

# ST4 Clinical Commissioning and Leadership Fellows

LEAD THE CHANGE from Trainee Doctor to Clinical Commissioner and Leader



Developing people  
for health and  
healthcare

[www.hee.nhs.uk](http://www.hee.nhs.uk)

# Fellowship Overview

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## About the Role

The White Paper “Equity and Excellence: Liberating the NHS” published in July 2010 states that GPs should develop Commissioning groups that will be responsible for the purchase of the majority of locally purchased health care provision from April 2013. Commissioning is to be an activity which will be undertaken by any GP on the NHS performers list supported by a renaissance in clinical leadership. Although many GPs will be involved at the level of making decisions about their own practice’s use of services, this radical reshaping of the NHS demands a new breed of GP leaders equipped to develop and manage commissioning consortia, working at differing levels within the organisation. At present GP Specialty Training (GPST) does not include Commissioning or Leadership development, largely because the short statutory three year specialty training programme is geared solely to produce competent general practitioners fit for licensing for independent practice.

From August 2017, Health Education England (HEE), working across the East of England, is offering four Clinical Commissioning and Leadership Fellows posts as an ST4 year. These posts will offer experience in general practice to consolidate previous training and allow application to the GMC for a Certificate of Completion of Training at the end of the ST4 year combined with a flexible educational package developing participants commissioning and leadership skills and aptitude for clinical commissioning.

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## Aims of the Scheme

### To produce new GPs with:

- Knowledge and experience of Commissioning and Leadership.
- Continuing experience of general practice in a practice involved with commissioning and leadership with oversight by an educational supervisor culminating in a CCT at the end of the ST4 year.

### Trainees will benefit through:

- PG Cert in Clinical Medicine (see below).
- A Programme of self-development aiming to equip them with Commissioning Competences.
- Leadership development through involvement with the HEE’s Leadership framework; a fantastic opportunity to test and develop leadership skills, to provide solutions for organizational and system issues.
- Immersion in live commissioning and leadership issues.
- Opportunity for involvement in Leadership projects over the year.

Fellows will be supported by coaching, mentoring and masterclasses delivered by specialists from both inside and outside the healthcare sector.

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## Postgraduate Certificate in Clinical Medicine

This Fellowship includes a PG Cert in Clinical Medicine with the University of Cambridge which will be **fully funded by HEE**. For further details about the course details, programme and entry requirements please see the website - <http://www.ice.cam.ac.uk/course/postgraduate-certificate-clinical-medicine> .

Please note that separate applications must be made to both the HEE Fellowship and the PG Cert.

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## Why apply?

Feedback from past Fellows shows that this Programme provides fantastic opportunities for senior trainees with leadership and commissioning to test and develop their leadership and commissioning skills. The exposure to the wider NHS has been invaluable and has given further opportunities to enhance personal networks.

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## The Future

Outcomes for the individual will centre on leadership, commissioning and change management skills. As a Commissioning and Leadership Fellow, you will develop skills in service;

- Improvement and transformational change with a focus on quality and patient safety.
  - Your team working skills will be tested to the full and development needs identified.
  - Your future career will also benefit from excellent opportunities to network with regional colleagues and create links with the wider NHS and Commissioners.
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## Who is eligible?

Fellows will be **senior** GP trainees who hold an NTN and are at ST3 level.

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## What next?

In order to take advantage of this opportunity you will need to complete this [application form](#) and submit this to The GP School at [communityschools.eoe@hee.nhs.uk](mailto:communityschools.eoe@hee.nhs.uk) by **22 May 2017**.

Applications should be sent with your CV and confirmation that you are expected to complete the requirements of MRCGP by August 2017 from your Educational Supervisor.

Separate applications must be made to both HEE for the ST4 Fellowship and to University of Cambridge for the PG Cert in Clinical Medicine.

**Interviews will be held on 21 June 2017 at HEE Offices, Victoria House, Fulbourn.**

As part of the interview process shortlisted applicants will be expected to give a five minute presentation on "*My ideal commissioning and leadership project to improve patient care and aid choice in general practice*".

The interview panel will include representatives from both HEE and the University of Cambridge.

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# Person Specification

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## Eligibility

### Essential

- Evidence of the likely achievement of GP competences to CCT level by the end of ST3

### Desirable

- Evidence of commitment to General Practice
- Evidence of leadership potential

### Evaluation by application form and ePortfolio

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## Knowledge and Achievements

### Essential

- Demonstration of a commitment to develop the values, skills, competencies and expertise required to deliver clinical leadership and service development.

### Desirable

- Demonstration of good general knowledge / broad interest in general practice, commissioning and leadership

### Evaluation by application form and interview

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## Educational and Personal Aspects

### Essential

- Demonstration of a commitment to develop the values, skills, competencies and expertise required to deliver clinical leadership and service development.
- An ability to attend the organised educational sessions

### Desirable

- Demonstration of good general knowledge / broad interest in general practice, commissioning and leadership
- Demonstration of personal reasons for applying for this programme

### Evaluation by application form and interview

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## Communication Skills

### Essential

- Evidence of good communication and team working skills.

### Evaluation by application form and interview

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### Job Description

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Health Education England (HEE), working across the East of England is supporting the development of commissioning and leadership skills amongst senior trainees in general practice. Building on the successes of the last four year's programmes, the Directorate of Education and Quality is continuing the Commissioning and Leadership Fellows Programme which will enable four trainees, who will have successfully completed the requirements of their specialty training programme at ST3 in August 2017, to undertake training in commissioning while developing their leadership and general practice skills for a further year.

The posts will be throughout the East of England region. Matching of trainees to posts will be undertaken after successful interviews. These may not be training practices but will be suitable educational environments. Trainee's geographical preferences will be considered in the matching process. It may be possible to stay attached to their ST3 practice. The matching process will be coordinated by Dr Keith Cockburn, Associate Dean in conjunction with Community Education Provider Networks (CEPNs) and training programme directors.

#### Trainees will benefit through having:

- A programme of self-development aiming to equip them with Commissioning Competences
- Leadership development through involvement through HEE Leadership, a fantastic opportunity to test and develop leadership skills, dealing with personal, organisational and system issues. This will be inter-professional
- The fantastic opportunity to complete a Postgraduate Certificate in Clinical Medicine with the University of Cambridge involving modules in Clinical Research, Clinical Education and Clinical Leadership.
- Immersion in live commissioning issues
- Mentoring from a GP Leader
- Regular facilitated Action Learning Sets
- Involvement in commissioning and leadership projects over the year
- Continued supported experience of general practice, potentially in a non-training practice environment
- Encouragement and support in undertaking the Associate Trainers course
- Opportunity to become assessors for the GP Specialist Training Selection Centre

#### Trainees will undertake:

- 4 designated clinical sessions in practice
- 2 sessions on average per week of formal commissioning, leadership or educational activity
- 2 sessions to undertake a commissioning and leadership projects and work with the CCG or CEPN
- 1 session of self-directed education
- The Trainee will have a Trainer as a formal educational supervisor to oversee their continued educational development. They will be required to continue with workplace based assessments (which can relate to their commissioning and leadership work) and Out of Hours (3 hours per month).

The commissioning and leadership education programme will be a mix of taught sessions, shadowing senior doctors involved in commissioning, leadership, hands on experience and small group work.

The group will be part of and share experiences with other trainees undertaking Fellowships during 2017-18, e.g. Quality Improvement Fellows.

At the end of the year the GP trainee will apply for their CCT as normal. The posts remuneration and terms and conditions will be in accordance with national terms and conditions and the Gold Guide.

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# Frequently Asked Questions

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### **Does the GPStR4 have a named Clinical Supervisor & Educational Supervisor?**

Yes - The Educational Supervisor will be a Trainer but might not be in the same practice.

### **Could Commissioning Fellows be placed in a non-training Practice? If so who takes the Educational Governance responsibility and what would be the contractual arrangement?**

Yes, if the practice environment can be approved as educationally appropriate. HEE would want there to be a clinical supervisor and for the practice environment to meet minimal standards. The practice will benefit from the trainee's time and clinical work; a local Trainer should be the educational supervisor who will ensure educational governance occurs.

### **What will I get out of this year in ST4?**

Trainees will get a rich experience which will develop them as commissioners, leaders and clinicians.

### **What is the selection process?**

By formal application and interview from current ST3s who are on course to be able to complete GP specialty training by August 2017. Please be advised that this date can be flexible following review on a case by case basis.

### **What if I have already been given and accepted an Outcome 6 as an ST3?**

Our ARCP and Assessment Team can arrange for this to be altered to an Outcome 1 to allow trainees to benefit from this unique opportunity.

### **Will trainees have to complete a portfolio or an appraisal/ assessment as an end point?**

They must complete WPBA – continuous assessment will apply to trainees commissioning development. Trainees will be encouraged to use the trainee e portfolio to document their learning.

### **What will be my commitments in practice?**

Trainees will work for 4 clinical sessions and will negotiate these with their practice. There will be one session for clinical education. The timetable is flexible so that trainees can bring the richness of their experience to practice life.

### **How will I find a host practice for the ST4 year?**

After being successfully interviewed your particular needs will be matched with the needs of practices in the commissioning consortia. We will assist both practices and the trainee to find the right environment for the ST4 year.

### **What will be the terms of my employment?**

You will be employed on the standard national trainee contract, with a salary increment as an ST4.

### **How do I apply?**

In order to take advantage of this opportunity you will need to complete this [application form](#) and submit this to The GP School at [communityschools.eoe@hee.nhs.uk](mailto:communityschools.eoe@hee.nhs.uk) by **22 May 2017**.

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