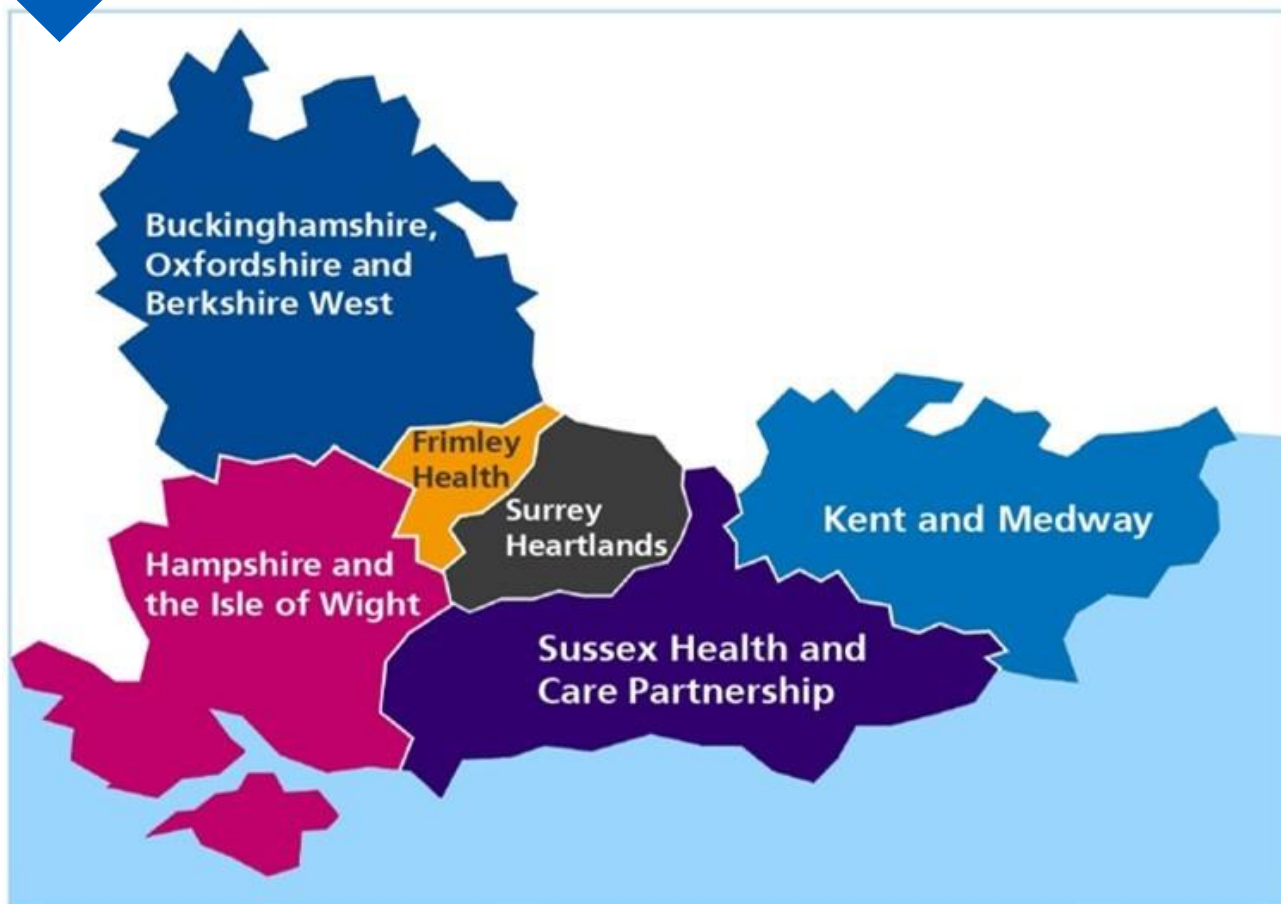


# Clinical Education Improvement Fellowship Programme - FAQs



Health Education England South East 2022/23

## Overview

Health Education England South East (HEE SE) and Florence Nightingale Foundation are pleased to support a second cohort of Fellowship opportunities for Nurses, Midwives, and Allied Health Professionals (AHPs) wanting to improve practice education across the South East region.

We are pleased to announce that in partnership between FNF, HEE SE and Canterbury Christchurch University we will be offering fully funded opportunities across the South East in 2022/23. Over a period of 12 months, there will be a Clinical Education Improvement Fellow opportunity for up to 10 professionals currently working in the South East region.

As part of this opportunity the Fellows will join the Florence Nightingale Leadership Development programme. This programme has been developed with HEE SE to explore and discover their leadership style and develop the essential skills to be a courageous and confident leader. The Fellows will complete this programme and work on a project to drive innovation and quality improvement in the provision of sustainability in healthcare education within their local System.

The Fellowship is aimed at registered Nurses, Midwives and AHPs currently working at AfC Band 7 and above. The Fellowship will suit those wishing to work across clinical practice and healthcare education, those wishing to develop system-level skills, those with experience of supporting students, and those looking for lectureships or clinical academic careers.

## Frequently Asked Questions

This FAQ guide will explore Clinical Education Improvement (CEI) Fellowship.

### Why the CEI Fellowship programme?

- This Fellowship programme will develop system-wide leadership to deliver innovation and improvement in healthcare education at scale. We know that to achieve a step change in how practice learning is supported for, we need talented and motivated individuals, supported on the ground, with the credibility, time, and permission to influence in practice.
- There is a comprehensive evidence-base to underpin the expansion of practice learning opportunities, and the quality of the practice learning environment, which needs implementing. In response to the COVID-19 pandemic, we have seen an explosion of creativity and innovation in practice learning which now needs scaling-up across systems and networks.
- Providing bespoke development and support to a second group of leaders taking on such a challenge will benefit both the work, the individual, organisations, and the wider healthcare system.

On that basis, we are proposing to support 10 Clinical Education Improvement Fellows, across the six systems in the South East region. The six systems in the South East are:

1. Kent and Medway [Sustainability and Transformation Partnership](https://www.kentandmedwayccg.nhs.uk/about-us/who-we-are/ICS)  
<https://www.kentandmedwayccg.nhs.uk/about-us/who-we-are/ICS>
2. Sussex Health and Care Partnership Integrated Care System  
<https://www.sussexhealthandcare.uk/>
3. Surrey Heartlands Health and Care Partnership Integrated Care System  
<https://www.surreyheartlands.uk/>
4. Frimley Health and Care Integrated Care System  
<https://www.frimleyhealthandcare.org.uk/>
5. Buckinghamshire, Oxfordshire, and Berkshire West (BOB), Integrated Care System  
<https://www.bobstp.org.uk/>
6. Hampshire and Isle of Wight Sustainability and Transformation Partnership  
<https://hiowhealthandcare.org/>.

### What types of challenges will the CEI Fellow be working on?

Applications are invited for self- identified improvement projects, that can provide further adopt and scale within the following themes (*examples are not exhaustive*) :

- **Reducing Attrition and Increasing Retention** – e.g. student support, transition to employment and Preceptorship, early careers, equality, diversity & inclusion
- **Placement Capacity and Capability** –e.g. PVI, Tariff, Clinical Placement Expansion, ICS Placement Management teams, innovation, Sim & TECS placements, practice based learning
- **Educators** – e.g. mentors, clinical tutors, Practice Development and Practice Educator staff, Placement Co-ordinators, preceptors
- **Education and Training Effectiveness**– e.g. CPD, Simulation, Patient safety, Quality Improvement
- **Scholarly activity**—e.g Student Councils, Scholars, Fellows, Clinical Academic Careers

In practical terms, Fellows will be supported to work with stakeholders across systems and networks, and will develop, implement, and evaluate evidence-based initiatives which grow healthcare education learning capacity and capability.

### What skills, knowledge and motivation does an CEI Fellow need to have?

- This Fellowship opportunity is open to registered Nurses, Midwives and AHPs and will be particularly relevant for those who aspire to leadership roles with advanced practice, or healthcare education more broadly.
- Applicants will need a working knowledge of practice learning and education provision within health provider and partner organisations.
- The ability to work across professional and organisational boundaries will be key, along with the agility to navigate complex and evolving systems.
- They will need to demonstrate a drive and passion to make a difference, inspiring the development of a new and creative approaches to practice education.

### How will the CEI Fellow be supported?

- Mirroring the clinical academic pathway, Fellows will work across the clinical education architecture of service provider and Higher Education Institution settings. Academic supervision and support from a network of academic, service, and system partners will be facilitated through Canterbury Christ Church University, working with the Council of Deans of Health, to assure the quality of the Fellows' work.

- They will undertake a bespoke development programme, aligned with other Practice Education Fellowship Programmes funded by HEE SE. This will provide an opportunity to increase reach, build relationships and networks alongside personal professional development.
- They will be supported by senior regional Leaders and the workforce transformation team at HEE SE, throughout the programme, and they will benefit from peer support and action learning sets as a cohort.

### Who are the other supporting partners in the CEI Fellowship Programme?

- Florence Nightingale Foundation
- Canterbury Christ Church University

### What funding and support will the sponsoring organisations receive?

This will be a triumvirate partnership between the sponsoring organisation on behalf of their system, a local sponsoring HEI and HEE SE.

The funding model is based on the Clinical Education Improvement Fellow being internally seconded into an AfC Band 8a post for 12 months. Backfilling costs to cover applicants existing posts will be provided to the sponsoring organisation from HEE SE/ FNF.

We are looking for registrants already working as an AfC 7 equivalent or above. Costs that are incurred in addition to the salary will be covered by the employer of the CEI Fellow.

### When will the fellowships start?

The recruitment process will commence on 24 June 2022 and the closing date will be 24 July 2022. Shortlisting will take place between 25 and 28 July, with applicants being notified of interviews on 29 July. Interviews will take place on 5 and 8 August 2022.

Fellowships will start in October 2022 with a Welcome Day and networking event to meet alumni Fellows from cohort one and stakeholders across the South East region.

### How will HEE SE decide where to allocate the CEI Fellow?

We have limited places and are intentionally balancing “going where the energy is”, and equitable reach across the South East region, healthcare education challenges, and the strategic need of different professional groups. So, if you are reading this and thinking...

- a) we've been thinking about tackling or have been trying to tackle a problem like this,
- b) it would be beneficial for our system or organisation to have someone on the ground focussing on this and
- c) we've one or more colleagues that would fit the bill for this opportunity that we would like to encourage to go for this

...then we would like to hear from you.

### How do I apply?

You will need to apply online via: <https://florence-nightingale-foundation.org.uk/academy/leadership-development/leadership-programmes/current-programmes/clinical-education-improvement-fellows-programme>

You will need support from your line manager and your Chief Nurse/ Midwife/ AHP. You will also need the nominator form to be filled in by both your Chief AHP and Line Manager, which will need to be uploaded while completing the application form.

### How do we get more information?

For more information, visit <https://florence-nightingale-foundation.org.uk/academy/leadership-development/leadership-programmes/current-programmes/clinical-education-improvement-fellows-programme> or contact:

- [Jessica@florence-nightingale-foundation.org.uk](mailto:Jessica@florence-nightingale-foundation.org.uk)
- [David.Hearn@hee.nhs.uk](mailto:David.Hearn@hee.nhs.uk)
- [Rebecca.Tyrrell@hee.nhs.uk](mailto:Rebecca.Tyrrell@hee.nhs.uk)
- [Chris.Burton@canterbury.ac.uk](mailto:Chris.Burton@canterbury.ac.uk)