National Medical Director’s Clinical Fellow Scheme 2021/22

Information pack

December 2020
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About the Scheme

The National Medical Director’s Clinical Fellow Scheme was established in 2011. Now, in its eleventh year, the scheme has seen over 250 doctors pass through it which great success.

The aim of the scheme is to support those doctors in training who present with the clearest potential to develop as medical leaders of the future and to equip them with the leadership and personal skills required as an effective and impactful leader.

The scheme is sponsored by the National Medical Director of NHS England and NHS Improvement and is managed by the Faculty of Medical Leadership and Management, the UK professional home for medical leaders.

The scheme works in an apprenticeship model, with clinical fellows stepping out of training for 12 months and work closely with the most senior leaders and teams in national NHS and healthcare-related organisations. This offers an unparalleled experience and the opportunity to develop a range of skills including leadership and management, policy development, project management, research and analysis, communications, and collaboration across a range of healthcare areas.

In 2017, the scheme was independently evaluated as having a hugely positive impact on personal and professional development. Clinical fellows have cited the scheme as being 'life-changing' and 'unique'.

Clinical fellows are selected through a single recruitment process, details of which can be found within this guidance document. Leadership development is supported through a comprehensive educational programme including action learning sets, to enhance clinical fellows leadership capabilities in line with the FMLM leadership and management standards for medical professionals.

Over the year, clinical fellows will gain opportunities for joint working with fellows from other professions and UK counterpart schemes in Wales, Scotland and Northern Ireland.

Posts commence from September 2021 and run for 12 months. Clinical Fellows are responsible for negotiating a secondment from their current employer to the host organisation. Full details about the recruitment process from application to appointment can be found in this guidance document.

Please ensure that you read the information in this guidance document before applying.
Eligibility and selection criteria

Eligibility
Candidates must meet the following primary eligibility to apply for the scheme.

<table>
<thead>
<tr>
<th>Essential criteria¹</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Qualifications</strong></td>
</tr>
<tr>
<td>Applicants must have:</td>
</tr>
<tr>
<td>• MBBS or equivalent primary medical qualification³</td>
</tr>
</tbody>
</table>

For public health specialty trainees from a background other than medicine (only):
• First degree (1st or 2:1 or equivalent grade)

<table>
<thead>
<tr>
<th>Eligibility</th>
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</thead>
<tbody>
<tr>
<td>Applicants must:</td>
</tr>
<tr>
<td>• be eligible for full registration with, and hold a current licence to practice from, the GMC at time of intended start date², iii, iv</td>
</tr>
<tr>
<td>• have 12 months’ experience after full GMC registration, and evidence of achievement of foundation competencies with resultant award of a FACDS.2 or equivalent, in line with GMC standards / Good Medical Practice by intended start date³ii, iv</td>
</tr>
<tr>
<td>• Doctor in, or eligible for, training³</td>
</tr>
<tr>
<td>• Have completed both years of foundation training by intended start date³i, iv</td>
</tr>
<tr>
<td>• Not have completed specialist training by intended start date⁵v</td>
</tr>
<tr>
<td>• be eligible to work in the UK or participate in this scheme according to visa requirements</td>
</tr>
</tbody>
</table>

For public health specialty trainees from a background other than medicine (only):
• Must be on the UK public health specialty training scheme and enrolled with the Faculty of Public Health

<table>
<thead>
<tr>
<th>Fitness to practise</th>
</tr>
</thead>
<tbody>
<tr>
<td>Applicants will be up to date, fit to practise safely and aware of own training needs</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Language skills</th>
</tr>
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<tbody>
<tr>
<td>Applicants will have:</td>
</tr>
<tr>
<td>• demonstrable skills in written and spoken English, adequate to enable effective communication</td>
</tr>
<tr>
<td>• 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:</td>
</tr>
<tr>
<td>o overall 7.0, Speaking 7.0, Listening 7.0, Reading 7.0, Writing 7.0</td>
</tr>
<tr>
<td>• adequate communication skills, but where evidence is not in one of the above forms, alternative supporting evidence of language skills’ must be provided</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Career progression</th>
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</thead>
<tbody>
<tr>
<td>Applicants must:</td>
</tr>
<tr>
<td>• be able to provide complete details of their employment history</td>
</tr>
<tr>
<td>• have evidence that their career progression is consistent with their personal circumstances</td>
</tr>
<tr>
<td>• have evidence that their present level of achievement and performance is commensurate with the totality of their period of training</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Application completion</th>
</tr>
</thead>
<tbody>
<tr>
<td>All sections of the application form completed fully according to written guidelines.</td>
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</tbody>
</table>

¹ ‘When evaluated’ is indicative but may be carried out at any time throughout the selection process.
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.

Eligibility criteria not applicable to public health specialty trainees from a background other than medicine

“Intended start date” refers to the date at which the post commences, not (necessarily) the time an offer is accepted. For 2021/22 posts this will be 1 September 2021, unless a different start date is specifically indicated in advance by the employing organisation.

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).

Selection criteria
The selection criteria will be used as part of the assessment process at the application and interview stages of the recruitment process.

<table>
<thead>
<tr>
<th>Essential criteria</th>
<th>Desirable criteria</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Qualifications</strong></td>
<td>Additional related qualifications, e.g. intercalated degree, BSc, BA, Masters, MBA, PhD, BMedSci or equivalent</td>
</tr>
<tr>
<td>(as above)</td>
<td></td>
</tr>
</tbody>
</table>

**Academic / Professional**
- Primary medical qualification
- Full registration with GMC
- Must not have completed specialist training intended start date

For public health specialty trainees from a background other than medicine (only):
- Must be on the UK public health specialty training scheme and enrolled with the Faculty of Public Health

**Leadership and management**
- Evidence of involvement in leadership and management commensurate with experience, with reflection of personal impact
- Demonstrates an understanding of NHS management and resources
- Evidence of effective team working and leadership, supported by multi-source feedback or other workplace-based assessments
- Interest in/knowledge of the importance of leadership and management for clinicians, understands and applies FMLM standards for leadership and management and Leadership and management standards for healthcare teams

**Quality/Service Improvement/Audit**
- Evidence of involvement in quality improvement (QI) or completed audit cycle which:
  - has had an impact
  - focused on patient safety and clinical improvement
- Demonstrates understanding of the basic principles of audit, clinical risk management, evidence-based practice, patient safety, and clinical QI initiatives

- Evidence of achievement outside of medicine or public health
- Evidence of effective leadership in and outside medicine
- Evidence of altruistic behaviour e.g. voluntary work
- Evidence of organisational skills – not necessarily in medicine

- Evidence of publications / presentations / prizes in QI
- Experience of using QI tools to deliver measurable QI
- QI project exhibits innovation in challenging situations
- Insight into issues facing English healthcare services
- Good knowledge of the English healthcare system including education, research, service provision, regulation, career structures, medical politics and ethical issues
- Interest in/knowledge of the delivery of safe effective healthcare services
- Understanding of population health
- Experience of guideline or policy development

### Education and Teaching

- Evidence of interest in/experience of teaching in a formal or informal role
- Evidence of interest in/experience of coaching and mentoring
- Evidence of regular teaching or formal teaching roles
- Organisation of teaching programmes

### Skills

- Quick to understand new information and adapt to new environment
- Strong communication and IT skills
- Demonstrates 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.
- The capacity to use logical thinking to solve problems and make decisions, indicating an analytical approach
- Writing experience in:
  - Clinical and/or non-clinical topics
  - 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

### Personal

- Shows initiative, drive and enthusiasm
- Commitment to personal and professional development
- Seeks and acts on feedback regarding own effectiveness and areas for development
- Reflects on past performance, and applies learning to current practice
- Managing others and team involvement:
  - Able to work in multi-professional teams
  - Ability to show leadership, make decisions, organise, and motivate other team members; through, for example, quality improvement and completed cycle audit projects
- Organisation and planning:
  - Capacity to manage/prioritise time and information effectively
  - Evidence of thoroughness (is well prepared, shows self-discipline/commitment, is punctual and meets deadlines)
  - Capability to work with long time scales for delivery within agencies with differing priorities
- Coping with pressure and managing uncertainty:
  - Capacity to operate under pressure
  - Demonstrates initiative and resilience to cope with changing circumstances
- Achievements outside of medicine or public health

### Probity – professional integrity

- Demonstrates probity in all aspects of professional life
- Capacity to take responsibility for own actions
Application guidance

Application stage
Applications must be received online by 5pm on Wednesday 13 January 2021. Applications received beyond this time will not be accepted.

Accessing the application portal
Applications must be made online through the application portal. To apply, please visit the clinical fellow scheme webpage.

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, you will need to log in using your usual email and password.
- Non-members will need to create a new account. Proceed to ‘create new account’ and complete the details. Once you have completed this step, you will have access to the application portal.

If you wish to become a member of FMLM, you will need to complete the full membership section of the membership application. This is not required to apply to this scheme.

Completing your application
Candidates will provide personal and professional information. Candidates should refer to the selection criteria in this document and the FMLM leadership and management standards for medical professionals when answering all questions.

- Successful candidates should be able to express important information concisely. Your application form answers will be assessed against the selection criteria.
- All criteria will be judged appropriately against each candidate’s career level. Evidence will be sought to support possession of the criteria outlined in the selection criteria through the application form, interview and references.
- Shortlisting is conducted against rigorous criteria and is undertaken anonymously.
- Please ensure that you do not unsubscribe to bulk emails. This will prevent us from sending you correspondence regarding your application.

You are able to save a draft of your application should you wish to complete it at another time. If you save a draft application, please ensure that you return to your application to complete and submit this before the deadline. FMLM will not 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 Directors Clinical Fellow Scheme, a joint partnership between the Faculty of Medical Leadership and Management (FMLM) and NHS England and NHS Improvement.
- The information you supply, including, where relevant, sensitive personal data relating to you will only be shared to other individuals and organisations for the purposes of running and administering the scheme.

Interview stage

Interviews will be held virtually between 16-17 February 2021. Please ensure that you are available to attend an interview on either date, no alternative dates will be offered.

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 not be released to candidates in advance of the interview.

Ahead of the interview:

- You will be asked to complete your post preferences before interview (see page 14 for full details).
- You will be sent a link to the interview platform and will need to submit the following information at least 72 hours before the interview:
  1. Written support/consent of Out-of-Programme-Training (OOPE) from your Training Programme Director, or equivalent, that OOPE will be supported/approved for the purpose of participating in this scheme
  2. Submit photo ID including a passport or driving licence to confirm your identity
  3. Complete a tech test to ensure that your camera and microphone work

Non-UK/EU applicants will be contacted separately with regards to confirming their Visa or permit to work.

After of the interview:

We aim to contact all candidates to notify them of the outcome within one week of interviews.
- Successful candidates will be sent guidance on next steps. Successful candidates will need to submit a reference within two weeks of accepting the post from their current/most recent employer. Appointment is subject to satisfactory reference submissions.
- Unsuccessful candidates will be sent feedback on their interview within two weeks.
Appointment conditions

Salary
• Clinical fellows will be paid according to the appropriate NHS graded base pay scale in place as at 1 September 2021 at the next training grade that you would have progressed to should you have remained in a training post. A flat 20% salary uplift will be applied to the base salary, with no further banding or uplifts applied or carried forward.

• Posts in London attract London weighting as usual
• 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

Out of programme arrangements
Fellowship posts are arranged as Out-of-Programme Experience (OOPE). Please contact your respective Deanery/Local Education Training Board for details as to how to apply for OOPE.

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 bring written approval/support of OOPE.

• Successful candidates must contact their nominated HR 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 before 1 September 2021, 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.

Those 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.

Please note: For those without a successive training programme or contracted role, please see ‘Contractual arrangements’ below.

Important note: Early discussions with the relevant training supervisors and HR partner is required. Failure to do so may result in requests for OPPE and secondment contracts being rejected locally, and a post being delayed or withdrawn.
Contractual arrangements

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 employer/Lead Employer. 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

- Trainees who will not be in a training programme as of 1 September 2021 (e.g. current FY2) must still be employed by an NHS trust, Lead Employer or organisation for the purpose of participating in the scheme. Successful candidates are therefore responsible for arranging a contract extension with their current employer to cover their entire secondment period. Early discussions should have already taken place (see above).
  - The fellowship will be arranged as a secondment from the employing organisation, therefore candidates NOT in a training programme should make contact with 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, in lieu of a successive employer.

- Shortlisted candidates should confirm the name and contact details of the nominated employee HR lead or partner 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 department on appointment.
- FMLM will confirm posts in writing and provide successful candidates with full guidance of the next steps in arranging contracts.

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 and host organisations.
# Recruitment timeline

The recruitment timeline* for the 2021/22 scheme is as follows:

<table>
<thead>
<tr>
<th>Dates*</th>
<th>Stage</th>
</tr>
</thead>
<tbody>
<tr>
<td>7 December 2020</td>
<td>Applications open</td>
</tr>
<tr>
<td>13 January 2021, 5pm</td>
<td>Applications close</td>
</tr>
<tr>
<td>25 January 2021</td>
<td>Candidates notified of shortlisting outcomes</td>
</tr>
<tr>
<td>10 February 2021</td>
<td>Online Host Evening – SAVE THE DATE</td>
</tr>
<tr>
<td>12 February 2021</td>
<td>Candidates to submit post preferences</td>
</tr>
<tr>
<td>16-17 February 2021</td>
<td>Online Interviews – SAVE THE DATE</td>
</tr>
<tr>
<td>19 February 2021</td>
<td>Candidates notified of interview outcomes</td>
</tr>
<tr>
<td>February – July 2021</td>
<td>Contract arrangement window, full guidance will be issued</td>
</tr>
<tr>
<td>30 August 2021</td>
<td>Fellowship commences</td>
</tr>
<tr>
<td>1-2 September 2021</td>
<td>Education Programme commences</td>
</tr>
</tbody>
</table>

*some dates may be subject to change
Host organisations and posts

A list of host organisations for 2021/22 is provided below for information, please note that this list is not exhaustive and will be expanded. Final host organisations and posts will be confirmed in January 2021.

Whilst many posts are located in and around London, FMLM make every effort to identify host organisations across the UK. See distanced working below.

<table>
<thead>
<tr>
<th>Host organisations for 2020/21</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>BUPA</td>
<td>London</td>
</tr>
<tr>
<td>BMJ</td>
<td>London</td>
</tr>
<tr>
<td>Care Quality Commission (Primary Care)</td>
<td>London</td>
</tr>
<tr>
<td>Care Quality Commission (Secondary Care)</td>
<td>London</td>
</tr>
<tr>
<td>Faculty of Medical Leadership and Management</td>
<td>London</td>
</tr>
<tr>
<td>General Medical Council</td>
<td>London and Manchester</td>
</tr>
<tr>
<td>Health Education England</td>
<td>London</td>
</tr>
<tr>
<td>Healthcare Quality Improvement Partnership</td>
<td>London</td>
</tr>
<tr>
<td>NHS England and NHS Improvement</td>
<td>London and Midlands</td>
</tr>
<tr>
<td>NHSX</td>
<td>London or Leeds</td>
</tr>
<tr>
<td>NHS Digital</td>
<td>Leeds</td>
</tr>
<tr>
<td>National Institute for Health Research</td>
<td>TBC</td>
</tr>
<tr>
<td>The Health Foundation</td>
<td>London</td>
</tr>
<tr>
<td>The Royal College of Ophthalmologists</td>
<td>London</td>
</tr>
</tbody>
</table>

Shortlisted candidates will be invited to an online host evening, whereby they are able to virtually meet and hear from senior leaders and clinical fellows from each host organisation to find out more about the organisation and opportunities available.

The nature of each post will change from year to year depending on each host organisation’s workstreams, as such Job descriptions will be released to shortlisted candidates ahead of the host evening.

Less than full time posts
- Some posts will be available as less than full time 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, less than full time posts are usually offered as 0.8 FTE but may be available as 0.6 FTE as a minimum.
- 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 or not this could be accommodated will reside with them.
- Educational development days will be available on commencement of the scheme in September 2021, attendance is mandatory. The schedule will be made available to fellows in advance of the scheme commencing for planning and scheduling purposes.
Distanced working
Distanced or home working as a result of social distancing requirements is likely to continue in 2021, but it is difficult to predict what these requirements will be in 2022. As such, host organisations will specify the distanced working arrangements for each post in the job description, i.e. if successful fellows will be permitted to work remotely during their fellowship and therefore relocation may not be necessary but you should be prepared to relocate if this is not the case. Please note that due to the uncertain nature of distanced working requirements, some travel to and from host organisation offices will be required over the fellowship period.

Full details will be made available in job descriptions.

Post preferences
- Shortlisted candidates will be asked to rank the host organisations that they would be prepared to work at prior to the interview after receiving job descriptions and the Host Evening.
- If successfully appointed, there will then be a matching process based on performance at interview and ranking preferences.
- You should only rank placements you are prepared to accept as it may mean that you 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 (see ‘distanced working’ guidance above)
- 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 you must consider your preferences carefully before you submit these.
- FMLM are unable to facilitate changing posts or movement between offices of the same host organisation.
Insights from clinical fellows

“The scheme should be made part of the postgraduate medical education curriculum for all specialties. This scheme will equip you with an understanding of leadership in healthcare that no book or course can. It felt like such a leap of faith to take a year out to undertake a fellowship which on the face of it has no strict structure and no prescribed output in terms of a qualification or project. In hindsight I am so very glad this is the case. You are treated as the autonomous clinician that you are, and you are empowered and facilitated to explore any area of clinical leadership that you wish, carve out your own workstreams and find yourself with access to the most senior leaders in almost all of the key organisations forming the healthcare landscape of the United Kingdom. The world is literally your oyster and the value this scheme adds to your career is immeasurable.”

Adam Thomas, ST3 GP, GMC

“Through this fellowship, I have a renewed perspective and understanding of what leadership is. I was empowered to work towards my full potential with guidance from both FMLM and GMC. This fellowship offered opportunities to engage with leaders in healthcare and gain insight into our healthcare system which I would never have achieved through my clinical training. During the COVID-19 pandemic, FMLM, NHSEI and GMC have all shown immense support towards myself to pursue what I felt was best way to contribute. I felt fully transformed both professionally and personally from this year’s fellowship.”

Dr Chun Lim, ST6 Paediatrics, GMC

“It has been the most memorable and influential year of my career to date and taught me a great deal about healthcare policy, corporate structures and most importantly, about myself and my potential as a leader.”

Dr Ahmed Rashid, ST4 academic FP fellow, NICE
“The National Medical Director’s Clinical Fellow scheme is a transformative and life-changing opportunity for any health professional that wants to create change and impact in their workplaces and health system in general. It empowers health professionals with national level knowledge of the intersection between health and politics. It is an unparalleled opportunity to engage with our health leaders as colleagues. I wish everyone could participate in a programme like this because I believe we truly would have the most engaged, innovative and dynamic health workforce if we could. Clinical fellows are also a highly motivated and inspirational group of people, and you will learn so much from each other during the course of the year together.”

Dr Shivali Fulchand, Post-Foundation Year Two, BMJ

“What a unique opportunity to undertake such a prestigious fellowship during a global pandemic and state of national emergency. By being immersed in a central/national level organisation I was able to demonstrate the added value of what an experienced clinician can bring, facilitate digital transformation, and make a real difference to patient care at a national level.

I truly believe that this is only just the beginning of my leadership journey. I started this fellowship thinking I was not ready to be a consultant, now I cannot wait to embark on the next stage of my career.”

Shabnam Shabbir, ST6 Rheumatology and General Medicine, NHSx

To hear more from past clinical fellows, please visit the FMLM website to read a number of articles written by alumni as to their experience of the fellowship.
Frequently Asked Questions

Eligibility

1. I am approaching or just past my CCT date – am I still eligible to apply?
   You are eligible to apply providing you will not gain CCT before 1 September 2021.
   
   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 2021, 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 eligible to apply, as you will not have gained your Foundation competencies (Certificate FACD 5.2) before 1 September 2021. Please consider applying for the scheme in future years.

3. I do not have a medical degree. Can I apply?
   This scheme is open to applicants with a primary medical qualification, in training and full GMC registration, or a public health specialty trainee in a UK public health specialty training scheme, enrolled with the Faculty of Public Health.

4. I am a dentist, can I apply?
   This scheme is only open to applicants with a primary medical qualification, in training and full GMC registration at this time. Dentists may wish to consider other opportunities such as the Chief Dental Officer’s Clinical Fellow Scheme, more information about this scheme can be found on the FMLM website.

5. I am in public health, can I apply?
   Public health specialty trainees from a background other than medicine are eligible to apply for the scheme on the basis that they must be on the UK public health specialty training scheme, enrolled with the Faculty of Public Health and meet the eligibility requirements set out in this information pack.

6. I am an SAS doctor, can I apply?
   This scheme is open to doctors in training, with a primary medical qualification and full GMC registration by 1 September 2021.

7. 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 2021 across all specialties. This can include candidates currently out-of-programme, e.g. pursuing a higher degree.
You must meet the eligibility criteria as set out in this information pack.

If successful, you will be seconded from your current Trust/employer (or the Trust that would employ you from September 2021). If this is not possible, it is your responsibility to find an alternative contractual arrangement from an NHS employer and ensure negotiations with the relevant organisations.

8. 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. Other opportunities are available through the National Medical Director’s Clinical Fellow Alumnus Scheme. Please contact FMLM at clinicalfellowscheme@fmlm.ac.uk for further details.

Training

9. 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 possibly deferring it under exceptional circumstances. Please be advised that if you are successfully appointed as a Clinical Fellow and you choose to give up a training post, you will have to re-apply the following year.

10. 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 “OOP 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).

11. During the year, can I combine participation on the scheme with my clinical training?
While clinical work is not guaranteed, in exceptional cases it may be possible to negotiate to undertake the occasional clinical session with the host organisation.
12. Can I count this role towards my training?
   In general, no. Most people see this as valuable out-of-programme experience, rather than contributing to clinical training. Depending on your specialty, however, it is possible that you could arrange for all or some of this post to count towards training, but this will probably require prospective Royal College and GMC approval.

13. 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 eligible to work in the UK or participate in this scheme according to visa and immigration requirements.

   Please note, 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

Application

14. 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 2021. The scheme is supported by HEE, with successful approval for Out-of-Programme Experience 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 bear 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.

15. 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 (see timeline), hear about their personal experiences of their placements and the scheme and ask any questions you may have.

   If directly contacted via other channels, current Clinical Fellows will not discuss any specifics or provide additional details around the selection process. Please see previous FAQs for details on eligibility.
Contact us

For further information or queries, please contact:

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