

Unpicking the New to Practice (“NtP”) scheme guidance

Information on Trailblazer fellowships

New to Practice scheme

Full details available at:

<https://www.england.nhs.uk/wp-content/uploads/2020/08/general-practice-fellowships-2020-21-guidance.pdf>

Definition of NTP GP

The New to Practice initiative is focused on newly qualified GPs who are within their first 12 months since qualifying and hold a substantive contract to deliver GMS services. There is scope to extend this to 18 months post-training in the instances of maternity/ adoption/ parental leave, long-term sickness or other caring responsibilities.

This enhanced programme is open to new joiners, as well as acting as continuation for GPs who joined the programme in 2019/20 and are part way through their two years on the scheme.

Key elements of the scheme

Mentorship

Every NTP GP is offered 1 hour per month of mentorship.

Local interpretation and support:

Within Derbyshire we have the excellent GP-S scheme (<https://gp-s.org>) which already provides our preceptorship mentors and our intention is to continue this close, mutually supportive working pattern.

CPD

Every NTP GP is offered 1 session per week (pro rata) of funded CPD.

Local interpretation and support:

This reimbursement is calculated at £7,200 pa for a 9 session / week GP and goes to the employing practice to provide backfill thus releasing the NTP GP for professional development.

A 6 session GP would therefore get 6/9 of a session per week funded (so the practice would receive £4,800 pa and the expectation would be that the NTP GP would get 6/9 of a session (= 2 hours 46 minutes per week) as CPD.

Using the same calculations, a 4 session GP's practice would be reimbursed £3,200pa allowing the GP 1 hour 51 minutes per week as CPD.



Later in the programme the NTP GP may utilise this weekly protected time for career coaching, plugging into system-wider leadership development / learning opportunities and other areas of career development agreed with, and supported by, the GPTF NTP lead.

Examples of local support and networking available

GPTF recognises that we all have differing career needs and thus, whilst offering a core programme, we aim – through informal discussions with you - to tailor our support to meet your needs.

Here is just a snapshot of what we do and the networks we can introduce you to:

- Induction – webinars
<https://www.youtube.com/channel/UCcDJyG66yCkrLbMrOv7Q7fA/featured>
- F5 Facebook
- NTP handbook https://gptaskforce.com/wp-content/uploads/2020/04/N2P-Handbook-Derbyshire-SB_.pdf
- Videos and Zoom peer group interactive sessions
<https://www.youtube.com/channel/UCeOHWJMWd6UG6VNEJSzsKPQ/videos>
- Induction pack and programme support material for practices and PMs
- GP Academy , Buddy scheme + HUGG <https://gptaskforce.com/gp-aspire/gp-trainee-support/the-gp-academy>
- Bespoke 1:1 and group support from GPTF careers advice
- GPTF facilitated sessions on setting up of ALSs, effective chairing of board meetings, an introduction to mentoring and coaching, project management
- DEN (Derbyshire Education Network) <https://derbyshireeducationnetwork.com>
- Signposting to local PLT “Quest” events
- Coaching available from East Midlands Leadership and Lifelong Learning Academy
<https://www.leadershipeastmidlands.nhs.uk/coaching>
- Locum support via Derbyshire Medical Chambers ddlmc.chambers@nhs.net

PCN and other portfolio working

Local interpretation and support:

Linking with PCNs

We have a good understanding of the demographics of the 15 Derbyshire PCNs and close working relationships, through the collaborative working OF GPTF, LMC, GP Alliance, CCG, Place and JUCD, with our professional colleagues to allow us to signpost and rapidly open up networking opportunities for you.

We can facilitate conversations re projects and areas of work (recognising that these have to be relevant and of interest to your practice)

We can facilitate conversations with other providers (e.g. DCHS – Derbyshire Community Health Services with their work in frailty schemes and local community settings or DHU – Derbyshire Health United who provide out of hours and extended hub working).

Structured learning opportunities



Local interpretation and support:

- DEN – a current GPTF fellow is extending the reach and scope of DEN.
<https://derbyshireeducationnetwork.com>
- HED – Health Education Derbyshire <https://www.healtheducationderbyshire.co.uk>
- GPTF – courses such as the Partnership Development Course
- GPTF, Phoenix Programme and RCGP VoT webinar collaborations
<https://www.youtube.com/channel/UCcDJyG66yCkrLbMrOv7Q7fA/featured>

Trailblazer scheme

We have applied, in conjunction with HED (Health Education Derbyshire), to HEE (Health Education England) for Trailblazer fellowship funding and provisionally have agreement to host 5 Derbyshire Trailblazer GPs (<https://fairhealth.org.uk/trailblazer>). The original Trailblazer fellowships were for GPs within 2 years of CCT but the current scheme is for those within their First 5 years.

Trailblazer fellowships need to have a strong focus on tackling health inequalities and whilst the focus for the early Trailblazer fellowships has been on working in deprived areas there is recognition that inequalities exist across areas that do not meet the criteria of an IMD 2019 score above 41. Therefore, projects based in practice or PCN areas where the focus of the fellowship is on the care of vulnerable / marginalised groups and/or a specific focus on tackling health inequalities these will also be looked on favourably.

For the Trailblazer scheme you would need to have agreed a project with, and have support from, your practice / PCN before starting and have an outline mapped out for us to share with HED and HEE (Health Education Derbyshire and Health Education England).

Trailblazer fellowships, all of which are for 2 sessions a week for 1 year, attract reimbursement of £18,964pa paid directly to the practice (from which on costs of NI and pension and tax are deducted) as backfill to release your time.

Of particular importance is that currently the national teaching to the whole cohort of Trailblazer fellows is a regular Friday commitment. This will be important to rota planning at the fellow's practice and would need discussing early on in your application process.

Next steps

Both schemes are available across the UK - in particular for GPs working in Nottinghamshire through our colleagues at the Phoenix Programme www.phoenixprogramme.co.uk. However, as described here, the nature of our locally tailored programme requires you to be in a substantive post in Derbyshire (GP partner, salaried GP or significant locum commitment provided via Derbyshire Medical Chambers) and for you and your practice to be committed to making it a mutually rewarding experience. For that reason, a basic outline project plan - agreed between the prospective fellow and the host practice / PCN - will form the basis of an informal discussion with the GPTF Lead prior to the offer of a fellowship place.

Both schemes (NTP and Trailblazer) are intended to be operational from October / November 2020



If you are interested in discussing these schemes further, or wish to apply for the Trailblazer scheme, or make us aware that you are a New to Practice GP then please contact me via the GPTF office at ddlmc.gptf@nhs.net and we can have a chat.

Expression of interest forms are within the Appendix.

Gail Walton

GPTF Fellowship Lead

1st September 2020

