



Faculty of  
**Medical Leadership  
and Management**



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# National Medical Director's Clinical Fellow Scheme 2024/25

Information pack

December 2023

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**Important note:** Prior to application, FMLM requests that candidates commence early discussions with the relevant training supervisors, executive teams within your substantive organisation, HR partners and finance leads. Failure to do so may result in requests for OOPE and secondment contracts being rejected locally, and a fellowship post being delayed or withdrawn.

# Introduction

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To improve services, experiences, and outcomes for patients, and help to build an NHS that is fit for generations to come, we need effective, high quality, clinical leadership.

The National Medical Director's Clinical Fellow Scheme is open to **doctors in training** from all specialities who have completed both years of foundation training by the start of the fellowship, commencing 1 September each year. The scheme is aimed at doctors in training that demonstrate leadership potential and aspirations and is designed to provide them with the skills required to be effective and impactful leaders.

The scheme works in an apprenticeship model, with clinical fellows stepping out of clinical practice for 12 months, working closely with the most senior leaders and teams in a variety leading, national healthcare organisations. This offers an unparalleled opportunity to develop a range of skills including leadership and management, health policy development, project management, research and analysis, communications, and collaboration.

Within their host organisations, clinical fellows lead on key projects which contribute to national healthcare priorities including patient safety, primary care, prevention, cancer and emergency preparedness, resilience, and response. They can take forward the learning and skills in their journeys to become future medical leaders.

The Faculty of Medical Leadership and Management (FMLM) manages the scheme on behalf of NHS England. As part of the component development programme, FMLM brings together clinical fellows from pharmacy, medicine, dentistry, healthcare science, nursing, midwifery, and allied health professions, as well as clinical fellows in counterpart schemes from across the UK.

Good luck with your application,

Professor Sir Stephen Powis  
National Medical Director, NHS England



# Eligibility and selection criteria

Candidates must meet the following **eligibility requirements**<sup>i</sup> to apply for the scheme:

<p><b>Qualifications</b></p> <ul style="list-style-type: none"> <li>- MBBS or equivalent primary medical qualification<sup>iii</sup></li> </ul> <p>For public health specialty trainees from a background other than medicine (only):</p> <ul style="list-style-type: none"> <li>- First degree (1st or 2:1 or equivalent grade)</li> </ul>
<p><b>Eligibility</b></p> <ul style="list-style-type: none"> <li>- Eligible for full registration with, and hold a current licence to practise from, the GMC at time of intended start date<sup>ii, iii, iv</sup></li> <li>- Hold 12 months' experience after full GMC registration, and evidence of achievement of foundation competencies with resultant award of a FACD5.2 or equivalent, in line with GMC standards / Good Medical Practice by intended start date<sup>iii, iv</sup></li> <li>- Be a doctor in training, or eligible for training<sup>iii</sup></li> <li>- Completed both years of foundation training by intended start date<sup>iii, iv</sup></li> <li>- Must not have completed specialist training by intended start date<sup>iv</sup></li> <li>- Eligible to work in the UK or participate in this scheme according to visa requirements</li> <li>- Applicants will be up to date, fit to practise safely and aware of own training needs</li> </ul> <p>For public health specialty trainees from a background other than medicine (only):</p> <ul style="list-style-type: none"> <li>- Be on the UK public health specialty training scheme and enrolled with the Faculty of Public Health</li> </ul>
<p><b>Language skills</b></p> <ul style="list-style-type: none"> <li>- Demonstrable skills in written and spoken English, adequate to enable effective communication</li> <li>- Medical or public health training undertaken in English; or the following scores achieved in the academic International English Language Testing System (IELTS), in a single sitting, no more than 24 months prior to the date of application: Overall 7.0, Speaking 7.0, Listening 7.0, Reading 7.0, Writing 7.0</li> <li>- Adequate communication skills, but where evidence is not in one of the above forms, alternative supporting evidence of language skills<sup>v</sup> must be provided</li> </ul>
<p><b>Career progression</b></p> <ul style="list-style-type: none"> <li>- Provide complete details of employment history</li> <li>- Evidence that career progression is consistent with personal circumstances</li> <li>- Evidence that the present level of achievement and performance is commensurate with the totality of the period of training</li> </ul>
<p><b>Application completion</b></p> <p>All sections of the application form completed fully according to written guidelines.</p>

<sup>i</sup> 'When evaluated' is indicative but may be carried out at any time throughout the selection process.

<sup>ii</sup> The GMC introduced the licence to practise in 2009. Any doctor wishing to practise in the UK after this date must be both registered with and hold a licence to practise from the GMC at time of appointment.

<sup>iii</sup> Eligibility criteria not applicable to public health specialty trainees from a background other than medicine.

<sup>iv</sup> 'Intended start date' refers to the date at which the post commences, not (necessarily) the time an offer is accepted. For 2024/25 posts this will be 1 September 2024, unless a different start date is specifically indicated in advance by the employing organisation.

<sup>v</sup> An example of alternative evidence could be testimony from a clinical/educational supervisor, in the form of a signed letter (this will be subject to review by any organisation to which you apply).

In addition to the eligibility requirements listed on the previous page, the **personal specification** found below will be used as part of the assessment process at the application and interview stages of the recruitment process:

<b>Knowledge and experience</b>
<p><b>Essential:</b></p> <ul style="list-style-type: none"><li>- Evidence of involvement in leadership and management commensurate with experience, with reflection of personal impact</li><li>- Demonstrates the values and behaviours articulated in the <a href="#">FMLM Leadership and Management Standards for Medical Professionals</a> in all aspects of practice</li><li>- Demonstrates an understanding of NHS management and resources</li><li>- Evidence of effective team working and leadership, supported by multi-source feedback or other workplace-based assessments</li><li>- Good knowledge of the English healthcare system including education, research, service provision, regulation, career structures, medical politics and ethical issues</li><li>- Interest in/knowledge of the delivery of safe effective healthcare services</li><li>- Evidence of post qualifying and continuing professional development</li><li>- Demonstrates clear leadership aspirations</li><li>- Demonstrates understanding of the basic principles of audit, clinical risk management, evidence-based practice, patient safety, and clinical QI initiatives</li><li>- Evidence of involvement in quality improvement (QI) or completed audit cycle with impact</li><li>- Experience of teaching in a formal setting</li><li>- Experience of providing coaching and mentoring</li><li>- Evidence of clinical excellence through prizes, awards, presentations, and papers.</li></ul> <p><b>Desirable:</b></p> <ul style="list-style-type: none"><li>- Additional qualifications, e.g. intercalated degree, BSc, BA, Masters, MBA, PhD or equivalent</li><li>- Evidence of achievement outside of clinical specialty</li><li>- Evidence of effective leadership in and outside medicine, e.g. voluntary work</li><li>- Insight into issues facing English healthcare services</li><li>- Understanding of population health</li><li>- Experience of using QI tools to deliver measurable QI</li><li>- Experience of regular teaching, formal teaching role or organisation of teaching programmes</li><li>- Experience of guideline or policy development.</li></ul>

## Skills, values and behaviours

### Essential:

- Shows initiative, drive and enthusiasm
- Commitment to personal and professional development
- Seeks and acts on feedback regarding own effectiveness and areas for development
- Values diversity and difference and operates with integrity and openness
- Reflects on past performance and applies learning to current practice
- Ability to work and lead effectively in multi-professional teams
- Is organised and is able to plan and manage/prioritise time and information effectively
- Capability to work with long time scales for delivery within agencies with differing priorities
- Ability to cope under pressure and to manage uncertainty, demonstrates initiative and resilience
- Capacity to take responsibility for own actions
- Quick to understand new information and adapt to new environment
- Excellent oral and written communication skills, demonstrating clarity and prioritisation in written/spoken communication
- Capacity to adapt language to the situation, build rapport, listen, persuade and negotiate
- Good problem solving and decision-making skills
- Demonstrates probity in all aspects of professional life
- Good IT skills.

### Desirable:

- Seeks and acts on feedback regarding own effectiveness and areas for development
- Reflects on past performance and applies learning to current practice
- Writing experience in clinical and/or non-clinical topics or peer reviewed publications and/or other communication medium (e.g. blog, letters, etc.)
- Experience of presenting complex information
- Leadership skills gained within the NHS or elsewhere.

# Recruitment timeline

The recruitment timeline\* for the 2024/25 scheme is as follows:

Dates*	Stage
6 December 2023	Applications open
17 January 2024, 5pm GMT	Application deadline
w/c 29 January 2024	Candidates notified of shortlisting outcomes
7 February 2024, 6–8pm GMT	Virtual host evening – <b>SAVE THE DATE</b>
9 February 2024, 5pm GMT	Post preferences submission deadline for shortlisted candidates
27 and 28 February 2023	Virtual interviews – <b>SAVE THE DATE</b>
w/c 4 March 2024	Candidates notified of interview outcomes
March 2024 – June 2024	Contract arrangement window (guidance will be issued)
1 September 2024	Fellowship commences

*\*Dates may be subject to change.*

# Application guidance

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## Application stage

Applications must be received online via the application portal by 5pm GMT on Wednesday 17 January 2024. Applications received beyond this time will not be accepted.

## Accessing the application portal

Please visit the [clinical fellow scheme webpage](#) and click on the 'Apply Now' button.

You will be prompted to sign in or create an account on the FMLM website to access the portal.

- FMLM members that already have an account: Please log in using your registered email and password.
- Non-FMLM members: You will need to create a new user account. Proceed to 'Create new account' and complete the details. Once completed, you will have access to the application portal. (Please note: You do not require FMLM membership to apply to the scheme.)

*While not required to apply to the scheme, you are welcome to join FMLM by completing the [membership application](#). If you have any queries, please do not hesitate to contact [membership@fmlm.ac.uk](mailto:membership@fmlm.ac.uk).*

## Drafting and submitting your application

Candidates will provide personal and professional information, and should refer to the selection criteria in this document and the [FMLM Leadership and Management Standards for Medical Professionals](#) when answering all questions.

Please note:

- Successful candidates should be able to express important information concisely.
- Your application form answers will be assessed against the selection criteria, and evidence will be sought to demonstrate this throughout applications, interviews and references.
- All criteria will be assessed appropriately against each candidate's career level.
- Shortlisting is conducted against rigorous criteria and is undertaken anonymously.
- Do not unsubscribe to bulk emails, as this will prevent us from contacting you regarding your application.

You are able to save a draft of your application. If you save a draft application, please ensure that you return to your application to complete and submit this before the deadline. FMLM cannot accept draft applications.

You can access your saved draft or submitted applications under 'My applications' through your profile on the FMLM website at the top of the page.

## Data protection

- The data we collect is held by the National Medical Director's Clinical Fellow Scheme, a partnership between the Faculty of Medical Leadership and Management (FMLM) and NHS England.
- The information supplied, including, where relevant, sensitive personal data relating to you will only be shared to other individuals and organisations involved in the running and administration of the scheme.



## Shortlisting stage

Candidates will be notified of shortlisting outcomes within the week commencing 29 January 2024.

### Host evening

A virtual host evening event will take place via Zoom on Wednesday 7 February 2024 between 6–8pm GMT. This is a helpful networking session for prospective fellows to have the opportunity to talk to host organisations to understand more about each organisation and the type of work you might be involved in as part of your fellowship. You will meet in small groups with each host representative(s) to hear about the organisation and ask questions to the host and current clinical fellows. Job descriptions and event link will be released to shortlisted candidates before the host evening.

### Secondment preferences

After the host evening, shortlisted candidates will be asked to rank the host organisations that they would be prepared to work at; this must be submitted by 5pm GMT on Friday 9 February 2024. If successfully appointed to the scheme, there will then be a matching process based on performance at interview and ranking preferences.

Please note:

- Candidates should only rank placements that they are prepared and able to accept as it may mean that they need to relocate. For example, if you live in Norfolk and you successfully secure a place in a host organisation in Manchester, you should be willing to relocate to Manchester for the duration of the scheme [caveat – see ‘Remote working’ on page 13].
- Some organisations have more than one site/office across the UK. You may be expected to travel between sites by your host organisation so ensure that you read the job descriptions thoroughly before submitting your preferences.
- Successful candidates will only be offered the post that is allocated; there is no scope to change posts so preferences should be carefully considered.
- FMLM is unable to facilitate changing posts or movement between offices.

## Interview stage

Interviews will be held virtually on Tuesday 27 and Wednesday 28 February 2024.

### Before the interview

- Shortlisted candidates will be sent a link to self-select and book interview slots which are available on a first come, first served basis. Interviews will be held virtually for maximum accessibility; therefore, alternative dates are not available.
- Candidates must complete host organisation preferences by 5pm GMT on Friday 9 February 2024 (see page 9 for full details).
- After booking their interview slots, shortlisted candidates will be sent a link to the interview platform and will need to submit the following information on the platform at least 72 hours before the interview:
  - o Submit **photo ID** including a passport or driving licence to confirm your identity.
  - o Complete a **tech test** to ensure that your camera and microphone work.
  - o Those IN a training programme: provide written **support/consent of Out-of-Programme-Experience (OOPE)** from your Training Programme Director, or equivalent.
  - o Those NOT IN a training programme or without a successive training post (e.g. FY2): provide written **support that a contract extension** will be approved.

Non-UK/EU applicants will be contacted separately with regards to confirming their right to work status.

### During the interview

- The interview process will last for approximately one hour and is comprised of a scenario task and a question and answer-based panel interview.
- The scenario task will be released to candidates 24 hours before the interview.

### After the interview

All candidates will be notified of the outcome within three weeks of interviews.

#### Successful candidates

- Successful candidates will be sent guidance on next steps.
- Candidates will need to submit a reference within two weeks of accepting the post from their most recent employer. Appointment is subject to satisfactory receipt of a reference.
- Successful candidates will not receive feedback from the interview; this is due to capacity and the high volume of candidates.

#### Unsuccessful candidates

- Unsuccessful candidates will be sent feedback on their interview within six weeks of interview.

# Appointment conditions

## Salary arrangements

- Clinical fellows will be paid according to the appropriate NHS graded base pay scale in place as at 1 September 2024 at the next training grade that they would have progressed to in their successive training post.
- For secondments, successful candidates retain their current employment contract and terms. The employing organisation will continue to pay all salary and associated on-costs (NI, pension, etc.) and will be reimbursed by the host organisation by prior mutual arrangement.
- For candidates with pay protection: salary is capped at the top nodal point of the NHS base pay scale for doctors in training.
- Posts wherein the clinical fellow lives and works in London attract London weighting. N.B.: If the host is London-based and the clinical fellow works remotely from elsewhere, this does not apply.
- Once in post, agreed work-related travel expenses should be negotiated between the clinical fellow and the host organisation. Relocation and daily commuting fees are not covered. Secondment contracts vary so, if successful, individuals will need to consider their contract and discuss expenses with their substantive employer and host organisation.

## Out of programme arrangements

### For candidates in training programmes:

- Applicants in training programmes must inform their respective LETB or Deanery and employers of a possible out-of-programme experience **on application** to allow timely conversations regarding arrangements for secondment.
- Candidates will need to declare that they have discussed support for possible out-of-programme experience with the relevant Training Programme Director, or equivalent, on the application form.
- Applicants invited to interview are required to submit written approval/support of OOPE.
- Successful candidates must contact their nominated HR and finance leads to notify them of appointment at the very earliest opportunity and will need to arrange a secondment contract. Full guidance will be provided to successful candidates upon appointment.
- For GP trainees with an expected CCT completion date around or before 1 September 2024, an appointment to the scheme would extend training at the grade they have reached to ensure completion of the scheme within the shorter training window. This should be discussed with the relevant training supervisor upon application.

### For candidates NOT in training programmes/completed foundation training (FY2) without a successive training place:

- Successful candidates who are not currently in training programmes and will not require OOPE.
- For those without a successive training programme or contracted role, please see 'Contractual arrangements' below.

**Important note:** Early discussions with the relevant training supervisors, executive teams, HR partners and finance leads are required. Failure to do so may result in requests for OOPE and secondment contracts being rejected locally, and a fellowship post being delayed or withdrawn.

### Contractual arrangements

- FMLM will confirm posts in writing and provide successful candidates with full guidance of the next steps in arranging contracts.
- Shortlisted candidates should confirm the name and contact details of the nominated employee HR partner and finance lead as you will need to contact them on immediate appointment, if successful, to commence secondment arrangements. You will also need to provide these details to your host organisation's HR and finance departments on appointment.

#### **For candidates IN training programmes or with successive training posts:**

- Successful applicants will be appointed to the scheme by way of a secondment arrangement from existing employers. It is the responsibility of the appointed successful candidate to arrange contractual arrangements between employers and the host organisation.

#### **For candidates between training programmes/completed foundation training (FY2) without a successive training post:**

- The fellowship is facilitated as a secondment from an employing organisation.
- Trainees who will not be in a training programme as of 1 September 2024 (e.g. FY2) must still be employed by an NHS trust, Lead Employer, or organisation for the purpose of participating in the scheme.
- Candidates should contact their Training Programme Director/educational supervisor and local HR contact or partner immediately upon application to seek support in principle for gaining a contract extension for one year to facilitate a place on the scheme for the entire secondment period, in lieu of a successive employer.
- Written support will be sought at invitation to interview stage.

**Important note:** FMLM does not participate in the arrangement of out-of-programme experience or secondment contracts. Candidates are expected to facilitate this directly with their LETB/Deaneries, employers (inc. executive teams), and host organisations.

# Host organisations and posts

A list of host organisations for 2023/24 is provided below for guidance. A full list of 2024/25 host organisations will be made available to shortlisted candidates. The scheme makes every effort to identify posts outside of London.

Host organisations for 2023/24 *Remote and with travel when necessary / required.	Location
Academy of Medical Royal Colleges / NHS England (joint post)	London
Bupa	London or Manchester
Care Quality Commission	Remote*
Deloitte	London or remote*
Faculty of Medical Leadership and Management / NHS England (joint post)	London
General Medical Council	London or Manchester
Health Select Committee / National Audit Office (joint post)	London
Healthcare Quality Improvement Partnership (HQIP)	Remote*
NHS England	London or Leeds
NHS Midlands Regional Medical Directorate	Midlands
National Institute for Health and Care Excellence (NICE)	London or Manchester
The Health Foundation	London
The Royal College of Ophthalmologists	London or remote*
UK Health Security Agency	London

Shortlisted candidates are invited to an online host evening, where they will have the opportunity to meet with senior leaders and clinical fellows from each host organisation to find out more about the organisation and opportunities available. Job descriptions will be released to shortlisted candidates before the host evening.

## Less than full time posts

- Some posts will be available as less than full time (LTFT) or flexible. This will be detailed in the job descriptions for each host organisation.
- Due to the intensive nature of the scheme and the window being limited to 12 months, LTFT posts are usually offered as 0.8 FTE.
- All requests for LTFT or flexible working will be considered by host organisations on a post-by-post basis and the decision as to whether this can be accommodated will reside with them.
- A schedule for the development programme will be made available in summer 2024. Full attendance is required, regardless of LTFT post status.

## Remote working

Remote working arrangements will potentially continue in 2024/25, and host organisations will specify the working arrangements for each post in the job description [i.e. if successful fellows will be able to work remotely during the scheme and therefore relocation may not be necessary.] To take full advantage of the opportunities and access available, you should be prepared to travel to and from host organisation offices as required and when appropriate.

## Insights from clinical fellows

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*“I feel very fortunate to have undertaken the FMLM National Medical Director’s Clinical Fellow Scheme. This has been an invaluable experience in taking time out of clinical practice to build upon my leadership and management skills.*

*Regularly engaging with top healthcare leaders has built my confidence in speaking at high stakes meetings, and the fellowship has opened my eyes to the inner workings of large-scale organisations.*

*My favourite part of the fellowship is to have gained an amazing network of inspiring fellows, and no doubt we will continue to help motivate and support each other during our future leadership journeys.”*

**Dr Priyanka Singhal, Clinical Radiology ST4, General Medical Council 2022/23**



*“Reflecting on my clinical fellow scheme experience, the main impact that the scheme has had upon me is a transformation in my perspective, skills, and aspirations. The development has provided me with personal insights and the opportunity for growth that I don’t think I could have gained through linear medical training programmes.*

*One of the most significant impacts has been the broadening of my perspective. Engaging with diverse professionals, tackling complex challenges, and exposure to the political landscape upon which health is delivered has enabled me to view situations from multiple angles, fostering a more holistic approach to problem-solving and decision-making.*

*Through the scheme, I’ve gained practical skills that I can apply across various contexts. Hands-on experiences, such as chairing meetings, leading on national projects and working with policy officials, have instilled confidence and competence in areas that were not just challenging for me, but unknown to me prior!*

*Above all, the scheme has ignited a renewed sense of purpose, agency and ambition. My time at the UK Health Security Agency has guided me towards a specialisation in infectious disease through a public health lens.”*

**Dr Neil Cunningham, Post FY2 – Medical Education Fellow and ED Doctor, UK Health Security Agency 2022/23**



*“I have had such a great time as a National Medical Director’s Clinical Fellow. Working at a national NHSE level has offered me insights into clinical leadership in a way that I will practically apply throughout my whole career. I have made lifelong connections with so many interesting advocates and networks. An excellent and fulfilling year.”*

**Miss Kavita Aggarwal, Ophthalmology ST6, NHS England 2022/23**



*“Being a National Medical Director’s Clinical Fellow has been a career shaping opportunity. It has allowed me to spend time with and learn from senior leaders across the health system, not just in the organisation I worked in, but beyond too.*

*The scheme provided me with the opportunity to understand how decisions are made from a national policy perspective and put strategy into practice. The networks I have discovered during my fellowship have been invaluable, and the experience has helped shape my career aspirations and opportunities going forward.*

*I would recommend the scheme to any postgraduate doctor in training who is dedicated to building their leadership skills and wants to experience leadership from a national perspective.”*

**Dr Jack Haywood, Public Health Medicine ST2, Health Education England 2022/23**



*“This scheme has changed me personally and professionally. I have gained a completely new perspective on health and social care systems and the role of national healthcare organisations.*

*I have developed skills in project management, stakeholder engagement and gained confidence in influencing to drive positive change. Through this scheme I have developed a particular interest in understanding and tackling health inequalities which will inform my clinical work moving forward.*

*Connecting with colleagues at a regional and national level has opened doors to new and exciting opportunities for my future career. I cannot recommend the FMLM National Medical Director’s Clinical Fellow Scheme highly enough!”*

**Dr Natalie Vanderpant, Endocrinology and Diabetes Mellitus ST6, Care Quality Commission 2022/23**



*“From the Ward to Westminster, what an incredible year...*

*Beyond my wildest imagination - working in the thick of national policy making, learning from the country’s most senior doctors and healthcare professionals, and having a great time too.*

*A strong recommendation from me!”*

**Dr Sunil Bhopal, Paediatrics ST7, UK Health Security Agency 2022/23**





# Frequently asked questions

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## Eligibility

### 1. I am approaching or just past my CCT date. Am I still eligible to apply?

You are eligible to apply provided you will not gain CCT before 1 September 2024.

For GP trainees, if successful, an appointment to the scheme would extend training at the grade they have reached to ensure completion of the scheme within the shorter training window.

Candidates who have completed training by 1 September 2024, regardless of the number of years of training they have undergone, are not eligible for this scheme. You must clearly state your expected CCT date on your application.

### 2. I am a Foundation Year 1 doctor. Can I apply?

Unfortunately, you are not yet eligible to apply, as you will not have gained your Foundation competencies (certificate FACD 5.2) before 1 September 2024. Please consider applying for the scheme in future years.

### 3. I do not have a medical degree. Can I apply?

This scheme is only open to doctors in training with a primary medical qualification, with full GMC registration or public health specialty trainees from a background other than medicine that meet eligibility requirements.

FMLM runs equivalent clinical fellows' schemes that are open to other professions. For further details, [visit the FMLM website](#).

### 4. I am an SAS doctor. Can I apply?

This scheme is specifically designed to the needs of doctors in training, therefore you are not eligible to apply. Please stay in contact with FMLM, as we are continually developing new bespoke schemes and resources to meet the needs of various groups of clinicians.

### 5. I am a doctor but am currently not in a training programme. Am I eligible?

The scheme is open to all doctors on a UK recognised training scheme who have completed both years of foundation training or equivalent by 1 September 2024 across all specialties. This can include candidates currently out-of-programme, e.g. pursuing a higher degree.

Candidates are eligible providing they have a primary medical qualification, full GMC registration and do not expect to gain CCT on or before 1 September 2024.

If successful, trainees outside of a programme are required to be employed by an organisation in order to facilitate a secondment contract for the purpose of taking up the scheme.

### 6. I am a past National Medical Director's Clinical Fellow. Can I reapply?

Doctors that have been through the scheme are not permitted to reapply for the scheme. Advanced developmental opportunities are available through the Clinical Fellow Alumni Scheme; please contact the FMLM team at [alumni@fmlm.ac.uk](mailto:alumni@fmlm.ac.uk) for further details.



## Training

### 7. I am currently applying for a training post that starts in August. What should I do?

You should continue with that application in parallel to this one. If you are successfully appointed as a clinical fellow, you may find yourself in the difficult position of having to give up the training post. You will then need to contact your deanery to discuss either resigning from your clinical post, or deferring it, if possible. If you are successfully appointed to the scheme, and you choose to give up a training post, you will have to re-apply the following year.

### 8. I have a clinical training post. Would I have to give this up?

This depends on your stage of training and your deanery regulations. The [Gold Guide](#) stipulates: “The start of training for both core and specialty training may normally only be deferred on statutory grounds (e.g. maternity/paternity/adoption leave, ill health)” (section 3.38) and that time out-of-programme “will not normally be agreed until a trainee has been in a training programme for at least one year of training (unless at the time of appointment, deferral of the start of the programme has been agreed for leave on statutory grounds)” (section 3.162).

Hence trainees entering the first year of core or specialty training may not be permitted to defer their clinical post by their deanery. For successful candidates, this may mean giving up your clinical training post and reapplying in the next round. Those entering higher training posts (e.g. ST3+) may also not be permitted to defer their clinical post by their deanery.

For other grades, depending on your training arrangements, you should arrange to come to this role as an out-of-programme experience (OOPE, or equivalent). Given that most deaneries stipulate six months’ notice for OOPE placements, you must start this conversation with your deanery early (i.e. on submitting your application form).

### 9. During the year, can I combine participation on the scheme with my clinical training?

Where less than full time posts are available, a job description pack will be released to shortlisted candidates, which will specify these posts. Based on the intensive nature of the clinical fellow experience and feedback from alumni, you would be encouraged to carefully consider workloads and capacity alongside personal and other professional commitments.

### 10. Can I count this role towards my training?

The scheme is a valuable out-of-programme developmental experience; it does not count towards training but does count towards CPD.

### 11. Can international or EEA doctors apply?

The scheme is open to all doctors in training, across all specialties who have full GMC registration, are in training and are eligible to work in the UK or participate in this scheme according to visa and immigration requirements.

Some host organisations may have specific visa restrictions relevant to their area of work. This will be made clear in the job description.

If you are uncertain whether your visa entitles you to work in the UK and participate in this scheme, please seek further information from the UK Visas and Immigration website at

[www.gov.uk/government/organisations/uk-visas-and-immigration](http://www.gov.uk/government/organisations/uk-visas-and-immigration). Please note that participating organisations, including FMLM, NHS England or host organisations are unable to provide sponsorship to international candidates.

## Application

### 12. Can I defer entry to the scheme?

We are unable to accept applications for deferred entry to the scheme. All posts will commence in September 2024.

Successful approval for Out-of-Programme Experience is required for participation, across specialties and training grades. Therefore, if you are interested in the scheme you are encouraged to discuss this with your training programme director, educational supervisor or equivalent, and apply this year and defer your current training post.

Please keep in mind that if you are a Foundation Year 2 Doctor, and depending on your deanery, you must be willing to give up your training post and re-apply in the next round.

### 13. Can I speak to any of the current clinical fellows in person or over the telephone?

Given the number of applicants for this scheme, we are unable to provide contact details for current clinical fellows. If shortlisted, you will have the opportunity to meet current fellows during a Host Evening to hear about their fellowship experiences and to ask questions.

If directly contacted via other channels, current clinical fellows will not discuss any specifics or provide additional details around the selection process.

### 14. What sorts of things should I be considering in deciding to apply for the scheme?

When considering applying, be sure to have a conversation with your employer and escalate the request to your executive team, as their support is essential and written proof will be required should you progress through the recruitment process. Being successfully appointed to the scheme is an amazing opportunity, and is accordingly a significant commitment. Given the intensity of the scheme and its 12-month duration, conversations with family and/or support networks are also recommended, to ensure the commitment required is understood and supported, should you be successful.

# Contact us

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For further information or enquiries, please contact:


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