



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
- Integrated Care Board Leads

NHS England  
Blenheim House  
Duncombe Street  
Leeds  
LS1 4PL

10 July 2025

Dear Colleague,

**RE: Changes to eligibility criteria, Yorkshire and the Humber Future Leaders Programme**

We are about to open a new round of bidding for Future Leader Programme posts for 2026/2027. Unfortunately, we have had to make some adjustments to the fellow eligibility criteria for this cohort, so I am writing to you separately about this, so that the change is clear.

For the 2026/27 cohort we are unable to extend recruitment to professional groups beyond those that are in a Deanery funded programme, this means recruitment will be restricted to doctors, dentists and pharmacists in training.

Our funding has always been specifically for the leadership development of doctors and dentists (& more recently pharmacists) in training, but in previous years we have been able to exercise some flexibility in the way we spent this. We have always been mindful of the richer experience for all, in exploring leadership capabilities while working in a multiprofessional group that replicates that of the workplace and therefore felt it justifiable to use the funding to include other professionals in our FLP cohort. This has been a successful approach that all professional groups have benefitted from.

As we undergo organisational change there is greater scrutiny on the use of our budgets and across NHSE the fellowship budgets that have been badged for doctors', dentists' and pharmacists' development now need to be used specifically for this purpose.

We are aware that prospective bidders may have already begun the work on preparing bids that may now not meet the bid requirements. For this I apologise and hope that you will understand that we are currently working in a quickly evolving environment.

We hope that the situation will change again in the future, and we will once again be able to welcome applications from all healthcare professional groups, so please do check again next year.

With best wishes

**Ms Fiona Bishop**

Deputy Postgraduate Dean – Yorkshire and the Humber  
NHS England North East and Yorkshire