

**Trailblazers Fellowships Nottingham 2024/25**

*NB. The first section of this document is taken directly from material produced by NHS England to summarise the fellowships.*

**The Trailblazer GP Fellowship Scheme**

Trailblazer Fellowships offer the excellent opportunity for early and mid-career GPs to develop new skills in deprivation health and to learn more about health inequalities. This year, there is an exciting opportunity for non-GP clinicians to also get involved.

Overview:

* The Trailblazer fellowship scheme aims to develop the skills, knowledge, experience and resilience to work in challenging and rewarding areas of socio-economic deprivation.
* Fellowships are based in practices whose IMD 2019 score is above 41 (practices with the most deprived 10% of practice populations nationally) or in practices whose IMD 2019 score is above 30 and where the focus of the fellowship is on the care of vulnerable/marginalised groups and/or have a specific focus on tackling health inequalities.
* The fellowship scheme is supported by a programme of learning and professional development, delivered nationally in conjunction with Yorkshire & Humber, and complimented by local peer support and learning.
* NHS England will provide 2 sessions of salary for the 2 sessions spent on supported study leave. For GPs this will be @ £20,102 in total over 12 months. For Non-GP fellows this will be a total of 20% of the fellow’s AfC pay scale step point at date of commencement of the fellowship. Please note that all payments are made in quarterly instalments to the employer and there are no additional payments to cover on costs.
* The clinician’s salary for clinical work will be negotiated between the practice and the fellow, and the practice is responsible for all additional costs of employment.
* In addition to the funded two sessions, each fellow will have access to up to £4,000 education and training allowance.

**How the scheme will work**

The Trailblazer Fellowships can be both recruitment and retention initiatives.

Fellows will be employed by a practice in areas where those employers meet the criteria for deprivation set out in the table below (see also section on who is eligible to host a Trailblazer Fellow). The number of clinical sessions can be arranged by mutual consent between the employer and fellow but should be between 4-8 sessions per week.

*Recruitment*

Practices can choose to advertise and recruit a new Trailblazer fellow using a fixed term 12-month contract, after which time any ongoing employment discussions will be between the employer and the employee and only by mutual agreement. Neither party have any obligation to continue with an employment arrangement. However it is interesting to note that many of our previous Trailblazers have stayed working in their host practices and all those who completed the fellowships are still working locally in practices in areas of deprivation.

*Retention*

Practices may wish to consider an existing early or mid-career GP working within their practice (partner, salaried GP or on the GP retention scheme) for the fellowship. Applications from non-GP clinicians, who are employed by the practice at Band 6 or higher and hold a BSc in a suitable clinical health profession, such as ANPs, ACPs and some practice nurses, are also very welcome this year.

*Fellowship Time*

In addition to clinical work within a practice or PCN, the Trailblazer fellows will be paid for two sessions of education and development time at a total cost of £20,102/year for GP fellows and 20% of the AfC pay scale for non-GP fellows. There will be an education programme provided, which is a combination of a national programme delivered virtually and local educational opportunities. These sessions will take place on Fridays, and therefore we would strongly advise practices not to expect clinical sessions from the fellows on this day.

The remainder of the two session per week development time will be used by the fellow to pursue project or quality improvement work, which might be linked to their practice, PCN or to the wider Nottinghamshire area. We encourage practices and/or PCNs to be involved in guiding fellows with their choice of project, thus hopefully benefiting both the practice and the local patient population, whilst ensuring that this is mutually agreed with the fellow. Previous projects have included upskilling in women’s health and introducing a new LARC service, developing educational health materials for asylum seekers which can be shared across the ICS and creating a new F12 template for post-natal care. This development time could be used to gain leadership experience and consider local succession planning and personal career development.

Fellows will have access to an additional £4,000 for education and training allowance. Applications for the bursary must be approved by NHSE. Nottinghamshire fellows will be encouraged to use a proportion of this bursary towards leadership training and coaching sessions (although these will not be compulsory). It is worth noting that use of this bursary will need to align with health inequalities and learning more about deprivation medicine in some way. Previous examples include public health, medical education, lifestyle medicine and substance misuse courses.

**Who is eligible to apply to become a Trailblazer Fellow?**

These posts are aimed at early and mid-career GPs. For the first time this year, we are also able to welcome applications from non-GP clinicians, who are employed by the practice at Band 6 or higher and hold a BSc in a suitable clinical health profession, such as ANPs, ACPs and some practice nurses. Unfortunately, those employed by PCNs and federations are ineligible as per advice from NHSE. It would be important for fellows to have an interest in health inequalities and working in areas of deprivation within general practice, however prior experience of working in a similar practice is not essential as there will be educational support offered.

We cannot accept applications from those who have previously completed a Trailblazer or HEE/NHSE funded fellowship, however those who are current or previous New to Practice fellows are still eligible.

**Who is eligible to host a Trailblazer Fellow?**

A Trailblazer fellowship should be hosted within sites with significant deprivation and health inequalities. Fellows should have the opportunity to learn about caring for patients with needs relating to these underlying issues. In accordance with guidance from previously successful Trailblazer Schemes, we welcome applications from practices with an IMD 2019 deprivation score of 41 or greater, and practices that have a deprivation score of 30 or greater, who can demonstrate that they deliver services to patient groups relating to health inequalities and where the fellow be involved with some of this work during their practice employed time. We are aware that IMD scoring from 2019 may not accurately reflect the position of all practices in view of the passage of time, for example if practices boundaries have changed. Therefore, if you feel that your practice may be eligible then there is an opportunity to express this on the form.

Fellows will be employed on a 12-month fixed term contract and the Phoenix Programme and Nottinghamshire LMC would be happy to advise employers further if they have any queries regarding this. The fellows can work between 4-8 clinical sessions per week. They should not be expected to undertake practice-based work on Fridays as they will need to be available to attend teaching sessions relating to the fellowship in their protected educational and development sessions. These additional sessions will be funded separately by the Trailblazer Scheme as detailed.

**Support for practices**

The Phoenix Programme will be happy to support practices with the recruitment process. This may involve help with advertising, facilitating employment discussions and contract issues. Any fixed term 12-month contract should be in line with the BMA model contract.

Practices will need to nominate a member of staff to mentor the Trailblazer fellow and to provide a point of contact for their project work. The Phoenix Programme will also provide local project supervision to assist practices and to ensure that this involvement is not a barrier, particularly for practices that are not experienced in teaching and training.

**Support for Trailblazer Fellows**

The Phoenix Programme and partners will advertise the scheme and posts as they become available. We are happy to facilitate employment discussions and coordinate communications between the interested GPs/non-GPs and posts available. As the local organisation responsible for the Trailblazers fellowships, we will be coordinating local aspects of the educational programme. Other education sessions will be delivered nationally.

**Next steps/practical information**

The fellowships will start on 27th September 2024. All appointments should be agreed by 26th July 2024. We have NHS England funding for five Nottinghamshire fellowships for this year.

Interested employers should complete the application form and return to info@phoenixprogramme.co.uk by 14th June 2024. Practices will be informed about the outcome by 21st June 2024. In the event of demand for hosting a fellow exceeding the number of fellowships available, a waiting list will be created.

Interested potential fellows should contact info@phoenixprogramme.co.uk and we can signpost colleagues to opportunities as they become available.

Further information about Trailblazers in Nottingham and Nottinghamshire, including comments from practices and previous fellows can be found on our [website](https://www.phoenixprogramme.co.uk/schemes/early-career/trailblazer-fellowship).

We welcome any questions from potential employers and fellows if you would like to get in touch and are happy to arrange to speak further about the fellowships

**Summary**

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| Trailblazer Employers | Trailblazer Fellows | Trailblazer Fellowships |
| * Practice IMD 2019 deprivation score 41 or greater\*
* Or practice IMD 2019 deprivation score of 30 or greater\* that can make a valid case for benefitting from the Trailblazer fellowship

e.g. deliver services to patient groups relating to health inequalities and that the fellow will be involved with some of this work during their practice employed time  | * Interest in being supported to work in general practice in deprived communities
* Early and mid-career GPs
* Non-GP clinicians, employed by a practice at Band 6 or higher, with a BSc in a suitable clinical health profession, such as ANPs/ACPs and some practice nurses
 | * Retention initiative - existing early/mid-career GPs or non-GP clinicians working within a suitable practice
* Recruitment initiative - fixed term 12-month contract (or permanent contract)
* 4-8 clinical sessions agreed between employer and employee
* 2 additional sessions for education & development paid at £20,102 total per annum for GPs or 20% of annual pay scale for non-GPs. Payments do not include on costs which are paid by the practice.
* National and local educational and development programme
* Educational bursary
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\* where a practice does not have an IMD score e.g. due to changing boundaries, then assessment will be made on a case by case basis