

# Chief Sustainability Officer's Clinical Fellow Scheme

## Guidance for employers - 2023/24

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A clinician within your organisation is interested in developing their leadership skills in healthcare sustainability by applying for a post on the Chief Sustainability Officer's Clinical Fellow Scheme.

### About the Chief Sustainability Officer's Clinical Fellow Scheme

The Chief Sustainability Officer's Clinical Fellow Scheme offers exceptional clinicians with a passion for sustainability with a unique opportunity to hone their leadership skills by engaging directly with sustainability leaders in the NHS, through immersion at the centre of teams who are working to embed net zero carbon principles into the delivery of care across the system.

The scheme is open to fully qualified allied health professionals, dentists, doctors in training [including public health specialty trainees], healthcare scientists, nurses, midwives and pharmacists from across England and is aimed at aspiring future clinical leaders.

The scheme is a prestigious and highly competitive national programme that sees only a small number of clinical fellows a year appointed after a rigorous recruitment process and is managed by the Faculty of Medical Leadership and Management, the professional home for medical leadership in the UK.

### How does the scheme work?

Clinical fellows will work in an apprenticeship model, stepping out of clinical practice for 12 months and working across NHS England directorates. Fellows will work closely with senior leaders and will have the opportunity to meet regularly with senior members of the Greener NHS team, wider NHS policy teams and stakeholders. Clinical fellows will lead on key projects that will fundamentally change the way that care is designed, developed and delivered across the system.

Clinical fellows will gain an unparalleled understanding of sustainability principles as well as an essential range of leadership and management, policy development, project management, research and analysis, communications and collaboration skills. Clinical fellows will be supported by a comprehensive development programme delivered by FMLM and a subsequent alumni scheme.

*"This scheme provides an ideal structured learning experience for those with ambition and a passion for health and climate change. Fellows will get the unparalleled opportunity to help build a greener NHS and improve patient outcomes, working in collaboration with and being mentored by national leaders across the NHS."*

**Dr Nick Watts, Chief Sustainability Officer, NHS England**

### Benefits of the scheme for individuals and employers

Clinical fellows will bring back a vast range of skills and experience from their fellowship to their clinical practice which is of considerable value to employing organisations. These include:

- An enhanced understanding of healthcare policy and the mechanism to support implementation.
- An enhanced understanding of the complexity of emerging policy and the ability to lead positive change, by identifying the contexts for change, applying knowledge and evidence, making decisions, and evaluating impact.
- The ability to deal with complex issues and to communicate these concisely, and to critically evaluate policies and processes.
- The ability to explain clinical issues, and their relevance, to clinical and non-clinical colleagues in a clear and persuasive manner.
- The ability to communicate with stakeholders at all levels and to influence change.
- Skills in developing and working with teams and supporting others in developing their own personal insight and effectiveness.
- Access to a wide range of professional networks at a regional and national level, and the ability to build effective relationships.

### Employment information

To help inform discussions about supporting your employee, here are some key terms of the scheme:

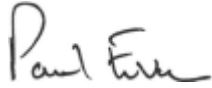
- The fellowship runs from 1 September 2023 for 12 months.
- Successful candidates take up the scheme by way of a secondment contract. Secondments allow employees to gain a huge amount of skill and experience which they can then bring back to their clinical roles and contribute positively to their employing organisations.
- Seconded fellows will retain their employment contract, therefore the employing organisation will continue to pay all salary and associated on-costs (NI and pension) and will be fully reimbursed for all costs by the host organisation by way of a mutually agreed payment schedule.
- The post attracts a salary at NHS Agenda for Change Band 8A or at the NHS graded base pay scale for doctors in training as of 1 September 2023 at the next training grade that trainees would have progressed to, should they have remained in a training post.
- Substantive and host organisations shall ensure the correct salary is applied and remunerated to the clinical fellow.
- GP trainees will extend training at the grade they have reached on appointment to ensure they do not gain CCT in the year of the fellowship. This is in recognition of the shorter GP training window.
- For doctors in training posts, successful applicants will apply for Out-Of-Programme Experience (OOPE) for 12 months to allow them to take up the fellowship. All candidates must seek support from their Training Programme Director or equivalent before applying to the scheme.
  - It is recognised that the timeline for recruitment to this scheme falls outside of the expected OOPE window. We hope that deaneries will recognise the benefits of the fellowship to trainees.

We hope that you will recognise the benefits of the fellowship to both your organisation and employee and that you will support their interest in applying to this scheme.

With thanks



**Dr Nick Watts**  
Chief Sustainability Officer  
NHS England



**Dr Paul Evans**  
Medical Director and Interim Chief Executive  
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**For more information, please [visit the scheme webpage](#).**

**For further enquiries, please contact:**

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