**Future Leaders Fellow – Health Related Returns Pathway**

**Job Description**

Job Title: A Workforce for the Future: SuppoRTT Health Related Returns Fellow.

Number of Posts: 1

Department: SuppoRTT (NHS England – Yorkshire and the Humber, WT&E Learner Support and Faculty Development)

Responsible to: Dr Maya Naravi and Miss Claire Murphy (Associate Deans for SuppoRTT)

Accountable to: Ms Fiona Bishop (Deputy Postgraduate Dean)

Base: Hybrid (with travel to Leeds, Rotherham, or Hull for in-person meetings. Monthly regional and national travel in line with individual accessibility needs).

Length of post: 1 year (OOPE)

Contracted hours: 40 hours per week (Less Than Full Time options can be discussed with the successful candidate)

Professional groups: Postgraduate doctors, dentists, pharmacists and public health practitioners in training (PGDiTs)

Clinical commitment: Non-clinical post (Locum clinical work is at the discretion of the fellow and must be separate to the fellowship and not completed within normal working hours)

# **The Project**

The fellow will be supported to advance and deliver a strategy to improve the support provided to PGDiTs with long-term health conditions returning to training from long term absence. This may include newly acquired or longstanding chronic health conditions or disabilities.

Our pioneering research into health and workforce inequalities for these trainees highlighted critical opportunities to address equity gaps:

* 68% experienced stress, anxiety, and low confidence
* 57% faced delays to reasonable adjustments
* Barriers were greatest for women, from the global majority, with a disability

Building on the excellent work of previous fellows, they will be given autonomy to define and progress a project of their own within the scope of the phased return workstream. The aims of the phased return workstream and potential project focus areas include, but are not limited to:

* Evaluate existing regional and national data about complex returns
* Identify key priorities for supporting individuals experiencing complex returns
* Develop strategies to address these priorities
* Perform SWOT stakeholder analysis
* Engage with multiple key stakeholders including but not limited to Trusts, Specialty Schools, ICBs, not-for-profit organisations such as Practitioner Health, Medical Royal Colleges, and NHSE at a regional and national level

Not only is this an exciting and novel area of focus, it is also an exceptional opportunity to contribute to meaningful work espousing NHSE and Future Leader Programme values of equality and inclusion, aligning with the SuppoRTT team’s dedication to promoting equity and compassion in postgraduate education. Additionally, this work is aligned with the central aims of the 10 Year Health Plan – moving towards a health service fit for the future, with a diverse workforce representing communities served. It also presents an opportunity to engage with ‘Wicked Problems’ in a supportive, compassionate, and nurturing environment.

This rich and highly complex issue involves key, high power stakeholders affording the Fellow the opportunity to develop their proficiency in influencing for results. The fellow will have an excellent opportunity to develop a systems management approach in a supportive and fail-safe environment. They will be expected to engage diverse stakeholder groups, including NHSE staff, SuppoRTT Champions, Trust management and key national and regional colleagues. They will be supported to engage these stakeholders to build capability and to connect the service. Finally, they will be expected to evaluate their progress and hold these systems to account. This provides the fellow with the opportunity to develop across all nine domains of the Healthcare Leadership Model, consistent with the aims of the Future Leaders Programme and supporting their growth and development as a future healthcare leader.

# **Learning Environment and Educational Supervision**

The small SuppoRTT team is sociable, cohesive, and collaborative, with regular opportunities to meet and collaborate with the team. As part of our commitment to growth and learning, we adopt a flattened hierarchy with a flexible ‘open door’ culture where fellows are empowered to take control of their learning. Encouraging independent thought leans into the key principles of supported ownership and accountability, essential to adult learning. The supervisors have an excellent track record of fostering autonomy, self-development and nurturing a thinking environment, for which they have received extremely positive feedback from previous fellows.

This positive culture underpins our approach to more formal supervision, taking place via fortnightly meetings with the SuppoRTT Associate Deans for ongoing expert guidance, support and mentoring. These bespoke one-to-one Thinking Environment sessions will use coaching methodology to foster the fellow’s own best thinking to develop a personal development plan (PDP) and goals for the year based on individual aims and objectives. Educational supervision in support of the fellow’s academic learning objectives will also be provided. These regular contact points will provide modelling opportunities, and embed belonging, safety, and accountability, creating a positive learning environment where constructive feedback can enhance performance and motivation.

Additionally, monthly meetings with the whole SuppoRTT team, including the other SuppoRTT fellow, maintain alignment and cohesiveness, creating opportunities for challenge, cross-fertilisation and collaboration within the wider team. The fellow will be expected to contribute to these meetings and take on chairing responsibilities as the year progresses. Outside of these scheduled interactions, informal supervision will continuously be accessible, either as one-to-one meetings, email communication or via Microsoft Teams message, to enable effective decision-making.

# **Unique Development Opportunities**

Sitting within an established senior team aligned to the NHSE Yorkshire and Humber Postgraduate Deanery’s Learner Support and Faculty Development Directorate, including the regional Professional Support Service, this post represents an excellent opportunity for the fellow to utilise mature networks to consult and partner with colleagues in neighbouring teams and organisations. They will also have opportunities to attend meetings of the deanery-level Professional Support Group and the National SuppoRTT Network. The National Network’s subgroup for SuppoRTT fellows will provide opportunities for cross-region networking, chairing of meetings and leading national workstreams.

The remit of this project also affords the fellow opportunities to attend board-level workforce and strategy meetings at local ICBs, and consult with Occupational Health, HR and Legal teams in through our established links with the region’s Trusts. Additionally, this post has connections with key stakeholders within medical Royal Colleges and the fellow will be encouraged to engage with them at a senior level to innovate and foster positive change.