

NHS Education for Scotland

GP FELLOWSHIP INFORMATION 2022

Health Inequality Fellowship in General Practice  
– Job Information



Job Reference: 7338BR

West of Scotland 1wte,  
South East of Scotland 0.5wte  
East of Scotland 0.5wte

**Background**

Inequality in Health and in the provision and quality of health care services is a key policy issue in Scotland. Inequalities in Health and Healthcare are both closely linked to socioeconomic deprivation. In such areas of high deprivation, the concentration of health and social problems results in levels of need and demand that place substantial and continuous pressures on GPs and Primary Healthcare Teams.

**Purpose**

To increase skills in General Practice and to develop specific skills related to Health Inequality which are relevant to the health needs of Scotland. The Fellowship is particularly suited to doctors who have recently completed GP Specialty Training and have some previous experience of working in a deprived area.

**Structure of the Fellowship**

The Fellowship has three components:

- Clinical component – In the West of Scotland Fellowship this normally consists of five sessions per week working in the Homeless Unit. In the South East and East there will be 2/3 sessions in the Access practice. This includes the provision of general medical services but with an emphasis on the general practice aspects of high deprivation.
- ***Local Academic component (West of Scotland post) – this consists of modules related to inequalities in health and healthcare. The University of Glasgow Masters of Primary Care would be an appropriate source.***
- Academic –the Fellow will undertake a project of their own choice related to Health Inequalities in the community. This could be part of a Masters in Primary Care.

## **Terms and Conditions**

### **Salary**

Salary will be £60,643 pa for the full-time post and £29,438 pa for the half-time posts. This figure is based on the trainee base salary point 03 on the salary scale; £41,823 plus 45%. This arrangement reflects the unique educational nature of the post. Superannuation is payable on the base part of the salary only. Any 2022/23 salary uplift will be applied.

Each post is on a fixed term contract of 12 months duration.

If the post holder does not hold a valid UK driving licence, the ability to travel and organise suitable alternative transport will be necessary. Travel expenses incurred as a result of the need to travel will be reimbursed as per NES policy.

### **Study Leave**

A sum of £1,000 per annum inclusive of fees for all education activities, travel and subsistence.

### **Disclosure**

Pre-employment checks may be undertaken and appointments will be subject to satisfactory clearances.

### **Health Screening**

All appointments will be subject to satisfactory health clearance and pre-employment health checks may be required.

### **Maternity/Paternity Leave and Pay**

The maternity/paternity policy of the employing organisation will apply to this post.

### **Relocation**

Any request for relocation should be discussed at interview and approved in writing by the employing organisation in advance of appointment.

### **Medical Defence**

As a NES employee, CNORIS indemnity will cover any activities done as part of the Fellowship. Fellows need separate medical defence cover for any clinical work provided independently of the Fellowship

The Fellow will be responsible for notifying their Medical Defence body of the expected programme to ensure that there is a clear balance between CNORIS indemnity, clinical indemnity and personal indemnity cover as appropriate to cover their fellowship and other external commitments. Medical Defence subscriptions will **not** be reimbursed by NES.

## **Holidays**

Annual leave and public/local holidays will be in line with the employer's contractual terms and conditions.

## **Hours of Work**

Working patterns will be agreed with the Fellowship Co-ordinator.

## **Discipline and Grievance Procedures**

The contractual employer's policies and procedures will apply.

## **Sick Pay**

The contractual employer's policies and procedures will apply.

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## **Support and Accountability of Fellowship**

It is anticipated that the Fellow will be supported in the following way:

Local Fellowship Supervisor – this individual will be responsible for the general support and progress of the Fellowship and will be appointed prior to the commencement of the Fellowship. The Supervisor will normally be based within the general practice to which the Fellow is attached and will agree the general direction of the educational component. This arrangement may vary in the different regions. An educational contract will be drawn up between the practice and the Fellow and approved by the Director of Postgraduate GP Education.

## **Further Information**

For further information please contact the following:

Health Inequality Fellowship Co-ordinator

Prof. Amjad Khan

[Amjad.khan@nhs.scot](mailto:Amjad.khan@nhs.scot)

and/ or discussion with current post-holder(s) could be arranged if desired

**Health Inequality Fellowship in General Practice  
– Person Specification**



FACTORS		CRITERIA	MEANS OF ASSESSMENT	
			Application	Interview
<b>Education and Professional Qualifications</b>	Essential	<ul style="list-style-type: none"> <li>• MBChB or equivalent primary medical degree</li> </ul>	√	
		<ul style="list-style-type: none"> <li>• Satisfactory completion of a GP Specialty Training Programme within the last 5 years (CCT or CEGPR) prior to commencing the Fellowship</li> </ul>	√	
		<ul style="list-style-type: none"> <li>• Registered with GMC on the GP Register with a licence to practice</li> </ul>	√	
		<ul style="list-style-type: none"> <li>• Doctors from overseas wishing to be considered for these fellowships will need to achieve an overall score of 7.5 out of 9 in the International English Language Testing System (IELTS) test.</li> </ul>	√	
<b>Experience/ Training (including research if appropriate)</b>	Essential	<ul style="list-style-type: none"> <li>• Experience of working in UK GP NHS</li> </ul>	√	
		<ul style="list-style-type: none"> <li>• Eligible to join Health Board Performers List</li> </ul>	√	
	<i>Desirable</i>	<ul style="list-style-type: none"> <li>• Other relevant Postgraduate Diplomas</li> </ul>	√	
		<ul style="list-style-type: none"> <li>• Experience of working in areas of deprivation</li> </ul>	√	

<b>Specific aptitude and abilities</b>	<b>Essential</b>	<ul style="list-style-type: none"> <li>• Is able to articulate the core values of general practice and medical education.</li> <li>• Some understanding of the range of problems related to Health Inequalities in Scotland.</li> <li>• Evidence of personal initiative in achieving educational objectives.</li> <li>• Evidence/ demonstration of self-directed learning</li> </ul>	√	√
	<i>Desirable</i>	<ul style="list-style-type: none"> <li>• Insight into areas requiring further training</li> <li>• Evidence of exceptional achievement personal/professional</li> </ul>	√	√
<b>Interpersonal skills</b>	<b>Essential</b>	<ul style="list-style-type: none"> <li>• Some understanding of the range of problems facing healthcare in Scotland</li> <li>• Commitment to partnership and collaborative working</li> <li>• Commitment to working in the areas of deprivation</li> </ul>	√	√
	<i>Desirable</i>	<ul style="list-style-type: none"> <li>• Adaptable to working in a variety of workplaces over the Fellowship period</li> <li>• Evidence of awareness of own development needs</li> </ul>	√	√

# Leadership Behaviours

NHS Education for Scotland (NES) assesses and selects employees based on our leadership behaviours which are expected at all levels in the organisations. These leadership behaviours support the NES ways of working and NHS Scotland values.

These leadership behaviours describe how we work, and what is expected of everyone who works in NES. A number of methods may be used to assess these behaviours as part of our recruitment and selection processes. Our leadership behaviours are:





## CONDITIONS OF SERVICE

<b>TITLE:</b>	General Practice Fellowships in Health Inequalities	<b>LOCATION:</b>	Various location in Scotland
<b>REPORTING TO:</b>	NES and relevant Health Board Fellowship Coordinators		
<b>GRADE:</b>	Specialty Registrar	<b>SALARY SCALE:</b>	Salary will be £30,321 pa for 0.5wte post and £60,643 for full time post.
<b>HOURS AND DAYS OF WORK:</b>	1x Full time (West of Scotland) 2x 0.5WTE (East and South-East of Scotland)		
<b>JOB STATUS:</b>	Fixed Term	<b>NOTICE PERIOD:</b>	3 months
<b>ANNUAL HOLIDAYS:</b>	6 weeks pro rata to the number of session worked	<b>PUBLIC HOLIDAYS:</b>	10 local/ Public Holidays per annum
<b>REHABILITATION OF OFFENDERS CLASSIFICATION:</b>	The 'exemption' status of posts within NES may change in the future and all successful candidates should be aware that they may be asked to obtain a further Disclosure from Disclosure Scotland at a later date, should a post's status change, or if they are transferred or promoted into a post that is exempt.		

### **SUPERANNUATION:**

Please note under changes to workplace pension arrangements introduced by the UK Government, NHS Education for Scotland along with other employers requires to ensure all staff are automatically enrolled in a pension scheme. Consequently, all new starts from 1 October 2013 will be automatically enrolled into the NHS Superannuation Scheme (Scotland). Contributions are based on whole time pensionable earnings as set out in the table below:

<b>Employee contribution rates 2020/2021</b>		
Tier	Annual Pensionable Pay (Full Time Equivalent)	Contribution
1	Up to £18,936	5.2%
2	£18,937 to £23,228	5.8%
3	£23,229 to £28,891	7.3%
4	£28,892 to £56,266	9.5%
5	£56,267 to £79,801	12.7%
6	£79,802 to £117,960	13.7%
7	£117,961 and above	14.7%

Sessional workers who work more than 10 sessions per week under NHS condition may be unable to contribute further to the superannuation scheme.

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