

Trust Board Paper C

Meeting title:	Trust Board Public
Date of the meeting:	12/12/2024
Title:	People Services Staff Story: Clinical Fellowship Programme
Report presented by:	Dr Thanthullu Vasu, CFP Clinical Lead
Report written by:	Olivia Carnall, CFP Project Support Officer, Tarek Hussain, CFP Programme Manager

Action – this paper is for:	Decision/Approval		Assurance	X	Update	
Where this report has been discussed previously	N/A					

Abbreviations

LED – Locally Employed Doctors	GMC – General Medical Council
CFP – Clinical Fellowship Programme	BAPIO - British Association of Physicians of Indian Origin
IMG – International Medical Graduates	SAS – Speciality and Specialist Doctors

Purpose of Report

This staff story provides assurance that all Locally Employed Doctors (LED) under the Clinical Fellowship Programme are well supported at UHL, in accordance with recommended NHSE guidelines¹, and the BAPIO ‘Charter for LED’s’.

This report will illustrate how the changes made to induction and pastoral support ensures UHL is a *Great Place to Work* for all colleagues, especially those new to the NHS and UK.

Background

Prior to the development of the Clinical Fellowship Programme, there was no centralised support for new LED’s, especially International Medical Graduate’s (IMGs). Doctors would arrive in the UK with little to no support with the basics, such as finding accommodation or where to buy groceries.

In 2023 we surveyed the LED population to gauge how they felt about their personal experience of the pre-arrival and induction support they had received to date. Areas we surveyed on included:

- Trust Induction
- Department Induction
- Health and Well-Being
- Access to training and development
-

UHL LED/Trust Grade Survey Autumn 2023

Question	2023
Trust Induction Rating (out of 10)	3.6
Department Induction Rating (out of 10)	4.4
If I have concerns about health and wellbeing, there is somebody available for me to talk to in confidence.	32.25% Strongly Agreed or Agreed. 67.75% Were either Neutral, Disagreed or Strongly Disagreed
I have access to training and development.	43.75% Strongly Agreed or Agreed. 56.25% Were either Neutral, Disagreed or Strongly Disagreed
Out of 10, how likely are you to recommend UHL to friends and family as a place to work?	6.3

Staff Story:

**Dr Sooraj Mannil – Trust Grade Doctor in Emergency and Specialist Medicine
Joined UHL in August 2023 (Prior to the commencement of the CFP)**

“The communications during pre-arrival phase was very brief – all information I received were either self-explored or made aware to me in due time. There was no prior introduction given.

The only information I received was from JDA and HR department at the Trust Wide Induction. The information received were regarding the schedule, rota template and rotations. The Department Induction was more oriented to letting us know how the department works, MDT meetings, covering on calls and attending handovers.

I did not receive any enhanced induction with tailored information for LED’s.

Based on what my colleagues have told me, I believe it is much easier for the new doctors to transition to the new system. The induction is more extensive and there is definitely more support around the joining period (pre and on arrival).

I have helped the new doctors learn the system when they are new to an area (for example first day in GPAU vs first day in AMU). This included adapting to new IT systems, help in accessing guidelines and support in recognising different areas. I have also been an Early Support Buddy to few doctors since the programme has started – supporting them during their pre-arrival and on-arrival phase.”

Introduction of the CFP

In 2023, UHL and the British Association of Physicians of Indian Origin (BAPIO) signed a Locally Employed Doctors Charter, to improve the working conditions and development opportunities for career progression. Specialty and Specialist (SAS) doctors and LE doctors are the fastest-growing part of the UK medical workforce (GMC 2022)². The GMC recommends “for those joining from abroad, concerted, sustained efforts are needed to provide the inductions, integration and inclusion vital for doctors to thrive in the UK.”

UHL approved the case for the consolidation of the recruitment, employment, and training offer for locally employed (LE) and Specialist and Speciality (SAS) doctors at UHL, through the implementation of the Postgraduate Clinical Fellowship Programme (CFP). The programme aims to improve retention post-fellowship, improve the overall experience of LE doctors at the Trust and support plans to minimise temporary medical workforce spend.

The programme is clinically led by Dr. Thanthullu Vasu, supported by an administration team. Over the past 12 months, we have made improvements to deliver the CF Pre-Arrival and Induction Journey, as illustrated in the below table:

Pre-Arrival Support	On-Arrival Support
Welcome to UHL Email ³	First Day in Post Email ⁴
The Welcome Toolkit ⁵	Welcome Handbook ⁶
Pre-Arrival Meeting	Corporate Induction
Useful Resources Web Page	Face to Face meeting with a CFP Project Support Officer, post Corporate Induction
Early Support Buddy	Meeting with LED Tutor
	LED Enhanced Induction`
	GMC LED Welcome to UK Practice Workshop

Staff Story:

Dr Adrienne Simler – Clinical Fellow in Anaesthetics since August 2024

"I was very glad to hear from the CFP team prior to coming to the UK. Their induction meeting online was very informative and allowed me to ask questions I needed to know prior to my arrival. Their handbook was especially useful! This significantly reduced the stress of my move to the UK. Of note, it was thanks to this initial meeting and the handbook that I was able to find suitable accommodation prior to arriving to the UK.

The induction was helpful with day-to-day things that would affect my work. These included information about the hospital hopper, opening a bank account, information about the NHS pension, and the GMC and its good practice guidelines. These may sound trivial, but they made a difference to my everyday life at work. Most importantly it was useful because I did not feel alone and isolated as I previously did when I was a Foundation Doctor in the UK. This made a huge positive impact on my morale and my confidence.

*I have an educational supervisor who is aware of my educational needs. Most consultants were very supportive and patient with me when I started working.
I would definitely recommend UHL as a place to work."*

Dr Oluchi Stephen, Clinical Fellow in Emergency and Specialist Medicine since July 2024

"The support was enormous and available throughout my preparation phase, communication channels were also efficient and constantly open as we had social media channels and even a buddy to help me clarify any questions throughout my journey.

The induction helped me first connect with other people like me, who were quite new. It also made available great resources like career advancement, the process of appraisal, and other very important tools that improved my overall work and has made UHL feel like home. The community here is quite welcoming and supportive to ensure a smooth transition into the NHS.

My career plans for the next 12 months are to get into a training post.

I would recommend UHL as a place to work. This is a very diverse community which always aim to treat everyone with equity and respect. In fact, these values are one of the forces that made me choose UHL."

Future Focus

Through regular feedback, we will continue to listen to our Clinical Fellows and make improvements to our support mechanisms.

The next phase aims to develop the education and training on offer to LEDs:

- Monthly teaching programme which includes protected teaching time.
- Support career progression into: speciality posts, higher speciality training or consultant posts (via the Portfolio Pathway).

The overall aim is parity between Clinical Fellows on the CFP, and Resident Doctors on a specialty training programme, as an alternative pathway for medical career progression. This will lead to higher retention.

Recommendation/s

The Board to acknowledge the positive changes made to the working environment to new Locally Employed Doctors (Clinical Fellows) at UHL, and to continue showing support in the next phase of the programme.

Appendix

1. CFP Pre-Arrival and On-Arrival Journey (PDF)

UHL CLINICAL FELLOW

PRE-ARRIVAL AND INDUCTION JOURNEY



OFFER

CLINICAL FELLOW IS APPOINTED

Congratulations, you have received a conditional job offer! You will now hear from the Clinical Fellowship team via email. You will receive a Welcome Toolkit and an invite to a Pre-Arrival meeting on Teams.

PRE-ARRIVAL TEAMS MEETING

Within 6 weeks of receiving your offer, you will have the opportunity to attend a pre-arrival meeting on MS Teams. This is a friendly, relaxed Q&A session to help you feel more prepared to start your new post. Please come prepared with questions to ask the team.



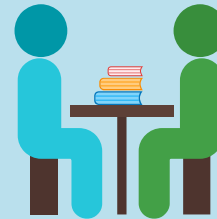
HELPFUL TIPS

USEFUL RESOURCES


As a follow up to the pre-arrival meeting, you will receive a number of useful resources, links and information to prepare you for working life in UHL. This information will be sent to you via email.

EARLY SUPPORT BUDDY IS ASSIGNED

During the pre-arrival period, you will be paired with an Early Support Buddy who will be able to guide you and answer any questions you may have. Your ESB will be a Clinical Fellow who has taken a similar journey to you. You will be partnered with them until you have been in post for one month.



ARRIVAL IN THE UK




Most Clinical Fellows will arrive in the UK around a week before their start date. This will give you the opportunity to settle into your accommodation, meet with Recruitment Services for any outstanding pre-employment checks, and attend your Occupational Health appointment. Please feel free to contact us when you arrive in the UK and we can let you know if there are any additional things you can do to prepare for your start date, such as begin your mandatory e-learning modules on HELM.

CORPORATE AND LOCAL INDUCTION

After your Occupational Health appointment, you will be ready to start your post! You will receive a Corporate induction from HR, and a local induction in your department. You will also receive your rota, meet the admin team in your department and be assigned a clinical/educational supervisor. You will also receive a welcome email and New Starter Handbook from the Clinical Fellowship Team.



SUPERNUMERARY PERIOD



Your first 2 weeks in post will be your supernumerary period and your 3rd and 4th week you will be shadowing a colleague on the on-call rota. You will complete a new starter checklist and have an initial Educational Supervisor meeting to ensure you have settled in.

CLINICAL FELLOW ENHANCED INDUCTION

Within your first 6 weeks in post you will be invited to join a friendly, informal group session with LED Tutor, Dr Aleem Ahmed, and other colleagues like yourself, who have recently joined the trust. The aim of this meeting is to help with any issues you are facing in order to support you through your first few weeks. As well as this, you will be invited to attend two further events within your first four months in post. These events are the GMC Welcome to the UK Workshop, and a UHL led Enhanced Induction Day. These three elements will complete your Induction.





University Hospitals
of Leicester
NHS Trust

Trust Board People Story – The Clinical Fellowship Programme

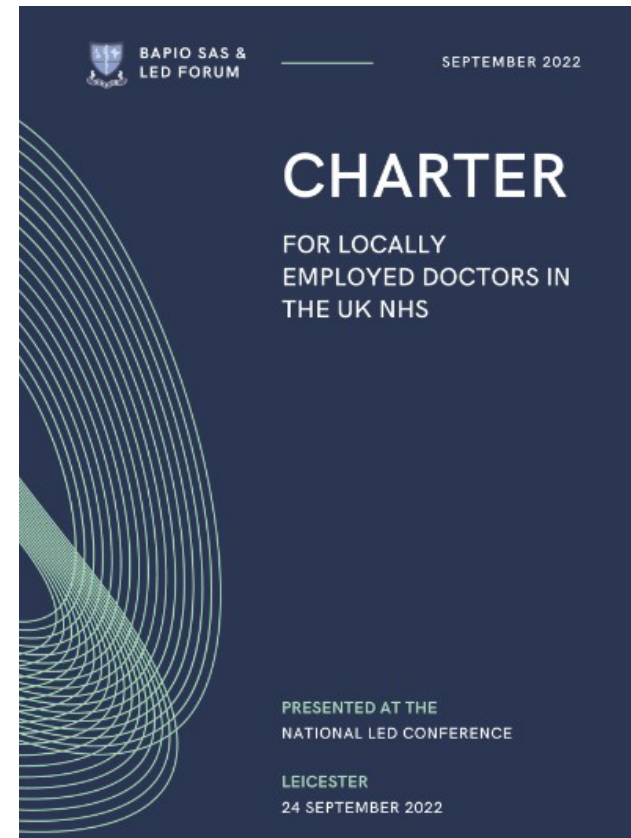
Dr Vasu Thanthullu, Clinical Lead
Tarek Hussain, Programme Manager
Olivia Carnall, Project Support Officer
Alfie Bright, Project Support Officer

Growth of the LED Workforce at UHL

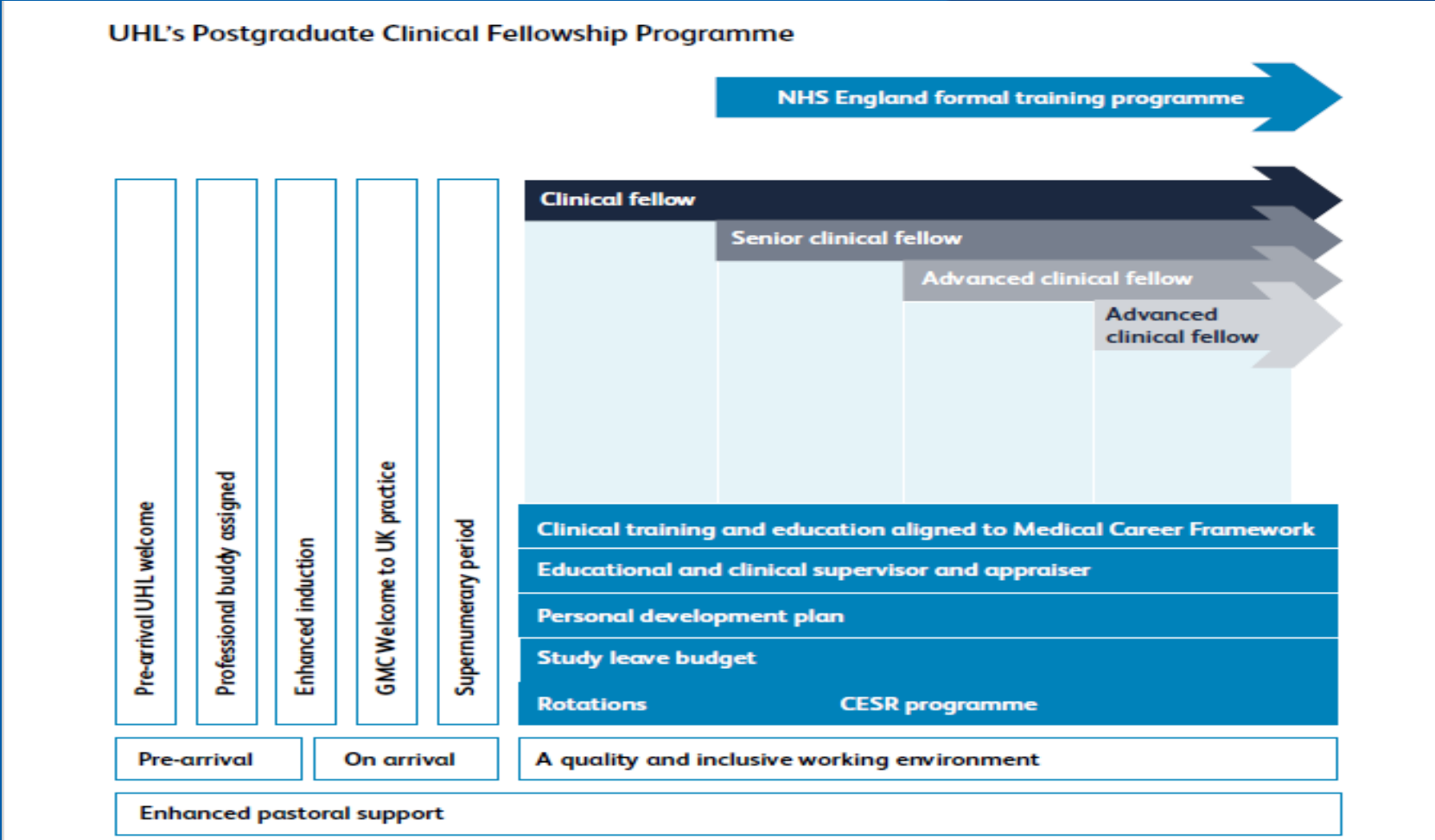
- In 2021, our medical workforce census showed UHL had 300 LEDs.
- This has increased by over 50%, in under 3 years. UHL currently employs 480 LEDs.
- 90% are classified as IMGs.
- Support for LEDs varied between our Departments, without any central oversight or clinical lead to champion our LEDs

Adopting the BAPIO LED Charter

	LE doctor Charter recommendations
1	Harmonising nomenclature and terms & conditions
2	LED Tutor
3	LED Forum & representation
4	LED Induction
5	Supervision and appraisal
6	Education & training
7	Leadership
8	Teaching
9	Career support & mentoring
10	Civility, raising concerns & wellbeing



Clinical Fellowship Programme Overview



CFP – Current Developments

- Pre-arrival and On-arrival support for all LEDs.
- Enhanced Induction started in June 2024.
- All LEDs contracts in line with DiT 2016 T&Cs
- Integration and pastoral support.
- Early Support Buddy scheme.
- Supporting CESR/ portfolio pathways.
- LED protected teaching time.
- LED Annual Conference.

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