



NHSE BNSSG Newly Qualified GP Fellowship Programme

What is the Newly Qualified GP Fellowship Programme?

A 2-year programme of personalised support for newly qualified GPs (NQGP), helping them to gain confidence at work, and to develop enjoyable, fulfilling, and sustainable careers in general practice.

Fellows are supported through the transition from training to independent practice by their mentor, clinical supervisor, and peer support group.

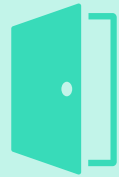
Fellows receive protected time for continuing professional development, and are offered a wide range of learning and development opportunities to help them achieve their career goals.

NQGP Fellowship Programme Overview



Funded CPD time

Fellows receive paid protected time for continuing professional development activities.



Induction

To the Practice, Primary Care Network and the Fellowship Programme.



Clinical supervision

Your practice will provide a named clinical supervisor with whom you will meet once a month.



Mentoring

You will also be matched with an experienced local GP mentor, with whom you will meet once a month.



Peer support

You will be offered the opportunity to join a peer support group with other newly qualified GPs.



Career development

The Training Hub will share learning & development opportunities, with an emphasis on portfolio working. You will have access to career coaching.

Funded CPD Time

- Fellows are given 1 session (4 hours) per week pro rata for Continuing Professional Development activities.
- CPD time supports programme attendance e.g. mentoring, clinical supervision, peer support. The remainder is for self-directed CPD. We encourage fellows to use this time to pursue portfolio work within the PCN. CPD time cannot be used for routine clinical or administrative work, statutory & mandatory training, or other paid work.
- Fellows are asked to create personal development plans (PDP) and to set goals for their CPD time. They will be asked to keep a record of their CPD activities, and to review their PDP and reflect on their fellowship experience every 12 months.
- CPD entitlement is calculated based on number of permanent clinical sessions worked per week. For the purposes of this programme, full time = 8 sessions/week.
- Reimbursement will be at a rate of £10,000 per year pro rata, plus associated employment costs, and will be paid to the employing practice via PCSE online.
- Fellows must agree with their practices whether CPD time is taken within OR in addition to contracted hours. If CPD time is taken within contracted hours, the practice will keep the funding as backfill and must ensure the CPD time is protected without exception. If CPD time is taken outside contracted hours, the practice must pay the funding to the Fellow monthly through PAYE.

Funded CPD Time

Number of clinical sessions/week	CPD time/week (hours)	Annual CPD Funding (gross)	Annual on costs (national insurance & pension)	Total
8-10	4	£10000	£3000	£13000
7	3.5	£8750	£2625	£11375
6	3	£7500	£2250	£9750
5	2.5	£6250	£1875	£8125
4	2	£5000	£1500	£6500
3	1.5	£3750	£1125	£4875
2	1	£2500	£750	£3250
1	0.5	£1250	£375	£1625

Who can join the NQGP Fellowship Programme?

- Newly qualified GPs working in a permanent salaried, partner, or retainer role in a GP practice in Bristol, North Somerset, or South Gloucestershire.
- Fellows must start the programme within 12 months of their CCT date. This may be extended to 18 months if there are personal circumstances.
- The programme is open to international medical graduates who fulfill these criteria.

What do practices need to know?

What are the benefits to practices?

- Attracts and retains newly qualified GPs in permanent roles.
- Provides extra support for newly qualified GPs as they start independent practice.
- Fellows may use their funded CPD time to keep up date, to gain additional skills that may be of use to the practice, and to contribute to practice/PCN projects.

What do practices need to do?

- Provide an induction to the practice and the Primary Care Network (PCN).
- Nominate a clinical supervisor; an experienced GP with whom the fellow can meet for 1 hour/month for the duration of the fellowship. There is no funding available for this role.
- Consider what career development opportunities they can offer the fellow e.g. shadowing, leadership & management roles, quality improvement projects, teaching & supervision responsibilities, and portfolio working within the PCN.

How do I apply?

- 1 Please complete the online application form, which can be found [here](#) or by scanning the QR code
- 2 Please complete a Memorandum of Understanding (MOU) - request this from and return to: sarah.ballisat@nhs.net
- 3 If you have any questions about the programme, please contact sarah.ballisat@nhs.net

