

Nursing, Midwifery and Allied Health Professions Fellowship Projects 2024/2025

Deadline for Expressions of Interest	Thursday February 29 th , 2024 To be sent to: Ben Atkinson Programme Manager e-mail: ben.atkinson10@nhs.net
Project Implementation Time Frame	1 st September 2024 – 31 st August 2025
Contracting	The lead organisation for the project or projects will be asked to sign a Service Level Agreement with NHS England and the Fellow, committing to set KPI's and regular reviews with the NHS England lead. An organisation can choose to apply to host either one, some or all the fellowships and expressions of interests will be assessed on a case-by-case basis.
Expressions of Interest	<p>Please send an expression of interest including:</p> <ul style="list-style-type: none"> • Which Fellowship Project(s) you would like to express an interest for, and how many fellows you wish to host, if more than one is available • How you will support the implementation of the project • How the fellowship project(s) will benefit your organisation and Nursing, Midwifery or Allied Health Professionals. • How your organisation will support the fellowship recruitment process and onboarding should you be successful. <p>We will also require a letter signed by your Director of Nursing/ Midwifery and/or Chief AHP to agree to release a fellow to deliver the project(s) from September 2024 whilst maintaining their current employment contract and terms and conditions. The organisation must also commit to providing equipment. E.g. Laptop.</p> <p>The organisation will receive backfill for salary support quarterly at the bottom of band 8a level for each fellow and all fellows must be remunerated at this banding. In addition, each fellow will receive a training grant which can be used towards their leadership development as well as independent coaching sessions throughout their fellowship.</p>
Benefits and Deliverables:	<p>This fellowship project(s) will give highly motivated clinical practitioners the opportunity to work on a Midlands scale implementing national workforce strategy including the Long-Term Workforce Plan. The fellows will be supported to build and develop their professional leadership skills and will have the opportunity to attend key regional and national meetings that focus on workforce development.</p> <p>The fellowships will create the chance for increasing knowledge of strategic thinking and innovation and will enable the fellows to gain a broader understanding of the NHS and Arm's Length Bodies. There is a wealth of opportunity for shared learning and personal, professional and leadership development for individuals with a specific interest in workforce transformation across health and social care, talent management, education and research.</p> <p>The host organisation will benefit from the wealth of knowledge and networks the fellow will bring back to their organisation following the fellowship and support retention of their staff by providing varied opportunities for learning and development for their nursing and midwifery workforce.</p>
Lead Organisation Responsibilities	<ul style="list-style-type: none"> • Identify potential fellow(s) within the Trust who would have the skills and knowledge to deliver the project(s) for which the organisation is expressing an interest to host. • Invite NHS England to interview candidates prior to the appointment of the fellow(s) • Provide equipment for the fellow(s) to implement the project effectively from a remote location of their choice. • Release the fellow(s) from clinical practice for the duration of the project

NHS England Responsibilities

- Have regular project review meetings with the fellows to monitor progress against KPI's
- Introduce the fellows to key leaders around work specified to support their networking and information gathering including 1. Providing supervision during the fellowship period. 2. Offer external coaching as part of their leadership development.

Fellow Responsibilities

- Currently registered with their professional body as a Nurse, Midwife or Allied Health Professional in line with requirements of project
- Extensive post-registration experience
- Have an MSc level qualification or equivalent experience
- Experience of leadership and knowledge of the national Nursing, Midwifery and/or AHP agenda
- Effective project management skills
- Highly developed communication and influencing skills
- May be required to travel across the Midlands as well as nationally

Project 1: Nursing Fellow (x2)

NHS England Contract Manager	Ben Atkinson Programme Manager e-mail: ben.atkinson10@nhs.net
Project Name	Long Term Workforce Plan for Nursing

Nursing Fellowship Project Summary

The NHS Long Term Workforce Plan has set out a path to grow the nursing workforce through increasing training places, retain the workforce through embedding the right culture and to reform by working and training differently. The Clinical Fellow (Band 8a) will be a senior clinician and registrant who will provide leadership across the development of this work, working collaboratively with NHS England and the Department for Health and Social Care (DHSC). The fellow will also work with the Regional and National Leads, as well as Systems and Service Providers in developing strategies around transforming and developing the workforce to support the delivery of The Long-Term Workforce Plan.

A key focus of the fellowship for 24/25 will be Mental Health and Learning disability Nursing workforce.

Key Performance Indicators:

- Support the National /Midlands named leads for the delivery of the NHS Long Term Workforce Plan by embedding national and regional deliverables

- Support the Nursing and Midwifery Workforce Board within Midlands to ensure that nursing workforce priorities are appropriately considered by the systems and to drive workforce system transformation.
- Oversight of regional implementation of the NHS Long Term Workforce Plan in line with the National frameworks.
- Promote and support the development of nursing leadership across systems within the Midlands in accordance with national initiatives.

Partnership Working

- Develop and build relationships with NHS England nursing leads, NHSE regional leads, nursing leaders in service and education and other partners across the system.
- To work in collaboration with other Leadership Fellows across the Midlands

Project 2: Midwifery Fellowship

NHS England Contract Manager	Ben Atkinson Programme Manager e-mail: ben.atkinson10@nhs.net
Project Name	Midwifery Leadership Fellowship

Midwifery Fellowship Project

The Three-Year Delivery Plan for Maternity and Neonatal services (2023) set out how the NHS will make maternity and neonatal care safer, more personalised, and more equitable for women, babies, and families. The plan is informed by the best available evidence, including the Quality Maternal and Neonatal Care Framework which underpins the NMC midwifery standards. The plan sets out three areas of action for maternity and neonatal staffing: continuing to grow our workforce; valuing and retaining our workforce; and investing in skills. This is further supported by the NHS Long Term Workforce Plan (2023) which sets out a need to grow workforce, educate and train, in line with the conclusions of the Ockenden review (Ockenden, 2022).

This fellowship will bring an appropriately trained Midwife into the NHS England Workforce, training and education directorates clinical leadership team to ensure the Midlands are supporting the regional implementation of the Three Year Delivery Plan for Maternity and Neonatal services and the NHS England Long Term Workforce Plan; utilizing their clinical experience, working collaboratively with other NHS England directorates and Arm's Length Bodies (ALBs) in the region for a multi-disciplinary approach to support services in the Midlands area, whilst sharing and disseminating learning across all regions. The clinical leadership fellow will also work with regional and national leads, as well as service providers and educators in developing strategies around transforming and developing the workforce.

Key Performance Indicators:

- Support the regional implementation of the recommendations in the **The Three-Year Delivery Plan for Maternity and Neonatal services (2023) and the NHS Long Term Workforce Plan (2023)**
 - Support the Midlands clinical leadership team to embed national and regional deliverable for maternity and neonatal care
 - Support the Midlands clinical leadership team to review and embed immediate and essential actions and recommendations associated with neonatal care from within National Maternity and Neonatal reviews as appropriate (e.g Ockendon 2022 /Kirkup 2015 & 2022)
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- Support the Local Maternity and Neonatal Systems aligned with the ICB/ICS footprints across the Midlands.
 - Support the Nursing and Midwifery Supply Boards within Midlands to ensure that maternity and neonatal workforce priorities are appropriately considered by the ICB/ICS and to drive workforce system transformation.
 - Further develop the Midlands maternity network to ensure that Directors and Heads of Midwifery are kept up to date regarding the national and regional maternity agenda's and are actively engaged with NHS England programmes of work relating to maternity.
 - Oversight of regional implementation initiatives to support the development of Maternity Support Workers in line with the National MSW Competency, career, and education framework.
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Partnership Working

- Develop and build relationships with NHS England maternity leads, NHSE regional maternity leads, midwifery leaders in service and education and other partners across the system.
- To work in collaboration with other Leadership Fellows across the Midlands

Project 3: Primary & Community Care Clinical Leadership Fellowship	
NHS England Contract Manager(s)	Ben Atkinson Programme Manager e-mail: ben.atkinson10@nhs.net
Project Name	Expansion of Primary and Community nursing roles across the Midlands region

Primary & Community Care Clinical Leadership Fellowship Project Summary

NHS England Midlands is pleased to offer a Clinical Leadership Fellowship for an enthusiastic individual wishing to develop their leadership skills and strategic knowledge across Primary & Community Care. Nursing roles at all levels remain essential in securing a sustainable workforce outside of the hospital setting.

Building on the recommendations of the Sonnet Report, the fellow will work with NHSE, training hubs and ICSs to support the recognition of and valuing the importance of general practice nursing roles. Utilisation of ARRS will be an important factor in expanding and embedding new roles within the nursing workforce, helping nurse leaders engage and empower their practices about workforce design options suitable for the future.

The Long-Term Workforce Plan is increasing the focus on care delivery in community and out of hospital settings, however with an anticipated shortfall of approximately 37,000 community nurses nationally by 2036/2037 there will be huge implications for education and training expansion. There is an estimated required growth for District Nurses, Health Visitors and School Nurses of up to 209% by 2031 and required increase in primary care nurses of 200%.

The Clinical Fellow (Band 8a) will be a senior clinician and registrant who will provide leadership across the development of this work, working collaboratively with NHSE (post transition) and the Department for Health and Social Care (DHSC). The fellow will also work with the Regional and National Leads, as well as Service Providers in developing strategies around transforming and developing the workforce

It is anticipated that this Fellowship will:

- Attract applicants from general practice and community settings
- Inspire workforce planners to create innovative solutions to workforce challenges by expanding and developing the nursing workforce
- Promote and raise the profile of the nursing workforce across services
- Provide the fellow with protected time away from clinical commitments to focus on helping shape the future of primary care
- Develop personal leadership skills for the fellow
- To include primary or community care nursing experience in the NHS England Fellowship programme and integrate this with the experience of other fellows on the programme

Key Performance Indicators:

- Support the Primary Care Nurse Workforce Leads to implement and embed national and regional deliverables in relation to the nursing workforce supply and demand through the Training Hubs, community trusts and Integrated Care Systems
- Lead the design and delivery of a primary care project that helps Training Hubs expand the workforce capacity and helps prioritise the expansion of these roles across the Midlands.
- Support the realisation of the 26,000 additional roles by increasing the numbers of student nursing associates and nursing associates employed across general practice settings.
- Provide protected time away from clinical commitments to focus on helping shape the future of primary and community care
- Develop leadership skills and raise the profile of nursing roles within general practice settings
- To include primary or community care nursing experience in the NHS England fellowship programme and integrate this with the experience of other fellows on the programme

Partnership Working

- Develop and build relationships with NHS England nursing leads, NHSE regional leads, nursing leaders in service and education and other partners across the system
- To work in collaboration with other Leadership Fellows across the Midlands

Project 4: Neonatal Fellowship	
NHS England Contract Manager	Ben Atkinson Programme Manager e-mail: ben.atkinson10@nhs.net
Project Name	Neonatal Leadership Fellowship
Neonatal Fellowship Project Summary	

The Three-Year Delivery Plan for Maternity and Neonatal services (2023) set out how the NHS will make maternity and neonatal care safer, more personalised, and more equitable for women, babies, and families. The plan is informed by the best available evidence, including the Quality Maternal and Neonatal Care Framework which underpins the NMC midwifery standards. The plan sets out three areas of action for maternity and neonatal staffing: continuing to grow our workforce; valuing and retaining our workforce; and investing in skills. This is further supported by the NHS Long Term Workforce Plan (2023) which sets out a need to grow workforce, educate and train, in line with the conclusions of the Ockenden review (Ockenden, 2022).

This fellowship will bring an appropriately trained Midwife into the NHS England Workforce, training and education directorates clinical leadership team to ensure the Midlands are supporting the regional implementation of the Three Year Delivery Plan for Maternity and Neonatal services and the NHS England Long Term Workforce Plan; utilizing their clinical experience, working collaboratively with other NHS England directorates and Arm's Length Bodies (ALBs) in the region for a multi-disciplinary approach to support services in the Midlands area, whilst sharing and disseminating learning across all regions. The clinical leadership fellow will also work with regional and national leads, as well as service providers and educators in developing strategies around transforming and developing the workforce.

This fellowship will be to support workforce transformation and develop the neonatal workforce to meet the demands of the service.

Key Performance Indicators:

- Support with the regional implementation of the recommendations in the **The Three-Year Delivery Plan for Maternity and Neonatal services (2023) and the NHS Long Term Workforce Plan**
- Support the Midlands clinical leadership team to embed national and regional deliverable for maternity and neonatal care
- Support the Midlands clinical leadership team to review and embed immediate and essential actions and recommendations associated with neonatal care from within National Maternity and Neonatal reviews as appropriate (e.g Ockenden 2022 /Kirkup 2015 & 2022)
- Support the Local Maternity and Neonatal Systems aligned with the STP/ICS footprints across the Midlands.
- Support the Nursing and Midwifery Supply Boards within Midlands to ensure that maternity and neonatal workforce priorities are appropriately considered by the ICB/ICS and to drive workforce system transformation.
- Work in partnership with East and West Midlands Neonatal Networks and Integrated Care Systems to understand current operational challenges with workforce supply, retention, education and training
- Provide knowledge, support and expertise within the field of neonatal care
- Working with practice partners and education to promote neonatal career options

Partnership Working

- Develop and build relationships with Neonatal workforce leads, neonatal networks (both regionally and nationally), those in service and education and other partners and relevant professional groups across the system
- To work in collaboration with other Leadership Fellows across the Midlands and other regions

Project 5: AHP Leadership Fellowships (x 3)

NHS England Contract Manager	Meg Parr AHP Workforce Lead, NHS England Midlands megan.parr@nhs.net
Project Name/s	AHP Leadership Fellowships

AHP Leadership Fellowship Summary

Delivering sustainable, long-term growth in priority allied health professions workforce is vital to ensuring that the health and social care system has the right workforce in the right numbers to support high-quality and safe care. The Long-Term Workforce Plan (LTWP) outlines a need to increase AHP training places by 25% by 2031/32, with training places increasing by 18,800 over the next six years. Shortfalls will increase for Paramedics, Occupational Therapists,

diagnostic radiographers, podiatrists and speech and language therapists, with limited supply growth projected. Expansion of these priority professions will need to focus on both apprenticeship routes and traditional programmes as well as building simulation capacity to support this increase in learning.

The LTWP also recognises the need to retain AHPs within the NHS through robust Preceptorship programmes, flexibility and variety of roles throughout their NHS career and continued investment in CPD. Retention of AHP Support Workers will also be a continued focus, with the non-registered workforce anticipated to have the largest shortfall between supply and demand driven by limited supply growth and high leaver rates.

In order to achieve these ambitions, education and training of allied health professions needs to be reformed. Entry routes into some of the priority professions outlined above will require a significant shift towards apprenticeships (80% for Podiatry and ODP), and systems and organisations will need support and guidance to enable this transformative reform.

These fellowships aim to bring appropriately trained Allied Health Professionals into the clinical leadership team to support the Midlands in delivery of the LTWP, but to also utilize their professional experience, work with other NHS England directorates in the region to embed the **AHP Growth, Retain and Forum** ambitions of the LTWP.

Key Performance Indicators for all AHP Leadership Fellowships:

- Support the Regional Head of Allied Health Professions to implement and embed national and regional deliverables in relation to the AHP workforce supply and demand through Integrated Care Systems
- Promote and support the development of AHP Leadership across the Midlands in accordance with national initiatives.
- Further develop the Midlands AHP Network to ensure all key stakeholders are kept up to date regarding the national and regional AHP agenda
- The work programme for the fellows will align to the three components of the LTWP (Grow, Retain, Reform) to support delivery of key initiatives already underway within the team

Partnership Working

- Develop and build relationships with:
 - NHS England Regional Lead for Allied Health Professions
 - AHP Council Chairs and Faculty Leads
 - Chief AHPs and Professionals Leads across Health and Social Care
 - Education Leads
 - Other partners across the system
- To work in collaboration with other Leadership Fellows across the Midlands

Project 6: Paramedic Improvement Fellowship

NHS England Contract Manager	Meg Parr AHP Workforce Lead, NHS England Midlands megan.parr@nhs.net
Project Name/s	Paramedic Improvement Fellowship

AHP Leadership Fellowship Summary

Following on from the work and recommendations of the previous Paramedic Improvement Fellowship, this fellowship will aim to ensure that the health and care systems across the Midlands have enough paramedics with the right skills, values and behaviours to deliver care that meets local population needs and aligned to the ambitions set out in the Long-Term Workforce Plan (LTWP).

***Please note this Fellowship is being offered at a Band 8b to reflect the enhanced opportunity to develop higher level leadership and critical thinking**

Key Performance Indicators

- Facilitate partners across a challenging healthcare system in recognising the importance of workforce in driving service transformation collaboratively.
- Utilise knowledge and experience to support systems in developing actionable workforce supply and redesign solutions to support the needs of both ambulance trusts and wider health and social care system.
- Identify current and future Paramedic workforce needs across settings (Ambulance trusts, Primary Care, Secondary Care)
- Build relationships with key stakeholders and facilitate development of forums to improve communication and share best practice.
- Build on work and recommendations in relation to:
 - practice based learning and widening participation of the profession
 - the National Paramedic Quality review and November 2023 NETS cycle
 - Preceptorship and Early Careers Support and preparedness for practice

Partnership Working

This fellowship will facilitate and build relationships across the two ambulance trusts working across the Midlands, together with health and social care providers (acute, community, primary care and local authority) and education providers.

Fostering positive relationships across ICS and organisational boundaries will allow for sharing of best practice and learning from experience. Educators will be enabled to provide high quality, consistent learning and development opportunities to deliver a high quality pre and post registration workforce, that has the right skills to deliver safe and effective care to our local population.