurses
- Population health need
- Workforce needs of the system
- Supports retention in the primary care workforce
- To provide wrap around support with a portfolio element



London-wide programme



Introduction into permanent GP/ nurse employment with portfolio opportunity for 2 years.



Implemented across London to support NQ/ new to practice GPs/ practice nurses into substantive salaried roles.



GPs/ nurses offered a permanent salaried role consisting of;

4-7 sessions in general practice.

Also sessions to undertake a role in an alternative setting

Programme Director monthly facilitated educational support.

How the scheme benefits fellows, employers and patients

The scheme helps to:

Create and support the development of attractive portfolio opportunities for permanent salaried GPs and nurses, ensuring they feel fully supported in the crucial early stages of their career.

Supported by local SPIN Programme teams and locality training hubs:

- GPs and nurses can be matched/ alerted to Practice vacancies
- Co-design portfolio opportunities in varied settings to develop specialist skills, aligned to Special Interest
- Join monthly educational peer support sessions with experienced clinical educator (SPIN PD)
- Gain access to mentoring and continued professional development opportunities
- Increase system-wide knowledge and networks, enabling new career development opportunities



BENEFITS FOR YOU!

"It's made a huge impact as an employer, to get the workforce interested in Primary Care! Two of the GP fellows have already published a short paper in a GP education journal within a few months."

Paul Newcombe, University of Roehampton

"Hosting fellowships improves training for future doctors"

"The fellowship is a win-win. It helps GPs, their practice and the medical school."

Professor Anita Berlin



"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

How the scheme benefits patients



1. Examples of impact on patient care (example case studies below)
2. Able to help design and support services across sectors. Fits with ICB pattern of working and [Fuller stocktake](#)
3. The additional educational support helps create skills to give insight into service design, population health and enhance skills in their working environments to augment patient care
4. By enhancing retention, we attract and aim to retain those committed professionals and help upskill and enable across the ICB and sectors

“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.”

Chee Ling, GP in North East London

“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.**”

Natalie, GP in North Central London

“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.**”

Katie, GP in 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."



**Widen your horizons
and system networks
Expand your opportunities**

What NQ GP fellows said in our evaluation survey...

external evaluation

% of GP Fellows who agreed



View full survey in related documents on our webpage [here](#)



**Develop Specialist skills
matched to your special
interests**

Career development opportunities

Roles former fellows have taken up

Senior System Leader
NCL Integrated Care Board

Associate Director, Enfield
& Haringey GP VTS

GP Lead, Vague Symptoms
Clinic for suspected
Cancer, LNWH Trust

Acting Deputy Medical
Director, NHS Community
Healthcare Trust

Governance Lead of
Primary Care Network



SPIN Programme Director
GP Trainer & GP Appraiser
Chair of Local Training Hub

Clinical Advisor, National
Vaccination and Screening
Programme, NHS England

Speak to your local SPIN Programme team



Munir Ali-Zubair
SPIN GP Programme Director

Charlotte Cooley
SPIN GPN Programme Director

Sara Buthlay
SPIN Project Manager

Rachel.Roberts@hee.nhs.uk

**Rachel Roberts, Primary Care Dean across London
Workforce, Training & Education Directorate
NHS England**

Thank You



@nhsengland



company/nhsengland



england.nhs.uk

Visit our [London SPIN-NTP webpage](#) here

Slides created in collaboration with Sharon Kelly, Project Manager
Workforce, Training & Education Directorate, NHS England

F@B Programme

SPIN Fellowship at Barts

Queen Mary University London
Faculty of Medicine & Dentistry



F@B Programme Leads

- Dr Dason Evans, Senior Clinical Lecturer in Medical Education, Head of Clinical Skills.

(d.e.evans@qmul.ac.uk)

- Dr Anna Schmid (a.schmid@qmul.ac.uk)

- Dr Venkat Thiagarajan (v.thiagarajan@qmul.ac.uk)

Clinical Lecturers in Communication and Clinical Skills



What is the F@B Programme ?

An **exciting opportunity** to develop your educational skills in teaching, assessment and scholarship

A **gateway into a career as a medical educator** and inspire the next generation of GPs in medical education

Teaching **clinical and communication skills** to medical students

Accredited qualification (CILT) leading to FHEA

6 Teaching Fellow opportunities annually and we are recruiting for 4 this year

Where is it based?

- Robin Brook Centre, Barts Hospital, West Smithfield, EC1A 9DD

 Queen Mary
University of London

Robin Brook Centre

← **Entrance**

Pathology Museum →

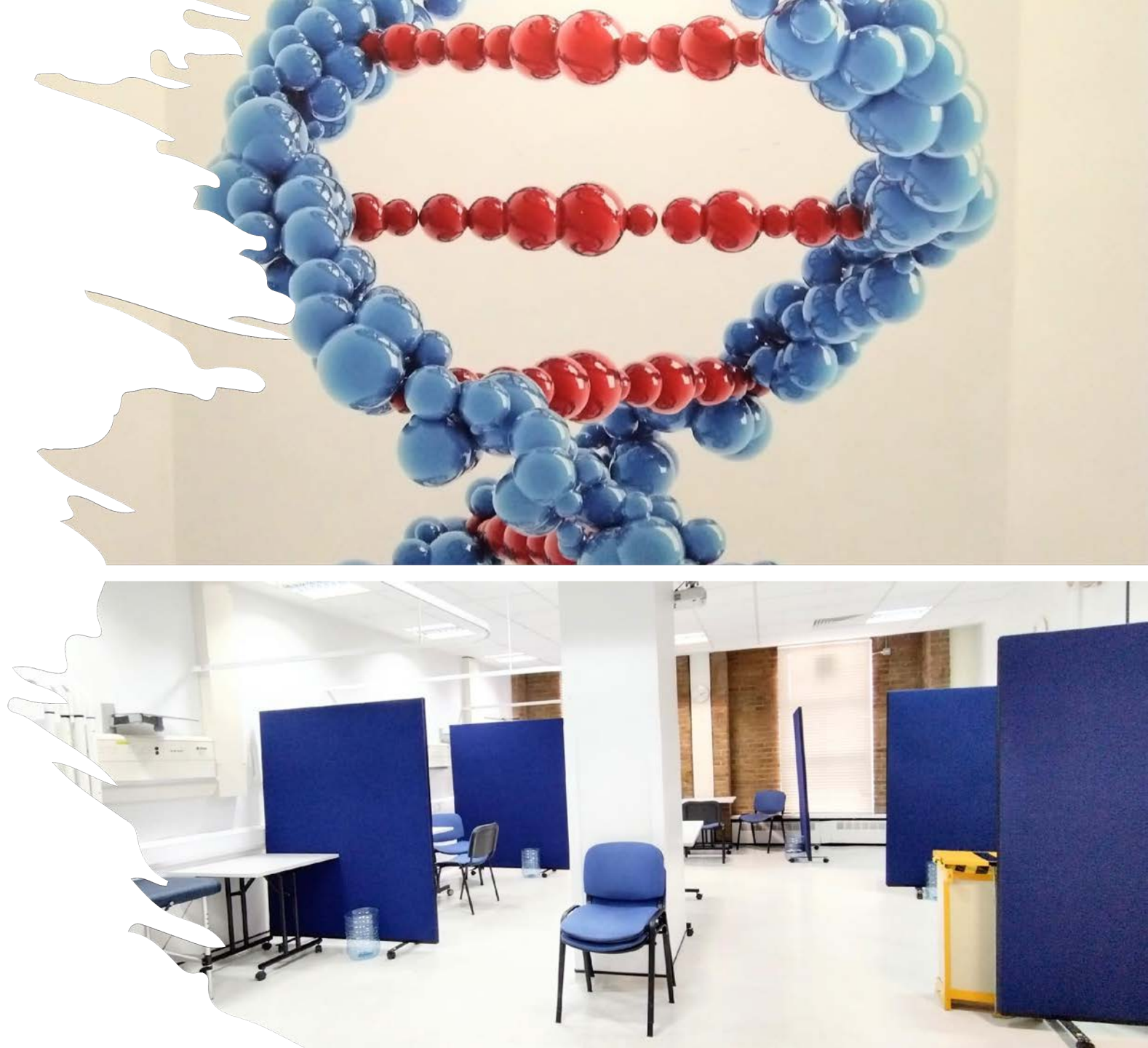
Bart's Hospital



BARTS
— 1123 - 2023 —



Robin Brook Centre



Who will you teach?



Second and Third year undergraduate medical students



Small-group teaching on Friday mornings or afternoons



Clinical examination & procedural skills and communication skills



When will you teach?

Teaching Days

- Friday mornings – 08:30 – 12:30 (2 posts)
- Friday afternoons – 13:30 – 17:30 (2 posts)

Development Days

- A little more flexible!

What will you teach?

Physical Examination skills



YEAR 2: CVS EXAM, RS EXAM,
ABDOMEN, JOINTS, THYROID, NEURO



YEAR 3: INTEGRATED EXAMINATION
AND HISTORY, BREAST,
INTIMATE EXAMINATIONS

What will you teach? Practical Procedures

- Clinical examination
- Venepuncture, cannulation and blood cultures
- Catheterisation
- Otoscopy, ABG and NG tube insertion



What will you teach? Communication Skills



Patient-centred
consulting



Culture and
diversity



Breaking bad
news

Your professional development

Mentoring

- Weekly debrief after sessions
- Monthly mentorship meeting
- Support for your Higher Education Fellowship application e.g. observation and feedback on teaching



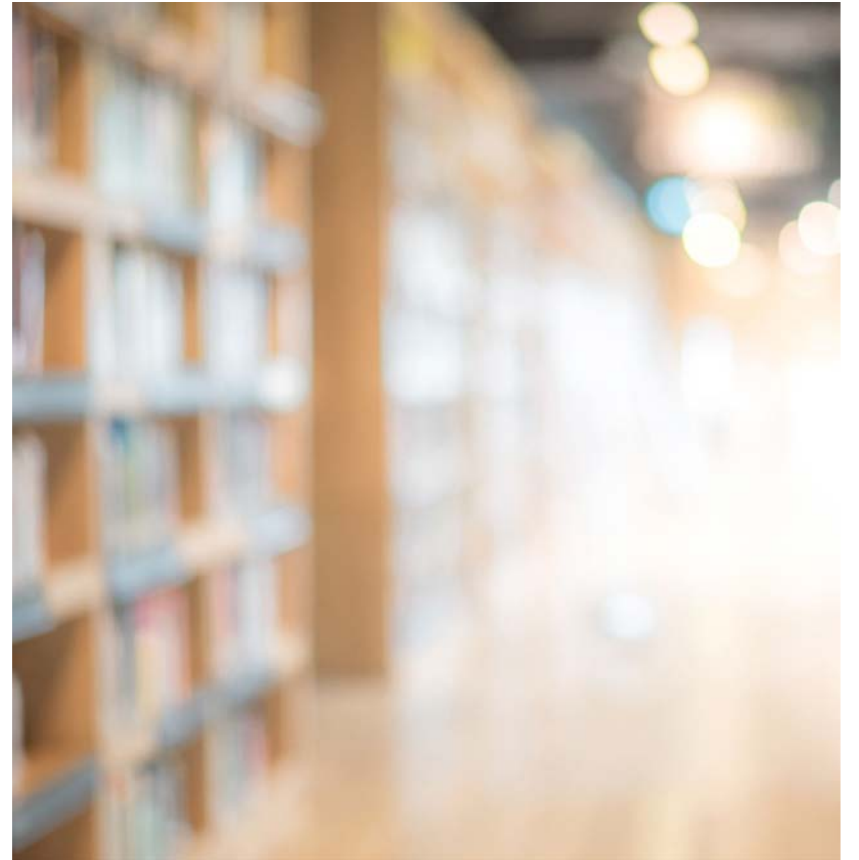


Your professional development CILT

- Access to CILT qualification
- Certificate of Learning and Teaching: an accredited qualification leading to Associate Fellowship of the Higher Education Academy

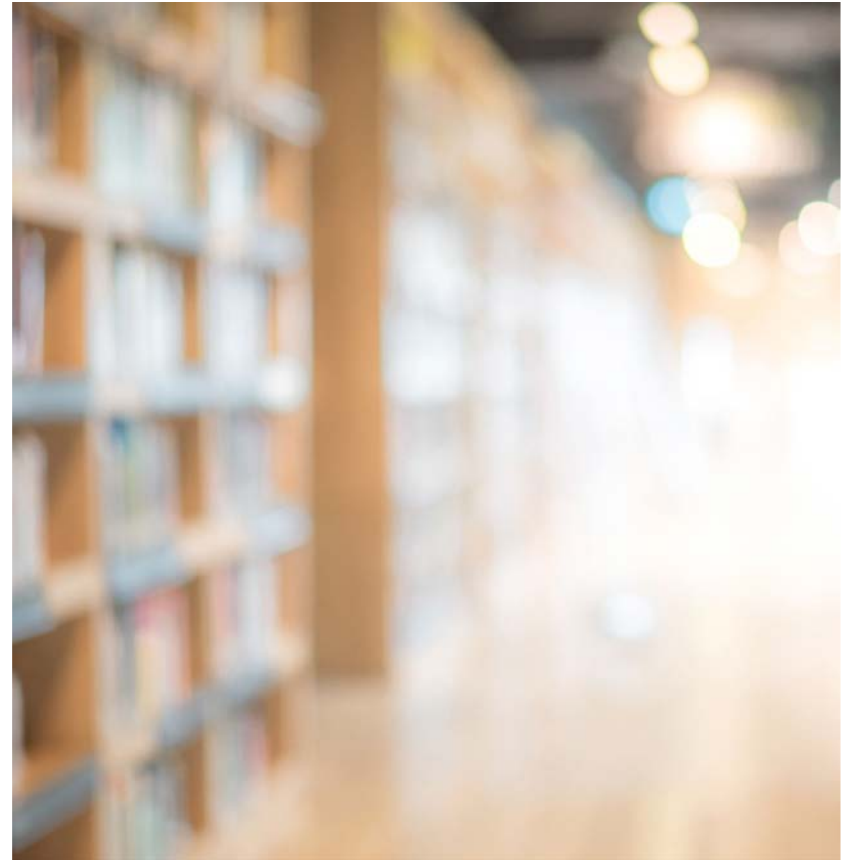
CILT

- **Empowers Educators:** A two-module course starting Jan 2024 to equip you with knowledge, skills and principles to be an effective teacher in higher education.
- **Flexible and Comprehensive:** Comprises of workshops, independent study, and work-based activities like teaching observations, totalling 300 hours (30 credits at Level 7/Masters level).
- **Enhances Practice:** Learn from a variety of teaching methods and theories of learning, aiming to develop confident, effective and inclusive practitioners.



FHEA

- **What is FHEA?**
 - The Fellowship of the Higher Education Academy (FHEA) is a recognition of commitment and professionalism in learning and teaching in higher education.
 - It signifies that your teaching practice adheres to the UK Professional Standards Framework for teaching and supporting learning in higher education.
 - It is increasingly required by higher education institutions worldwide as a prerequisite for employment and progression.



Your professional development Scholarship TBC



Free attendance at

Educational scholarship programme
Faculty development sessions



Opportunity for special projects

Your professional development OSCEs

Training to become
OSCE examiner

Opportunities to
examine for OSCEs

Plenty of
opportunities around
the development
and running of OSCEs

Other benefits



HONORARY CONTRACT
WITH QUEEN MARY
UNIVERSITY LONDON



PATHOLOGY MUSEUM
ON-SITE



LIBRARY ON-SITE



FUN, SUPPORTIVE,
DIVERSE TEAM!

Pathology Museum



Library



Summary

- **Why**
 - Build your teaching portfolio
 - Fantastically rewarding teaching
 - *Great* team
 - Fun!
- **What**
 - Clinical and communication skills teaching, learning and assessment
 - Developing your own CPD and scholarship
- **How**
 - Apply now!



Q&A

