



UKFPO Leadership Fellow Guidance for Applicants

England
Northern Ireland
Scotland
Wales

UK Foundation
Programme

February 2019

Overview of the Role

The UKFPO Leadership Fellowship is an opportunity to gain hands on experience of clinical leadership through understanding the process of leading positive change in your health environment. You will work closely with the UK Foundation Programme Office (UKFPO) team to deliver mutually decided objectives to help promote the work of the UKFPO, as well as develop your own leadership skills. You will be expected to spend 1-2 days a week working on your commitments as a UKFPO fellow, whether that be private project work, report writing or attending various national events and meetings.

Commitments

As a UKFPO Leadership Fellow, you will be expected to attend and present at a number of national meetings.

National Foundation Doctors Presentation Day

The National Foundation Doctors Presentation Day (NFDPD) is hosted annually by Severn Foundation School. Foundation doctors from across the UK are invited to share their work in the form of oral and poster presentations. This will be an opportunity for the appointed fellows to share the progress of work they have been doing with the UKFPO.

UK Foundation Programme Foundation Doctors Academic Conference

The UKFPO host the annual Foundation Doctors Academic Conference, where foundation trainees, medical students and senior colleagues who are involved in academic training convene for a trainee-centred day aimed to provide practical assistance for anyone interested in following an academic career path. Themes include academic research, education, leadership and management. The appointed fellows will have the opportunity to present their work at this conference.

Foundation Doctors Advisory Board

The appointed UKFPO fellow will be an academic representative on the Foundation Doctors Advisory Board (FDAB). The FDAB is formed of F1 and F2 representatives from each foundation school and convenes for meetings twice a year. This is an opportunity for trainee representatives to share experiences with the UKFPO, engage with external organisations regarding wider initiatives relevant to foundation training, as well as for the UKFPO to share information regarding national development work.

Foundation Academic Subgroup Meeting

The appointed UKFPO fellow will attend these meetings to provide an update on their current projects and workstreams. These meetings take place twice a year.

Project Work

The appointed fellows will be encouraged to develop projects based on their own interests with respect to the UK Foundation Programme, education and leadership. The chosen projects will be supervised by the UKFPO clinical advisor, Dr Clare Van Hamel, whom the appointed fellows will work with closely. Aside from the above, the appointed UKFPO fellows' commitments will be determined by the objectives or challenges

presented to the UKFPO during the year. This year's fellows have been involved in projects such as rewriting the Rough Guide to the Foundation Programme, attending UKFPO management committee meetings, rewriting the Careers Destination Survey, and analysis and write-up of induction survey data.

Meet this Year's Fellows

Alexander Hollis - Academic FY2 at Sandwell and West Birmingham NHS Foundation Trust

The variety of each day makes this one of the most attractive parts of the post. The job itself is very flexible; I have been granted one working day a week for UKFPO activity. I find these days are generally split into two main activities: attending meetings, working groups or conferences. Or undertaking work on various projects/research. These two aspects are very much intertwined and often points that are raised in a meeting or conference can then lead to further projects that can be undertaken on other days. For example, one task we were involved in this year was helping to create extra questions for the UKFPO National Careers destination annual survey. The survey was initially discussed in a UKFPO Management committee meeting where it was felt that the questions could be improved. This then led to the UKFPO Fellows being tasked to come up with a draft of potential new questions that would be included in next year's survey.

My main research project that I have been involved with is using qualitative interviews to explore, better understand and gain insight into the reasons F2 doctors are not entering specialty training following the completion of foundation training.

There is no 'standard day' some may be busier or more productive than others. However, the flexibility that you have allows you to engage in activities that help develop your own leadership skills and also projects that have a tangible effect on the delivery of training to other foundation doctors.

Oluseyi Adesalu - Academic FY2 at Basildon and Thurrock University Hospital

As a UKFPO leadership fellow, I have had a wide range of opportunities allowing me to get hands-on experience in clinical leadership. The role is extremely varied, with there being a lot of scope to individualise the fellowship to my own interests. I am particularly interested in medical education and policy development. I have had the opportunity to take part in the Health Education England Foundation Programme Review through attending stakeholder events and special engagement meetings. I was also invited to attend the the General Medical Council (GMC) Equality and Diversity Advisory Board meeting, as part of the GMC's work to address differential attainment amongst trainees with protected characteristics in the UK.

There is a lot of opportunity to work with data collected by the UKFPO. For example, we have looked at factors influencing how prepared new-starting Foundation Year 1 (FY1) doctors feel for their first foundation post. This has led to the submission and presentation of abstracts at both national and international conferences.

One of the best things about being a UKFPO fellow is being able to manage my time in a way that best suits me. This enables me to juggle various academic projects and commitments whilst keeping up to date with my clinical commitments.

I would highly recommend the UKFPO Leadership Fellowship, as it is a challenging but unique opportunity to develop an identity as an aspiring leader in healthcare, whilst being in an environment that is always supportive.

Application Process

Before applying:

- Make sure you speak to your educational supervisor and foundation school director early. You will need their support for a successful application as their approval is required for the time commitment to the UKFPO.
- Have an idea of what you think makes an effective leader in healthcare, and how junior doctors can play a role in clinical leadership.
- Don't worry if you feel you don't have much formal experience in healthcare leadership. Think about how you might practice leadership in everyday clinical practice or think about other environments in which you have demonstrated leadership skills.
- Think about the different type of work carried out by the UKFPO, and how you might fit into the team.
- Consider what particular interests you have with respect to medical education, management and leadership.

If you are appointed

- Be flexible. No two days as a UKFPO fellow are the same, so it is important to be able to adapt to whatever the role brings. Occasionally, there may be travel commitments to the UKFPO main office in Birmingham.
- Be organised. You will be involved in multiple projects with different people, so being able to keep track of what you are doing is very important. This is also useful as many meetings and conferences are in the diary months in advance.
- Be confident. The UKFPO fellow role requires you to present at national events and be comfortable communicating with more senior figures in health education and leadership on a regular basis. Do not be afraid to network.
- Be communicative. The people you will be working with will be based across the UK, so it is important to be able to be contactable via email or phone.
- Ask questions. The UKFPO team are extremely welcoming and ready to help whenever you need assistance with any aspect of your role as a fellow.