

East of England Fellowship for GP ST4 – Education Fellow

Role Profile: GP ST4 Education Fellow

Role Profile:	<p>NHSE EoE ST4 Education Fellow</p> <ul style="list-style-type: none"> • 2 post available to start by February 2024 	Grade:	<p>Fellows will be senior GP trainees who hold an NTN and are at ST3 level.</p> <p>This role is for trainees working within an East of England Training post only. We are unable to accept applications from trainees currently working in any other region.</p>
Line Manager:	<p>Brendon O’Leary</p>	Accountable to:	<p>NHS England East of England</p>
Type of contract:	<p>This post is offered on a 12 month only basis (or LTFT equivalent) and is non-renewable on completion.</p> <p>You will continue to be employed on the standard national trainee contract.</p>	Requirement to travel:	<p>Whilst some work will be undertaken virtually, travel to and from NHSE EoE’s offices in Victoria House will be required at times and when necessary, to other sites. Trainees will need to travel to their host practice for clinical work and undertake home visits.</p>
Postgraduate Certificate in Medical Education:	<p>This Fellowship includes a PG Cert in Medical Education which will be fully funded by NHSE EoE. This is an integral part of the Fellowship post – the successful candidate will need to secure a place on a course at a UK University of their choosing to run approximately alongside the Fellowship period.</p>		

<p>Role purpose and context</p>	<p>NHS England, working across the East of England is supporting the development of educational leadership skills amongst senior trainees in general practice. Building on the successes of the previous Leadership fellow programmes, the Directorate of Education and Quality is continuing the Educational Leadership Fellowship Programme. This will enable 2 trainees in 2023/24 to undertake a fellowship for a year. These trainees will be in a position to have successfully completed the requirements of their specialty training programme at ST3 by the time they commence their fellowship, had they not undertaken the fellowship.</p> <p>The fellows will work on one or more projects which will be aligned to the priorities of the GP school as outlined in the Annual School Development Plan.</p> <p>Matching of trainees to GP practices will be undertaken after successful interviews. These may not be training practices but will be suitable educational environments. The trainee's geographical preference 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 Brendon O'Leary, Associate Dean in conjunction with training programme directors.</p>
<p>Role objectives</p>	<p>To provide new GPs with:</p> <ul style="list-style-type: none"> • Knowledge and experience of Educational Leadership. • Involvement with project work, the nature of which will be discussed with individual fellows. • Continuing experience of general practice (in a practice involved with quality improvement and education) with oversight by an educational supervisor culminating in a CCT at the end of the ST4 year. <p>Trainees will benefit through:</p> <ul style="list-style-type: none"> • PG Cert in Medical Education. • A programme of self-development aiming to equip them with educational leadership capabilities. • Immersion in live educational leadership issues. • Opportunity for involvement in educational leadership projects over the year. <p>Fellows will be supported by coaching, mentoring, masterclasses, and a programme of development delivered by specialists from both inside and outside the healthcare sector.</p>

Criteria	Essential	Desirable	Evaluation by
Eligibility	Evidence of the likely achievement of GP competences to CCT level by the end of ST3	Evidence of commitment to General Practice Evidence of leadership potential Evidence of involvement in medical education and quality improvement	Application form and review of ePortfolio
Knowledge and Achievements	Demonstration of a commitment to develop the values, skills, competencies, and expertise required to deliver clinical and educational leadership and development.	Demonstration of good general knowledge / broad interest in general practice and medical education.	Application form and interview
Educational and Personal Aspects	Demonstration of a commitment to develop the values, skills, competencies, and expertise required to deliver GP education and to develop the systems around GP education. An ability to attend the organised educational sessions.	Demonstration of good general knowledge / broad interest in general practice and medical education. Demonstration of personal reasons for applying for this programme.	Application form and interview
Communication Skills	Evidence of good communication and team working skills.		Application form and interview

Key responsibilities:

Trainees will undertake:

- 4 designated clinical sessions in practice.
- 4 sessions per week of formal quality improvement, delivering medical education and educational leadership activity.
- 2 session of education – PGCert in Medical Education or alternative.
- 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).
- The educational leadership support programme will be a mix of taught sessions, shadowing senior doctors involved in medical education, hands on experience and small group work.

Trainees will benefit through having:

- A programme of self-development aiming to equip them with Educational Leadership competencies. The fantastic opportunity to complete a Postgraduate Certificate in Medical Education.
- Immersion in live educational issues.
- Mentoring from Training Programme Directors.
- Regular facilitated Action Learning Sets.
- Involvement in educational leadership projects over the year, the nature of which will be agreed with individual trainees.
- Continued supported experience of general practice, potentially in a non-training practice environment.
- Encouragement and support in undertaking the training towards becoming a Tier 2 educator (Associate Trainer).

The successful candidate will be part of and share experiences with other trainees undertaking Fellowships during 2023-24.

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.

Frequently Asked Questions

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 ST4 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. NHSE EoE 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 educational 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 2023. 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 educational leadership 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 four sessions for formal quality improvement, delivering medical education and educational leadership activity, and two sessions for your own education to include a funded PGCert. 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.

Can I stay at my ST3 practice for my ST4 year?

This is possible if a trainee wishes to but it requires some conditions to be met. To stay at your ST3 practice for your ST4 year, we will need to ensure that the practice is happy to continue to host you, that they have space to do so, and that no incoming trainee who is about to start their post at your ST3 practice is disadvantaged or displaced by a trainee remaining at that practice as an ST4.

What will be the terms of my employment?

You will continue to be employed on the standard national trainee contract.

Can I get Tier 2 visa sponsorship for the ST4 year?

You will continue to be a GP Trainee and therefore employed by the Lead Employer. You will not be working for another employer, and therefore do not need to seek sponsorship elsewhere.

What is the salary during the fellowship programme?

In the 2016 contract there is no pay increase between pay at ST3 and ST4, so your pay will not increase. You will be paid at the same basic rate for the sessions you are working clinically and non-clinically.