Chief Pharmaceutical Officer’s Clinical
Clinical Fellows Scheme 2020/21

To: Employers and employing Organisations

We are pleased to inform you that a pharmacist within your organisation is interested in developing their personal leadership and management skills by applying to the Chief Pharmaceutical Officer’s Clinical Fellow Scheme.

The scheme is a highly prestigious and competitive national programme that sees only a small number of pharmacists a year appointed after a rigorous recruitment process.

The scheme is aimed at aspiring future leaders who have had limited leadership opportunities and have not held a senior leadership role in pharmacy and is designed to support and develop pharmacists who present with the clearest potential to develop as clinical leaders of the future.

How does the scheme work?
Successful pharmacists will gain the unique opportunity to spend one year working in a leading, national healthcare-affiliated organisation with the most senior leaders in healthcare including Care Quality Commission, Centre for Pharmacy Postgraduate Education, General Pharmaceutical Council, Health Education England, NICE, the Royal Pharmaceutical Society etc.

They will develop their skills in leadership, management, strategy, project management, healthcare policy, commissioning, workforce and more and will lead on key projects which contribute to national healthcare priorities around patient safety, medicines optimisation, digitalisation and pharmacy workforce.

Benefits of the scheme for individuals and employers
Clinical fellows bring a vast amount of skills and experience back from their fellowship which is of considerable value to employing organisations.

These include:
1. a highly developed understanding of healthcare policy and priorities and the mechanism to support implementation
2. an understanding of the complexity of emerging policy and leading positive change, by identifying the contexts for change, applying knowledge and evidence, making decisions and evaluating impact
3. an ability to communicate with stakeholder at all levels and to influence change in line with national priorities
4. enhanced personal, leadership and management skills to work collaboratively and support learning
5. access to a wide range of professional networks across pharmacy, wider healthcare bodies and the ability to build effective relationships.
Employment information

Duration  The fellowship runs from 31 August 2020 for 12 months.

Contracts  Where appropriate, your employee will request a secondment to take up the fellowship. 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.

Where a secondment is not possible, your employee may seek a fixed term employment contract with the host organisation directly.

Salary  Successful candidates are paid between Agenda for Change 8A and 8C or equivalent. Each post will attract a salary within this range.

Seconded fellows will retain their employment contract, therefore the employing organisation will continue to pay all salary and associated on-costs (NI, pension etc.) and will be fully reimbursed for all costs by the host organisation by way of a mutually agreed payment schedule.

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.

Dr Keith Ridge CBE  Mr Peter Lees
Chief Pharmaceutical Officer  Chief Executive
NHS England and NHS Improvement  Faculty of Medical Leadership and Management