

ST4 Quality Improvement and Educational Leadership Fellows



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healthcare

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Fellowship Overview

About the Role

From August 2019 Health Education England (HEE), working across the East of England, is offering six Quality Improvement and Educational 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 the quality improvement and educational leadership skills of all the participants.

Aims of the Scheme

To provide new GPs with:

- Knowledge and experience of Quality Improvement and Educational Leadership.
- 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.

Trainees will benefit through:

- PG Cert in Medical Education (see below).
- A Programme of self-development aiming to equip them with Quality Improvement and Educational leadership competencies.
- Immersion in live educational leadership issues.
- Opportunity for involvement in quality improvement and educational 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.

Postgraduate Certificate in Medical Education

This Fellowship includes a PG Cert in Medical Education 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 - <https://www.ice.cam.ac.uk/course/postgraduate-certificate-medical-education>.

Please note the application period for the PG Cert in Medical Education closes on 31 May 2019.

Why apply?

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

The Future

Outcomes for the individual will centre on leadership, education and change management skills. As a Quality Improvement Fellow, you will develop skills in service;

- Improvement and transformational change with a focus on quality and educational transformation.
 - 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 Health Education England.
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Who is eligible?

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

What next?

In order to take advantage of this opportunity you will need to complete the attached application form and submit this to the Faculty Support Team at communityschools.eoe@hee.nhs.uk by **8 November 2019**.

Applications should be sent with your CV and confirmation that you are expected to complete the requirements of MRCGP by Spring 2020 from your Educational Supervisor.

Interviews will be held 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 project to improve an aspect of GP Training in the East of England"*.

The interview panel will include representatives from HEE.

Person Specification

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
- Evidence of involvement in medical education and quality improvement

Evaluation by application form and review of ePortfolio

Knowledge and Achievements

Essential

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

Desirable

- Demonstration of good general knowledge / broad interest in general practice and medical education.
- Demonstration of an awareness of quality improvement processes.

Evaluation by application form and interview

Educational and Personal Aspects

Essential

- 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

Desirable

- Demonstration of good general knowledge / broad interest in general practice and medical education.
- Demonstration of personal reasons for applying for this programme.

Evaluation by application form and interview

Communication Skills

Essential

- Evidence of good communication and team working skills.

Evaluation by application form and interview

Job Description

Health Education England (HEE), working across the East of England is supporting the development of quality improvement and 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 launching the Quality Improvement Fellows Programme which will enable six trainees, who will have successfully completed the requirements of their specialty training programme at ST3 in August 2019, to undertake training in quality improvement and educational leadership while developing their leadership and general practice skills for a further year.

The posts will be throughout the East of England region, distributed one per STP area. Matching of trainees to GP practices 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 Paul Wright, Associate Dean in conjunction with training programme directors.

Trainees will benefit through having:

- A programme of self-development aiming to equip them with Quality Improvement and Educational Leadership competencies. The fantastic opportunity to complete a Postgraduate Certificate in Medical Education with the University of Cambridge.
- Immersion in live educational issues
- Mentoring from Training Programme Directors.
- Regular facilitated Action Learning Sets
- Involvement in quality improvement and educational leadership projects over the year
- 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)
- Opportunity to become assessors for the GP Specialist Training Selection Centre

Trainees will undertake:

- 4 designated clinical sessions in practice
- 4 sessions per week of formal quality improvement, delivering medical education and educational leadership activity including working alongside the GP Training Programme Directors in the aligned STP area.
- 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 Quality Improvement and 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.

The group will be part of and share experiences with other trainees undertaking Fellowships during 2019-20.

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 Quality Improvement 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 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 2019. 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 QI and 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 two sessions for 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.

What will be the terms of my employment?

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

How do I apply?

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