National Medical Director’s Clinical Fellow Scheme
Guidance for employers - 2023/24

A medic within your organisation is interested in developing their leadership and management skills by applying for a secondment post on the National Medical Director’s Clinical Fellow Scheme.

About the National Medical Director’s Clinical Fellow Scheme
The scheme is open to doctors in training who will spend 12 months in a national healthcare-affiliated organisation outside of clinical practice to develop an enhanced range of essential skills in leadership, management, strategy, project management and health policy. It is designed to equip doctors in training with the skills required to lead effectively, and to prepare them for leadership roles in a complex and integrated NHS in the future.

The scheme is sponsored by Professor Sir Stephen Powis, National Medical Director of NHS England 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 be based in a national healthcare affiliated host organisation such as the GMC for 12 months from September 2023. Clinical fellows are supervised and mentored by senior organisational leaders and will lead on projects that directly contribute to national healthcare priorities.

Clinical fellows will be supported by a comprehensive development programme delivered by FMLM and a subsequent alumni scheme.

Benefits of the scheme for individuals and employers
Fellows will bring back a vast range of skills and experience from their fellowship which is of considerable value to employers. 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.
Terms and conditions of employment

- Clinical fellows will be seconded from their employers to their allocated host organisation for the duration of the fellowship.
- Clinical fellows will remain employed by their existing organisation under their existing NHS contract and terms and conditions.
- Employers will continue to pay salary and on-costs and will be reimbursed by the clinical fellow’s allocated host organisation.

The scheme forms part of the NHS commitment of the NHS People Plan 2020/21 to strengthen clinical leadership capability in the NHS, and to support talented aspiring medical leaders.

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

For more information, please visit the scheme webpage.

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