

MEDICAL LEADERSHIP PROGRAMME

FREQUENTLY ASKED QUESTIONS

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1. What is the North Western Deanery Medical Leadership Programme?

The North Western Deanery Medical Leadership Programme (MLP) is a flexible, challenging and practically oriented method of developing medical leadership during postgraduate medical education. It includes an accredited academic component and a practical vocational component (for more information on these components please see Q10). It has been developed in alignment with the project for Enhancing Engagement in Medical Leadership, the development of the Medical Leadership Competency Framework (MLCF) and the move towards incorporating leadership into specialty curricula.

2. When can I apply?

The application period will open on Friday 26th April 2013. The deadline for application submission is Midday Wednesday 15th May 2013. The Assessment Day will be held on Friday 31st May 2013 and the programme will start from 1st August 2013. *Please ensure you organise study leave for the Assessment Day.* The recruitment period is shorter this year due to the changes within the NHS.

3. Why should I apply?

- If you have a genuine interest in leadership and leadership development.
- To receive leadership development integrated into clinical training.

- To receive excellent leadership education delivered by experts in the field and work towards a masters level qualification.
- To explore opportunities and establish leadership projects in an area of your interest.
- Work with specialised academic, clinical and NHS Management supervisors.
- To develop networks and build relationships with some of today's senior leaders and tomorrow's senior managers.

4. Who is eligible to apply for the Medical Leadership Programme?

The opportunity to take up a place on the MLP is open to trainees on a North Western Deanery specialty training programme in the following training levels from 1st August 2013: Hospital ST2 – ST4 (SpR equivalent) and GP ST3 and with at least 12 months full time equivalent from projected CCT date (again from 1st August 2013). All applicants must demonstrate satisfactory progress throughout clinical training and have discussed their application with their Training Programme Director (or nominated equivalent). Applicants in Hospital ST2 – ST3 will require strong written support from their training programme.

Please see the [Person Specification](#) for more detailed information.

***Please note:** After appointment, continued participation in the MLP is dependent on remaining in a training programme within the North Western Deanery.*

5. What happens if I want to apply but I do not meet the eligibility criteria?

If you are in a more junior training level specified in the eligibility criteria it is hoped that that recruitment onto the Medical Leadership Programme will be on an annual basis. Subject to satisfactory programme evaluation and funding it is anticipated the next recruitment year will be 2014. In the meantime other opportunities may be available to you, please check the Medical Leadership Website: <http://www.nwpgmd.nhs.uk/medical-leadership/opportunities-you>. For those already in a more senior training level, you may be interested in the Medical Leadership in Practice Course: <http://www.nwpgmd.nhs.uk/medical-leadership-practice-course>.

6. How many places are there on the 2013 Medical Leadership Programme?

There are a maximum of 8 places available on the Medical Leadership Programme starting in 2013.

7. On what basis will I be selected?

To be considered for a place on the MLP, individuals will need to clearly demonstrate:

- Competencies mapped to elements of the Person Specification (link in Q4).
- Evidence of satisfactory progression throughout clinical training.
- Commitment to an intensive leadership programme.
- Evidence of an interest and involvement in leadership to date.
- A clear motivation to embrace leadership responsibilities in future careers.

8. When will the programme start?

The programme starts in August 2013 in alignment with clinical rotations. There may be some dates prior to this for induction purposes but you will be given at least eight weeks notice in order to give you adequate time to apply for study leave.

9. How will the Medical Leadership Programme fit with my clinical training?

The MLP does not require you to take time out of programme. Instead, you will remain in the clinical training placement as determined by the relevant Training Programme Director. The MLP will be integrated into your clinical training. A maximum of fifty percent of your time will be devoted to the MLP. The content of the clinical component is not altered by participation in the MLP but, to accommodate the additional learning, clinical training will be extended.

10. What will I be doing on the Medical Leadership Programme?

On the Medical Leadership Programme your time will be divided between the academic component which will be delivered by experts in the field of leadership at a nationally renowned Business School and practical learning aspects which will include work based projects and learning opportunities.

The academic component is accredited to master's level and comprises practically orientated and multidisciplinary learning, action learning sets and experiential learning modules. The academic curriculum maps from the MLCF and the vocational element of the programme. Trainees on the MLP work alongside General Management trainees on the NHS Graduate Management Training Scheme for this component.

The vocational component comprises specific trainee-led workplace based projects and orientation placements. Workplace based projects allow Medical Leadership Trainees to contribute to service development in an area of their own interest. Orientation placements offer the opportunity to explore and promote experience in areas of the NHS which are not easily accessible. The content of both the academic and vocational components is based on the MLCF. A list of projects undertaken by trainees on the MLP can be found at: <http://www.nwpgmd.nhs.uk/mlp-recruitment>.

Alongside developing leadership, the North Western Deanery is working with the NHS Leadership Academy to create multidisciplinary learning and networking opportunities for trainees on the MLP and NHS Graduate Management Training Schemes. This joint working from an early career point is intended to promote positive working relationships between future doctors and managers of Health Education England.

11. What is the time commitment involved in the Medical Leadership Programme?

Up to a maximum of fifty percent of your time whilst on the programme will be devoted to medical leadership and as a result of this your CCT can be extended for up to 1 year.

During the 2 years that you are on the programme you can expect to use your time for the following aspects: orientation placements in various NHS settings, Deanery contact days, leadership events, the academic and experiential learning elements of the programme and workplace projects. See Q10 for more information.

12. What will be expected of me if I am appointed?

The Deanery will oversee the MLP and those appointed will be expected to agree to a 'Medical Leadership Programme Agreement' which is an understanding between the appointed Medical Leadership Trainee and the North Western Deanery regarding the minimum role expectations during participation in the programme. Minimum expected commitments include:

- Satisfactory progression in clinical and leadership components.

- Engagement in leadership projects and ongoing development of leadership portfolio.
- Completion of academic and work based assignments.

Those appointed to the MLP will have nominated leadership supervisors and are expected to partake in regular reviews over duration of the programme. Individuals will be expected to show evidence of engagement over the course of their appointment and a leadership portfolio should be kept up-to-date. At the end of year 1 and year 2, the appointed Medical Leadership Trainee will be expected to provide the Deanery with a report/presentation on their leadership activity/outcomes.

13. What will I get at the end of the Medical Leadership Programme?

In addition to a wealth of new knowledge, skills and contacts you will receive a Diploma qualification (accredited at Masters level) on successful completion of the academic component of the programme. All academic awards are based on satisfactory completion of core assessments.

What do I do if my question is not answered in this section?

Check the recruitment webpage: <https://www.nwpgmd.nhs.uk/mlp-recruitment>

Contact: Amanda Fox, Project Manager for Educator Development and Medical Leadership, or Jo Keyes, Course Development Administrator, by email on courses@nwpgmd.nhs.uk or call on 0161 625 7651.