

NHS Education for Scotland

GP FELLOWSHIP INFORMATION 2022

**Medical Education Fellowships in General Practice
- Job Information**



Job Reference: 7339BR

**East of Scotland,
West of Scotland,
South East Scotland
(all at 0.5 wte)**

Background

NHS Education for Scotland (NES) is an education and training body with a Scotland wide role in undergraduate, postgraduate and continuing professional development.

These posts provide an unparalleled opportunity for recently qualified GPs to become involved in the development, delivery and evaluation of medical education and contribute to the development of a sustainable, fit for purpose primary care workforce in Scotland

Purpose

The purpose of these GP Fellowships is to develop a cadre of educational leaders who will inspire and influence the present and future primary care workforce.

These Fellowships will enable the individual to develop specific skills related to Medical Education.

Structure of the Fellowship

The Fellowship has three components:

- Local Educational component – we expect fellows to join in with the educational delivery within their region and ideally take the lead in some aspect of educational delivery, evaluation or quality assurance. Fellows will be expected to join in the review and teaching of trainees.
- Academic – We expect fellows to commence a postgraduate qualification relevant to medical education for example a certificate in medical education.
- Project work of some sort – this could be evaluation of the locally delivered educational release programme or a component of it / educational research/ Quality Improvement Project/ presentation at conference/ publication in a peer-reviewed journal

Clinical work

Clinical Work is not provided as part of this Fellowship. However, we assume that fellows will retain a base of work within normal general practice to maintain and develop their skills and meet their requirements for revalidation, given the part time nature of the Fellowship. Fellows will need to organise clinical work (as a part time locum, assistant or principal themselves).

Terms and Conditions

Salary £30,321 (5 sessions /week)

This figure is based on the whole-time equivalent trainee base salary at point 03 on the salary scale £41,823 plus 45%. This arrangement reflects the unique educational nature of the post. Superannuation is payable on the base part of the salary only. Any 2022/23 salary uplift will be applied.

The post is fixed term for 12 months duration

If the post holder does not hold a valid UK driving licence, the ability to travel and organise suitable alternative transport will be necessary. Travel expenses incurred as a result of the need to travel will be reimbursed in line with NES policy.

Study Leave

A sum of £1,000 per annum is available and can be used for any relevant educational activity (to subsidise course fees, attend medical education conference) and for travel and accommodation costs incurred through these events

Disclosure

Pre-employment checks may be undertaken and appointments will be subject to satisfactory clearances.

Health Screening

All appointments will be subject to satisfactory health clearance and pre-employment health checks may be required.

Maternity/Paternity Leave and Pay

The maternity policy of the employing organisation will apply to these appointments.

Relocation

Any request for relocation should be discussed at interview and would have to be approved in writing by the employing organisation in advance of appointment.

Medical Defence

As a NES employee, CNORIS indemnity will cover any activities done as part of the Fellowship. Fellows need separate medical defence cover for any clinical work provided independently of the Fellowship

The Fellow will be responsible for notifying their Medical Defence body of the expected programme to ensure that there is a clear balance between CNORIS indemnity, clinical indemnity and personal indemnity cover as appropriate to cover their fellowship and other external commitments. Medical Defence subscriptions will **not** be reimbursed by NES.

Holidays

Annual leave and public/local holidays will be in line with the employer's contractual terms and conditions.

Hours of Work

Working patterns will be agreed with the Fellowship Co-ordinator within each region.

Discipline and Grievance Procedures

The contractual employer's policies and procedures will apply.

Sick Pay

The contractual employer's policies and procedures will apply.

The Terms and Conditions above are for information purposes only and may be subject to variation. They do not form the basis of a legal contract.

Support and Accountability of Fellowship

It is anticipated that the Fellow will be supported in the following way:

Local Fellowship Supervisor: The Supervisor will normally be based within a region to which the Fellow is attached and will agree the general direction of the educational component. An educational contract will be drawn up with the Fellow and approved by the Director of Postgraduate GP Education.

Further Information

For further information, please contact Prof. Amjad Khan at Amjad.Khan@nhs.scot, or any of the regional Directors or Assistant Directors of PG GP Education and/ or discussion with current post-holder(s) can be arranged if desired.

Medical Education Fellowships in General Practice
- Person Specification



FACTORS		CRITERIA	MEANS OF ASSESSMENT	
			Application	Interview
Education and Professional Qualifications	Essential	<ul style="list-style-type: none"> • MBChB or equivalent primary medical degree 	√	
		<ul style="list-style-type: none"> • Satisfactory completion of a GP Specialty Training Programme within the last 5 years (CCT or CEGPR) prior to commencing the Fellowship 	√	
		<ul style="list-style-type: none"> • Registered with GMC on the GP Register with a licence to practice 	√	
		<ul style="list-style-type: none"> • Doctors from overseas wishing to be considered for these fellowships will need to achieve an overall score of 7.5 out of 9 in the International English Language Testing System (IELTS) test. 	√	
Experience/ Training (including research if appropriate)	Essential	<ul style="list-style-type: none"> • Experience of working in UK GP NHS 	√	
		<ul style="list-style-type: none"> • Eligible to join Health Board Performers List 	√	
	<i>Desirable</i>	<ul style="list-style-type: none"> • Other relevant Postgraduate Diplomas. 	√	
		<ul style="list-style-type: none"> • Past practical experience of medical education and its delivery. 	√	

Specific knowledge, aptitude and abilities	<i>Essential</i>	<ul style="list-style-type: none"> • Is able to articulate the core values of general practice and medical education. • Some understanding of the range of problems facing medical education in Scotland. • Evidence of personal initiative in achieving educational objectives. • Evidence/ demonstration of self- directed learning. 	√	√
	<i>Desirable</i>	<ul style="list-style-type: none"> • Evidence of exceptional achievement personal/professional. 	√	√
Interpersonal skills	<i>Essential</i>	<ul style="list-style-type: none"> • Good communication skills including the ability to communicate with trainees and colleagues. • Commitment to developing expertise in medical education. 	√	√
	<i>Desirable</i>	<ul style="list-style-type: none"> • Evidence of awareness of own development needs. 	√	√
Other factors	<i>Essential</i>	<ul style="list-style-type: none"> • Flexible approach to working arrangements. 	√	√
		<ul style="list-style-type: none"> • Willing to travel to various locations. 	√	√

Leadership Behaviours

NHS Education for Scotland (NES) assesses and selects employees based on our leadership behaviours which are expected at all levels in the organisations. These leadership behaviours support the NES ways of working and NHS Scotland values.

These leadership behaviours describe how we work, and what is expected of everyone who works in NES. A number of methods may be used to assess these behaviours as part of our recruitment and selection processes. Our leadership behaviours are:





CONDITIONS OF SERVICE

TITLE:	Medical Education Fellowships in General Practice	LOCATION:	Various locations in Scotland
REPORTING TO:	NES and relevant Health Board Fellowship Coordinators		
GRADE:	Specialty Registrar	SALARY SCALE:	Salary will be £30,321 pa for 0.5WTE
HOURS AND DAYS OF WORK:	Part time- 0.5WTE x3 Scotland: East, West, and South East		
JOB STATUS:	Fixed Term	NOTICE PERIOD:	3 months
ANNUAL HOLIDAYS:	6 weeks pro rata to the number of session worked	PUBLIC HOLIDAYS:	10 local/ Public Holidays per annum
REHABILITATION OF OFFENDERS CLASSIFICATION:	The 'exemption' status of posts within NES may change in the future and all successful candidates should be aware that they may be asked to obtain a further Disclosure from Disclosure Scotland at a later date, should a post's status change, or if they are transferred or promoted into a post that is exempt.		

SUPERANNUATION:

Please note under changes to workplace pension arrangements introduced by the UK Government, NHS Education for Scotland along with other employers requires to ensure all staff are automatically enrolled in a pension scheme. Consequently, all new starts from 1 October 2013 will be automatically enrolled into the NHS Superannuation Scheme (Scotland). Contributions are based on whole time pensionable earnings as set out in the table below;

Tier	Annual Pensionable Pay (Full Time Equivalent)	Contribution
1	Up to £18,936	5.2%
2	£18,937 to £23,228	5.8%
3	£23,229 to £28,891	7.3%
4	£28,892 to £56,266	9.5%
5	£56,267 to £79,801	12.7%
6	£79,802 to £117,960	13.7%
7	£117,961 and above	14.7%

Sessional workers who work more than 10 sessions per week under NHS condition may be unable to contribute further to the superannuation scheme.

The conditions above are for information purposes only and may be subject to variation. They do not form the basis of a legal contract.