



# Primary Care QI Fellowship Programme 2020

## Information Pack

The Quality Improvement Fellowships are open to GPs and multi professional primary and community care professionals within BOB and Frimley Primary Care Networks

## Health Education England Thames Valley Primary Care QI Fellowship Programme

### Summary

The Primary Care School, Health Education England Thames Valley (HEETV) are delighted to announce funding for Quality Improvement Fellowships across BOB and Frimley primary care networks in 2020.

The Primary Care School would like this process to be owned and managed by the local health community and we are therefore using the training hubs to manage this in both BOB and Frimley ICS'. Funding will be allocated through the primary and community care training hubs across the HEETV geography on a pro rata basis.

The fellowships are open to **GPs and multi professional primary and community care professionals** within BOB and Frimley primary care networks, who are recently professionally qualified.

### Intent of the Fellowships

The Primary Care School hope that by supporting this fellowship programme that there will be a cadre of motivated and talented individuals who will work across the health and care system, developing and delivering high quality care whilst investigating, developing and implementing new ways of improving local population health.

### Outcomes for the Fellows

The fellowships will provide unique personal development opportunities by;

- Providing the opportunity to combine a clinical role and funded professional development
- Develop new and innovative service models which impact and improve population health
- Develop and explore ways to use skills, knowledge, and enthusiasm for primary care outside of the traditional practice boundaries

- Developing new knowledge, skills, and competences for example in critical appraisal skills, leadership skills and the use of quality improvement methodology
- Developing an increased understanding of system leadership and the clinical skills and knowledge related population health
- Providing funding to undertake an accredited education programme or undertake educational support relevant to the fellowship outcomes.

### **Outcomes for the Practice / PCN/ Clinical Commissioning Group / ICP /ICS**

- To encourage the recruitment and retention of GP's and primary care staff in the local area.
- To have talented individuals available and motivated to tackle local population health issues
- To effectively manage our talented current and future leaders.

### **Process**

- Funding will be allocated via the primary and community care training hubs onto the employing practices.
- The posts will be allocated pro rata across both BOB and Frimley ICS'
- The employer will be the practice.
- The fellows will be supported by the Primary Care School and the local Leadership Academy in terms of coaching, provision of workshop, guidance on educational inputs, peer support and sharing of ideas and projects.
- The outcomes of the various projects will be evaluated and disseminated

### **Timeline**

The Primary Care School would like to launch the scheme in February 2020, recruit during March with an anticipated start date in May 2020

## Scope

The Primary Care School do not intend to be too prescriptive about the detail of the funding model or the area(s) on which the fellows might concentrate their activity. Instead this will be led by local need and under the guidance of the practice, primary care network and the ICS. **All projects must however link to improving the local population health and the ICS ambitions.**

## The Programme

During the period of the fellowship individuals will receive support from both the HEETV Primary Care School, training hubs and the NHS Thames Valley and Wessex Leadership Academy.

The programme is flexible and will be co designed with the cohort, it will be a blended approach including formal learning approaches such as masterclasses / workshops and programmes as well as less formal and innovative approaches to learning the use of virtual learning/ webinars as well as visits to local private and voluntary organisations.

There is an expectation that individuals will participate in the masterclasses and learning sets and receive group and one to one coaching.

During the fellowship individuals will also be supported to undertake the National Leadership Academy Edward Jenner, Foundations of Leadership e learning programme,

<https://www.leadershipacademy.nhs.uk/programmes/the-edward-jenner-programme/>

## Masterclasses

It is anticipated that masterclasses will be facilitated on topics suggested by the fellows themselves, however they may include:

- Leading self and leading teams
- Working within systems
- Quality Improvement Methodology/ Skills
- Improving Population Health
- Innovation
- Working with communities
- Tackling wicked issues

- Coaching skills
- Influencing skills
- Digital technology and health

## Governance

A memorandum of understanding would be signed between the training hubs and the practice. Oversight of the Fellowship programme will be via a steering group of senior leaders from HEETV Primary Care School and the local system.

## Flexibility and scope

The Primary Care School envisage up to maximum of £20k for two sessions of activity for each newly appointed fellow for one year. Although this funding could be flexible, for instance, be spread over two years at one session per week.

An additional £5k can be used to support Continuing Professional Development activity for the individual.

## Evaluation

An evaluation of the fellowship scheme will be commissioned by The Primary Care School

## Next Steps

If you are interested in taking up a fellowship, please contact:

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