# Expression of Interest – GP Fellowship Programme 2025

This form is to be completed by Newham practices to confirm their interest in participating in the new GP Fellowship Programme, set up between NEL ICB and Queen Mary University of London.

Those completing the form will then be put on a mailing list to receive further updates and information about the next steps.

Please see background information outlining the programme on the following pages.

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| **Name of:** | **Practice** |  |
| **Lead Clinician** |  |
| **Practice Manager** |  |
|  | **Practice contact name & email*****(we will send further updates and information to this contact)*** |  |
| **Require a GP for 5 sessions a week?** | Yes [ ] No [ ] If no, please provide details: |
| **Is the practice able to provide a nominated supervisor\* for the GP Fellow?** | Yes [ ] No [ ]  |
| **Is the practice willing to allow time for training activities and for the GP Fellow to undertake clinical improvement projects?** | Yes [ ] No [ ]  |
| **Is the practice willing to participate in 6 monthly evaluation of the GP Fellow?** | Yes [ ] No [ ]  |
| **Form completed, signed and dated by:** |  |

\*In this instance it is line management and pastoral support, not direct clinical or educational supervision.

Please return this form as an email attachment, along with any additional questions, to: Claudia Wilke, **c.wilke@qmul.ac.uk**

## Background information

This new GP Fellowship Programme, launching in spring 2025, is supported by Queen Mary University of London (QMUL)’s Wolfson Institute of Population Health and NHS North East London’s Integrated Care Board (NHS NEL ICB), in collaboration with local practices.

We are advertising a cohort of innovative salaried posts split 50:50 between academia and clinical practice in Barking & Dagenham, Newham, Havering and Redbridge, each with a duration of up to 5 years.  For those GPs interested in working Less Than Full Time (LTFT) this would be possible from a minimum 60% FTE, with *pro-rata* commitments to clinical practice and academia. At QMUL we have created a training programme on healthcare data and improvement methodologies, and there are opportunities to address individual learning needs. Successful applicants will be able to choose research or improvement projects, with the programme also providing regular supervision and peer support. The GP Fellowship Programme is open to all who have completed GP training – from GPs more advanced in their careers to those who are newly qualified. Successful candidates would be able to take up posts from summer 2025.

We are confident that this Programme will improve health outcomes in NHS NEL priority areas by attracting a new high-quality community of primary care practitioners to address the current inequity of service. Focusing on retention, we aim for these GPs to remain in NEL primary care and enjoy long, stimulating and rewarding careers. Our patients within NHS NEL will benefit from their GPs having specialist knowledge and good working relationships between other healthcare providers and local academics.

Practice Details

A suitable GP practice for hosting Fellows is one based in Barking and Dagenham, Newham, Havering or Redbridge, capable of accommodating a GP Fellow for (up to) 5 clinical sessions per week and providing a fixed academic day on Wednesdays. The practice must offer a supportive environment, including a dedicated supervisor to mentor the Fellow, along with allocated time for training, peer support, and improvement projects aimed at enhancing patient care and practice operations within their clinical commitment. Additionally, the practice should be willing and able to participate in (likely 6 monthly) evaluations to support continuous learning and development. By hosting a GP Fellow, practices can benefit from the recruitment of enthusiastic newly qualified GPs through a centrally managed process, a tailored matching system that aligns Fellows with suitable practices, increased clinical capacity, and the added value of improvement projects led by the Fellow. ***Note that GP Fellows will enter into two contracts – one directly with the practice and one with QMUL, each for the FTE equivalent of 5 sessions/week.***

GP Fellow Details

The GP Fellow post is suitable for those post-CCT, or soon-to-complete CCT, with a keen interest in clinical improvement, population health, and addressing health inequalities, as well as developing expertise in health data science. This role involves working 5 clinical sessions per week (or less than full time equivalent), while developing an academic portfolio leading the development and implementation of innovative population data analyses, quality improvement projects, or research topics relevant to the local community. The GP Fellow will be a member of QMUL’s Wolfson Institute of Population Health, whose Centre for Primary Care has an international reputation for their primary care research and policy work. The Centre is one of nine English members of the NIHR School for Primary Care Research (<https://www.spcr.nihr.ac.uk/>), which offers unparalleled opportunities for career development and collaboration. The GP Fellow will join the Centre for Primary Care’s Clinical Effectiveness Group (CEG) to receive tailored training, informed by a learning needs assessment, to enhance their skills in healthcare data science, research, and improvement methodologies. They will also actively participate in regular peer support and development sessions.

The GP Fellow will contribute expert clinical advice to the CEG team, supporting the creation of decision-support tools, clinical guidelines, data entry templates, and other quality improvement activities for GP practices across North East London. Their responsibilities include developing tools for data extraction from electronic health records, contributing to quality improvement programs and related research across North East London, and participating in service development, such as designing clinical protocols and pathways. They will explore innovative ways of working to improve efficiencies and support change management.

This role offers numerous benefits, including a portfolio career, membership of a cutting-edge academic department, training in health data science and improvement methodologies, the opportunity to lead impactful improvement projects, develop an academic career, and access regular peer support.

Training

#### Health Data in Practice

Training in modules from the Health Data in Practice equips healthcare professionals with the knowledge and skills to effectively use data to inform clinical decisions, improve patient outcomes, and optimize healthcare delivery. The training covers topics such as data collection, analysis, visualization, and interpretation, focusing on practical applications like identifying trends, monitoring quality metrics, and evaluating interventions. Participants learn about key tools and technologies, including electronic health records, dashboards, and predictive analytics, as well as ethical considerations like data security and patient confidentiality. Through interactive sessions and case studies, the training emphasizes using data to address health inequalities, support evidence-based practice, and drive system-wide improvements in care.

#### Improvement Methodology

Training in improvement methodology provides healthcare professionals with the tools and techniques to systematically enhance processes, outcomes, and patient experiences. It focuses on understanding and applying frameworks such as the Model for Improvement, and Plan-Do-Study-Act (PDSA) cycles to identify inefficiencies and implement effective changes. Participants learn to collect and analyse data, measure performance, and engage stakeholders in driving continuous improvement. The training emphasises problem-solving, teamwork, and the importance of testing small-scale changes before scaling. Through practical exercises and real-world examples, participants develop the skills to foster a culture of learning and innovation, leading to sustainable improvements in healthcare delivery.

#### Clinical Effectiveness

Training in clinical effectiveness equips healthcare professionals with the skills to integrate evidence-based practices into routine care to improve patient outcomes and service quality. It typically covers critical appraisal of research, data analysis, and interpretation to evaluate clinical interventions and identify areas for improvement. Participants learn about implementation science, enabling them to apply evidence effectively, address barriers to change, and promote sustainable improvements. The training often includes case studies, practical exercises, and collaborative discussions to foster a deep understanding of reducing unwarranted variations in care, enhancing cost-effectiveness, and addressing health inequalities. This multidisciplinary approach ensures healthcare teams are well-prepared to deliver high-quality, patient-centred care.

Improvement Projects

GP Fellows will be encouraged to undertake improvement projects designed to address local healthcare needs, identified using population health data. These projects may focus on achieving incremental improvements in clinical metrics or facilitating the implementation of evidence-based practices and innovations in care. GP Fellows will apply skills from their training in clinical effectiveness, improvement methodology, and health data analysis to design, implement, and evaluate their interventions. Working within their practices and at scale across the borough, they will ensure that improvements are sustainable and impactful. Their projects will contribute to the evidence base, with opportunities to publish findings in academic journals, fostering a culture of learning and innovation in primary care.

Academic Progression

The GP Fellow role offers exceptional opportunities for academic progression, enabling the development of expertise in research and quality improvement. GP Fellows will work closely with world-class researchers within the university and other academic partners, contributing to the generation of evidence that is directly relevant to the health needs of the local population. By leading impactful projects and publishing their findings, GP Fellows can build a strong academic portfolio, positioning themselves for future research Fellowships and academic appointments, supported by a wide range of experts across the Wolfson Institute of Population Health.

Academic GP Fellowships: Frequently Asked Questions

**Q1: Can mid-career GPs or GPs at any experience level apply for the Fellowship?**
**A1:** Yes, the Fellowship is open to GPs at all experience levels, from those newly qualified straight out of VTS to mid-career practitioners. The key criterion is a good fit with the academic programme and the participating practice, rather than years of experience.

**Q2: Is the scheme open to those wishing to work less than full time?**

A2: Yes, individuals wanting to work less than full time can apply for the GP Fellowship. The split between academic and clinical will pro rata down equally. It will not be possible to do a part-time GP Fellowship at a lower WTE than 0.6.

**Q3: Is the programme only open to GPs in their first five years?**
**A3:** No, the programme is open to all GPs, regardless of how long they have been practicing. Enthusiasm and a commitment to improvement are more important than tenure.

**Q4: How long is each GP Fellowship?**

**A4:** Each GP Fellowship is for 5 years, with the intention that the GP could then apply for further fellowship and/or grants to support further academic work and continue working in the area clinically.

**Q5: Is Wednesday a protected day for training?**
**A5:** Yes, Wednesday is designated as a protected day for training. Some flexibility with clinical sessions may be required for additional training and modules, particularly during the first year of the programme.

**Q6: What qualifications or accreditation opportunities are available through the programme?**
**A6:** The GP Fellowship includes opportunities for further training and skill development, and specific details about qualifications or accreditations will be provided to GP Fellows as part of the programme induction. The foundational offer includes modules from the Health Data in Practice MSc, and training in statistics, electronic health record searches, facilitation and clinical effectiveness. Further funding may be needed to complete an MSc.

**Q7: What types of quality improvement projects will the GP Fellows undertake?**
**A7:** The GP Fellowship will focus on improvement areas identified through ongoing analysis. These include Long Term Condition (LTC) detection and management, physical health checks in those with severe mental illness, cancer screening, consultation data, and access to care. The aim is to scale up initiatives that address these key issues and drive measurable improvements.

**Q8: Are GPs already working in Barking and Dagenham or Havering eligible for the GP Fellowship?**
**A8:** While the GP Fellowship scheme has been launched to encourage new GPs into our area, GPs already working in the area could be an excellent fit, especially as they may have direct experience with local challenges. However, clinical capacity within practices must be managed carefully to ensure there is not a reduction in the provision of clinical sessions/time.

**Q9: How will other teams and stakeholders, such as primary care networks or health inequalities teams, be involved?**
**A9:** Stakeholders such as the primary care team, long-term conditions team, and health inequalities team can help identify areas of focus for quality improvement projects. Collaboration will ensure that GP Fellows’ efforts align with broader strategic goals and community needs.

**Q10: What support is available for practices that are not training practices or cannot provide supervision?**
**A10:** Supervision in this programme is designed to be straightforward, as GPs will generally work independently. The programme encourages applications from all practices, including single-handed and non-training practices, to promote borough-wide improvement.

**Q11: Can federations play a role in supporting quality improvement work?**
**A11:** Yes, federations could be a valuable partner for GP Fellows interested in specific aspects of the work they are involved with. This flexibility would make the GP Fellowship more attractive and aligned with individual interests.

**Q12: How will the programme ensure that practices in greatest need participate?**
**A12:** Practices with the most need will be identified and encouraged to apply, ensuring that the programme supports areas where it can have the greatest impact. Collaboration with local forums such as the PCN CDs forum and PTI will help disseminate information and attract a diverse range of participants.