

# MEDICAL LEADERSHIP PROGRAMME

## FREQUENTLY ASKED QUESTIONS

1. What is the Health Education North West Medical Leadership Programme?
2. When can I apply?
3. Why should I apply?
4. Who is eligible to apply?
5. What happens if I want to apply but I do not meet the eligibility criteria?
6. How many places are there on the Medical Leadership Programme?
7. On what basis will I be selected?
8. When will the programme start?
9. How will the Medical Leadership Programme fit with my clinical training?
10. What will I be doing on the Medical Leadership Programme?
11. What is the time commitment involved in the Medical Leadership Programme?
12. What will be expected of me if I am appointed?
13. What will I get at the end of the Medical Leadership Programme?

### **1. What is the Health Education North West Medical Leadership Programme?**

The Health Education North West 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 Monday 24<sup>th</sup> March 2014. The deadline for application submission is Midday Tuesday 6<sup>th</sup> May 2014. The Assessment Day will be held on Tuesday 3<sup>rd</sup> June 2014 and the programme will start from 1<sup>st</sup> August 2014.

***Please ensure you organise study leave for the Assessment Day and the induction day which is being held on the 4<sup>th</sup> September 2014.***

### **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 and Mersey Deaneries specialty training programme in the following training levels from 1<sup>st</sup> August 2014: Hospital ST2 – ST4 (SpR equivalent) and GP ST3 and with at least 12 months full time equivalent from projected CCT date (again from 1<sup>st</sup> August 2014). 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 note that for 2014 cohort, this programme is being offered across the Health Education North West region during the integration programme of the two Deaneries. The programme will be managed by North Western Deanery Medical Leadership project team and Deanery contact days will be held at Health Education North West offices in Manchester\*\***

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 and Mersey Deaneries.*

#### **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 2015. 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 2014 Medical Leadership Programme?**

There are a maximum of 12 places available on the Medical Leadership Programme starting in 2014.

#### **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 2014 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, and the practical learning aspects which will include work based projects and learning opportunities.

The academic component leads to two accreditations: An MSc in Healthcare Leadership which is a joint award from the Universities of Birmingham and Manchester and an NHS Leadership Academy award in Senior Healthcare Leadership. The programme 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 NHS Managers for this component. This joint working from an early career point is intended to promote positive working relationships between future doctors and managers of Health Education England.

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>.

## **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?**

Health Education North West (North Western 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 HENW (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 two accreditations: an MSc in Healthcare Leadership and is a joint award from the Universities of Birmingham and Manchester and an NHS Leadership Academy award in Senior Healthcare Leadership. 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:** Julie Want, Project Manager for Medical Leadership, or Jo Green, Project Support Officer, by email on [nwd.courses@nwpgmd.nhs.uk](mailto:nwd.courses@nwpgmd.nhs.uk) or call on 0161 625 7672.