



GP Lead for New To Practice Fellowship Scheme in Devon

This new role offers a GP with an interest in education, professional development and GP wellbeing the opportunity to promote, develop and deliver early career support for newly qualified GPs in Devon, to support GP recruitment and retention.

There are currently three main support offers for early career GPs hosted by Devon Training Hub – the New to Practice Fellowship, Next Generation GP, and GP Small Groups. More information can be found on the DTH website.

The Devon New to Practice Fellowship is a 2 year nationally funded programme of early career support and development, available to all GPs within 12 months of CCT and all GPNs within 12 months of qualification who hold or are about to hold substantive roles in General Practice. The Devon programme launched in April 2021 and has two entry points a year (April and October) with the third cohort due to start on 4.4.22.

National guidance from NHSE guides the structure and content of the programme allowing for local adaptation and there are a variety of models both nationally and regionally. Locally Devon Training Hub delivers the programme on behalf of Devon ICS. Regional Training Hub leads for the NTPF meet monthly to share best practice.

As GP Lead for these programmes, you will work closely with the DTH team, building on previous programme development to ensure a multi-professional and collaborative model of development & delivery.

- Strategic oversight and system/stakeholder engagement to ensure all three schemes meet local needs and are aligned with current and future system priorities
- Developing a cohesive & visible offer to all GPs through the DTH website and communications channels and in partnership with stakeholders
- Provide professional leadership to the programmes, ensuring they align with and complement existing GP development and support offers including Appraisal, Revalidation, and the regional Primary Care Academy CPD and peer support programme
- Ensure all three programmes are evaluated and quality assured with systematic feedback/evaluation (applying the DTH Evaluation Toolkit and Framework)

For the NTP Fellowship



- Promoting DTH offers to VTS and all Devon GPs
- NTPF development / delivery
- Professional Leadership of the programme and ensure it aligns with strategic priorities across the system
- Contribute to the planning and organisation of an annual programme of CPD and learning opportunities for NTPF, including identification of speakers, content development, and facilitation of sessions, working collaboratively with the Facilitation Lead
- Ensure education and development opportunities are based on fellow/system needs
- Co-facilitate sessions including Learning Lounges, Whole Cohort Meets & ALS/peer support
- Provide 1-1 meetings with new and existing GP fellows as required
- Engage with stakeholders to ensure a joined up approach to supporting NTPF
- Work with CCG and DTH GP Mentor lead to match NTFs to mentors according to interests and availability

Job Description – GP Lead

About your role

This section details the outcomes and deliverables that would be expected from the role. This is a new role and therefore there is likely to be a need to adapt these roles as time develops.

Engaging People/Key Working relationships	Delivering Results/Functional Responsibilities
<ul style="list-style-type: none"> • Identify and work with all key stakeholders in the given Locality, including Primary Care Collaborative Boards, Primary Care Networks, Practices; • Liaise with the School of Primary Care to ensure good exchange of plans, ideas and information; • Attend Devon Training Hub meetings and other meetings as 	<ul style="list-style-type: none"> • Using your networking capabilities and strategic thinking help to design and implement both annual and long term plans for Primary Care Training, Education and Delivery across Devon; • Promote multi-disciplinary learning for the whole of Primary Care;



appropriate;

- Liaise with other parts of the system and clinical educationalists in the School to discuss and develop good practice and avoid duplication;
- Establish a good working relationship with educators involved in training for primary and community care;
- Provide appropriate support for Primary Care professionals in practice or training;
- Attend and contribute to education conferences and others as appropriate;
- Help to design the DTH annual plan and forward views for Primary Care in line with agreed guidelines from the Training Hub (Devon);
- Undergo annual appraisal and agree an educational professional development plan.
- Liaise and develop relationships with fellow GP Leads from other Localities.

- Development of appropriate training, educational and development resources;
- Develop strategies to help improve the performance of community health care workers across the patch, aligned to STP goals;
- Possible delivery of coaching and mentoring;
- Appropriate use of assessment tools;
- Help to develop and maintain resource databases and DTH website;
- Ensure continuous quality improvement;
- Support and advise trainers of primary health care practitioners;
- Support for specific groups such as retained doctors, new practitioners, senior GPs, doctors on the Induction and Refresher Scheme and other Allied Health Professionals and Care Workers in the community.



Management and leadership	Setting Direction and Service Improvement
<ul style="list-style-type: none">• Use leadership skills across health care boundaries (both environmental and professional);• Working with medical and nursing educators and health organisation leads in supporting development of Primary Care/GP training for both medical and non-medical clinicians;• Liaise with Primary Care clinicians and other interested parties to inform them of current training, educational and development issues and opportunities as well as institute policy developments• Design and delivery of specific workshops for medical and non-medical primary care clinicians, GP Trainees and Foundation Doctors, and wider Primary Care teams	<ul style="list-style-type: none">• Assessment and dissemination of new resources and new ways of working;• Use appropriate research methods to develop the workforce agenda;• Plan, facilitate and evaluate training, educational and developmental interventions ensuring educational aims and objectives meet the relevant aspects of the appropriate curriculum and national priorities;• Liaise with educators to maintain, develop and help cascade training, educational and developmental skills including small-group facilitation in themselves and others;• Facilitate small-group learning for the training of health care workers training in primary care.



Person Specification – GP Lead

About You

This section details the personal attributes we require for this role. If you feel these describe you we would welcome your application

Behaviours and Values

- Positive proactive and interested approach;
- Enthusiastic and passionate GP advocate
- Team based collaborative approach;
- Comfortable with change;
- Flexible, adaptable and creative
- Ability to see development opportunities
- Excellent communicator
- Keen networker with ability to establish and maintain key relationships
- Ability to establish excellent working relationships easily with all multidisciplinary team members

Skills and Abilities

- Proven leadership abilities;
- Evidence of strategic thinking;
- Well-developed verbal and written communication skills;
- Good negotiating skills;
- Ability to delegate appropriately;
- Evidence of good working relationships with professional colleagues;
- Computer literacy;
- Editorial skills.
- Good team player



Experience and Knowledge	Qualifications and Training
<ul style="list-style-type: none">• Knowledge of educational theory and practice;• Theoretical and practical knowledge of educational research methodologies;• Understanding of Primary Care in England and its interface with Secondary Care;• Understanding of current Primary Care general issues;• Understanding of current Primary Care educational issues;• Understanding of system working and how Primary Care can lead within systems.• Proven experience of regularly working as a clinician in general practice, after completion of vocational training, with current full registration with the GMC;• Current clinical commitment of not less than 1 sessions a week;• Participated in formal training programmes in general practice.	<ul style="list-style-type: none">• General Practitioner with MRCGP;• On Performers list• Evidence of educational qualification relevant to post (not essential).