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| To: | * Previous bidders / supervisors
* NHS England Education Yorkshire and the Humber Heads of Function
* Heads of School / Deputy Heads of School
* Associate Deans
* Deputy & Postgraduate Deans
* Directors of Medical Education
* Medical Education Managers
 | NHS EnglandBlenheim HouseDuncombe StreetLeedsLS1 4PL 22nd July 2025  |
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Dear Colleague,

I write to let you know that NHS England, Yorkshire and the Humber have opened bids for Future Leader posts due to commence in August 2026. The Future Leaders Programme has been a great success over many years.

We recently communicated to our stakeholders that due to organisational changes and greater scrutiny on the use of our budgets across NHSE we are unable extend recruitment to professional groups beyond those that are in a Deanery funded programme for 2026/27. This means recruitment will be restricted to doctors, dentists, public health registrars and pharmacy professionals in training. Further details regarding the changes can be found on our website here:

<https://www.yorksandhumberdeanery.nhs.uk/sites/default/files/changes_to_flp_eligibility_criteria_.pdf>

Full details on what a Future Leader is and how the programme works is available on our website here: <https://www.yorksandhumberdeanery.nhs.uk/education/future_leaders_programme>

Information relating to the recruitment and employment arrangements for Future Leaders can be found here: <https://www.yorksandhumberdeanery.nhs.uk/education/future_leaders_programme/recruitment>

All proposals should be made via the online portal using your @nhs.net account:

<https://www.yorksandhumberdeanery.nhs.uk/education/2026-27-call-bids>

and should be submitted no later than **5pm on Thursday 21st August 2025**.

If you are interested in bidding for a Fellow, please note;

* 50% funded bids must be submitted together with confirmation of funding arrangements. Bids without funding confirmation will not be considered.
* It is the bidder’s responsibly to identify an employer. NHS England cannot be involved in sourcing an employer for Future Leaders. Bids received without confirmation of an employer will not be considered.
* Bids will not be accepted unless they are submitted together with a Job Description and Person Specification (a generic FLP Person Specification is attached for information).

Posts are not automatically continued once they reach their conclusion, so lead bidders will need to submit new bids if they wish for any posts to be repeated or continued. It is not permitted for any fellowships to include clinical duties as all fellowships are a whole-time leadership experience.

Due to increased pressure on NHS England budgets and resources we will be continuing with the reduced number of posts (approximately 30) and therefore bidders are encouraged to focus efforts on their most important bids.

There will be no 100% NHS England funded opportunities, apart from our Postgraduate School/NHS England Directorate bids. To maximise the number of opportunities from our limited resources, we have agreed to fund posts in the following ways;

* Trust funds 50%, NHS England funds 50% of baseline salary costs
* Integrated Care Board (ICB) funds 50%, NHS England funds 50% of baseline salary costs

NHS England are committed to leadership in the NHS, so would welcome the opportunity to open the breadth of our leadership training to as many individuals as possible. We therefore welcome Future Leaders onto our programme that are 100% Trust/ICB funded (with no NHS England salary funding input). These can be funded by a single or combination of organisations. We would support these individuals by funding full access to the Future Leaders Programme of courses; study leave entitlement and the peer support element the programme has to offer.

The funding arrangements for the 2026 cohort of Fellows remains as follows:

* Salary contributions for Future Leaders will be made to employers based upon actual baseline salary.
* Study leave costs will be covered by NHS England up to a maximum of £3,700 for each Future Leader
* Project costs will not be covered by NHS England. This includes any travel and associated expenses linked to the project. The exception to this arrangement are NHS England School posts – all associated expenses would be funded via the school curriculum delivery budget.

A formal panel will convene to review all submitted bids on Wednesday 24th September 2025. NHS England will then contact all lead bidders by Wednesday 22nd October 2025 to confirm the outcome. The bid assessment tool that the panel will run to is attached for your information.

The future leaders programme is committed to following NHS England’s inclusive recruitment policies. Although posts will be advertised by NHS England via their website, the bidder is responsible for promoting their post via their networks. Interviews for approved bids will be held in December to allow all appointed applicants to commence in post on Wednesday 5th August 2026. For all successful candidates this should allow adequate time to plan for their absence. It is the successful applicant’s responsibility to ensure that they fulfil the eligibility criteria as stated on our website and adhere to their contractual notice arrangements.

Please feel free to circulate this letter to colleagues who you feel could appropriately bid for Future Leaders.

We look forward to hearing from you. Should you require further information, please do not hesitate to contact the Future Leaders admin team on england.futureleaders.yh@nhs.net.

Yours sincerely,

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| **Ms Fiona Bishop**Deputy Postgraduate Dean |  |