

FAQs for GP / GPN Fellows

1. Why would I want to be a SPIN New to Practice Fellow?

Would you like a bit of clinical diversity in your first steps as an independent GP or GPN? Would you like to become part of a professional and educational network with similarly motivated peers, all willing to learn from each other in a safe learning environment? Then please read on!

2. What is this Fellowship initiative?

This is a 2-year programme available to all newly qualified GPs and general practice nurses (GPN), who hold a substantive role for 4+ clinical sessions. It will enable a more satisfying start to your career and acts as a supportive transitional period between completion of training to the challenges of independent practice.

NHS England & Improvement (NHSEI), Health Education England and Healthy London Partnership have joined up to provide New to Practice Fellowship Programme. The SPIN component of the programme is fully funded and focuses on PCN development and working.

3. Who can apply?

- Newly qualified GPs or GPNs within 12 months of qualifying (or be up to 18 months post-training in the instances of maternity/adoption/parental leave) in substantive roles employed in the borough*
- Newly qualified GPNs undertaking the six-month fundamental course or the one-year academic course
- Participants may also be international recruits, where they meet the other criteria

** For this scheme in South-East London (SEL), you will need to be employed in a SEL surgery based in one of the following six boroughs: Bexley, Bromley, Greenwich, Lambeth, Lewisham and Southwark.*

4. What is the offer?

- a) 1 or 2 portfolio/CPD sessions per week with portfolio provider
- b) Access to one peer support learning/networking session (2 hours) per month
- c) Access to a GP/GPN mentor via NHSEI funding

5. What are examples of portfolio provider hosted fellowships?

- PCN project role
- Medical education – can be undergraduate, postgraduate or multi-profession
- Quality improvement and innovation
- Working within local community and acute trusts in specialist clinics

6. What are “do-it-yourself” portfolio roles?

We have put in a lot of work to negotiate with portfolio providers to create innovative portfolio fellowships. However, getting these fully agreed in the context of the pandemic has been incredibly challenging.

We would not want this to limit the potential opportunities that are available to you. If you have an area of particular interest, we want to encourage you to start exploring with potential portfolio hosts to see if they would be happy to be part of the scheme.

7. How does fellowship funding pay my salary for the portfolio session(s)?

If you are doing one portfolio session a week, this is fully reimbursed by the fellowship scheme (so no cost to the portfolio host).

If you are doing two portfolio sessions a week, one of these will be funded by the fellowship scheme, and the second would be expected to be funded by the portfolio provider.

8. How much do I get paid for the portfolio sessions?

As the fellowship funding (updated guidance [July 2021](#)) is paid pro-rata and matches the fellow's GP clinical salary rate, we have had to make a few changes to our previous model.

To simplify the process, we have set a rate in SEL for the portfolio session(s). The pro-rata calculation is based on the TOTAL number of sessions that the fellow works per week.

Total Sessions per Week	Portfolio Sessional Rate for GPN	Portfolio Sessional Rate for GP
9 (maximum)	£5,500.00	£10,500.00
8	£4,888.88	£9333.34
7	£4,277.77	£8166.67
6	£3,666.66	£7000.00
5	£3,055.55	£5833.33

For a 2-session portfolio role, the portfolio provider will usually specify their salary rate – this will correspond with how many total sessions you do per week.

9. Who employs me for the portfolio session(s)?

This will be decided by your portfolio provider. There are two options:

Option 1: GP/GPN fellow can be employed by the SEL Training Hub and be seconded to the portfolio provider

Option 2: GP/GPN fellow can be employed by the portfolio provider

10. What happens if I want to increase my portfolio role from one to two sessions a week during the fellowship?

We believe that it is mutually beneficial for both the fellow and portfolio host for the default commitment to be two sessions a week. This improves clinical continuity and helps with the fellow's clinical training and sense of belonging within the portfolio team.

Therefore, if the portfolio provider is interested in increasing your role with their team, we (as the SEL fellowship team) will try to facilitate this in an optional 6-month review.

11. Who pays for indemnity for the portfolio session(s)?

You will need to negotiate this with your portfolio host.

12. Who do I contact if I have problems with my portfolio placement?

Each portfolio placement should have a designated clinical contact who a) will troubleshoot if there are problems and b) provide appropriate educational/clinical supervision for that role.

13. What happens if I go on prolonged sick/maternity leave?

All fellows are expected to sign the Memorandum of Understanding (MoU). This includes the need to self-declare for time off and pause funding for significant periods of absence. A copy of the MoU is available from your local Training Hub.

14. What and when are the monthly peer support learning sessions?

These are run by a facilitator (typically the programme director or senior mentor). They are a regular chance to debrief about the challenges that arise in their clinical and portfolio fellowship roles. These do not have a set curriculum and have a focus to be learner-centered. However, they may also include certain core topics such as appraisal, coaching and orientation around the different stakeholders in General Practice.

They are currently run online via Zoom. They occur every second Wednesday (2-4pm) and third Friday (1-3pm) per calendar month. Each session is 2 hours long. Fellows will be sent the recurring invite after induction. You are expected to attend these once a month. We have informed GP practices that we have an expectation that these should be within your clinical time, but unfortunately, we cannot make these protected.

15. Who is my mentor for the fellowship?

We are developing the mentorship framework supporting the fellowships currently. This will be updated as new information is available.

16. How do I become a SPIN fellow and apply for fellowship funding?

You will need to:

- a) To be employed in a substantive role for 4 or more clinical sessions per week. Obtain consent from your practice to support your fellowship.
- b) Look out for the directory of portfolio opportunities that will be advertised or you could start looking for your own portfolio opportunity (see question 6). Obtain their consent to support a fellowship role.
- c) Complete the MoU that can be obtained from the Training Hub in Southwark (souccg.training@nhs.net)

For any further questions -

Please contact either:

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