

Postgraduate Fellowship Programme Outline

A bespoke training programme designed for health professionals looking to develop practical and academic competencies.

Overview

The Postgraduate Fellowship programme offers a range of internal and external courses and activities. The courses complement Continuous Professional Development (CPD) requirements. Activities include academic seminars, workshops, biostatistics seminars, a presentation skills enhancement group, a Journal Club, and conferences.

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Framework

We typically offer a one-year position with a possible extension. As our Postgraduate Fellowship is a bespoke programme always tailored to each Fellow's professional needs, we also cater for shorter fellowships. The lectures and competencies listed in this document will be adapted according to the unique professional circumstances of each fellow.

By the end of the programme, the fellows will have explored:

- Principles and core functions of the British National Health Service (NHS)
- Fundamental research principles
- Role of leadership in high-performing systems and how it can benefit health systems
- Links between academia (Imperial College Academic Health Science Centre) and the NHS
- Patient-centred care approaches
- Teams and how they work
- Governance (clinical, financial, and corporate)
- Health services research, innovation, and its contribution to clinical practice and population health
- High level of skills in their field/speciality

OUTCOMES

Upon completion of the Fellowship programme, the trainees will have gained:

- Greater awareness of practical translations of public health guidelines
- Ability and competence to inspire innovations in the field on return back home
- Skills of a good team player and an inspiring leader
- Effective communication skills

Section 1: Clinical Skills in Public Health [Primary Care and Selected Specialties¹] [Mandatory]

The fellowship prioritises the importance of clinical skills that can be reflected in the impact on public health through placements in primary care and diverse specialities. The main focus is to comprehend the crucial role of primary care in public health, particularly within the United Kingdom, and to apply best practices globally.

Participants gain insights into the intersection of clinical practice and public health, fostering a comprehensive understanding of health systems and healthcare delivery.

¹ Each Fellow must complete a self-reflected analysis identifying strengths and opportunities for growth to help determine the speciality of their clinical placements.

Apart from NHS placements, each candidate will attend lectures and presentations, as well as interactive discussions on:

- General Practitioner's Role in Public Health
- Foundations of Public Health
- Clinical Governance
- Clinical Behaviour within NHS Setting – Within Placements
- Clinical Ethics
- Clinical Auditing
- Person-centred Medicine
- Quality, Safety, and Patient Satisfaction
- Self-care and Prevention Medicine

Competencies acquired based on the [essential public health functions \(EPHFs\)](#) are:

- Assessing health needs within a population, focusing on primary care settings
- Analytical skills for interpreting clinical data and identifying public health implications
- Understand the role of primary care in influencing health policies
- Developing programmes that integrate clinical services with public health goals
- Effective communication with diverse stakeholders, including patients, to promote public health initiatives
- Effective teamwork and communication within healthcare teams

Section 2: Research Methods and Publications [Mandatory]

The second segment of the fellowship programme focuses on cultivating robust research capacity and facilitating publications. A structured series of modules and training sessions, led by experienced teaching fellows, will guide participants through the entire research process.

Each candidate will attend lectures and talks, such as:

- Research Methods and Applications
 - Developing research question and objectives
 - Qualitative and quantitative research
 - Research design, including data collection
 - Library and Database Usage
 - Literature and Systematic reviews
 - Extraction of data and quality assessment
- Developing a Research Proposal
- Research Ethics
- Referencing and Publications
- Public Engagement

Competencies acquired based on the EPHFs are:

- Proficiency in research methods, including quantitative and qualitative approaches.

- Developing and implementing research proposals
- Understanding and following the ethical conduct of research
- Implementing data analysis and statistical interpretation
- Using research findings to inform and shape public health policies and programmes
- Translating research findings into accessible formats for various audiences
- Effective communication of research results to policymakers and the public

Section 3: Soft Skills Development [Mandatory]

Recognising the importance of holistic professional development, the fellowship incorporates a dedicated section for soft skill enhancement. From effective communication and active listening to refined presentation skills, participants will be offered tailored training to elevate their interpersonal and communication abilities, which are crucial for effective collaboration in healthcare settings.

Each candidate will attend lectures and talks, such as:

- Communication Skills
- Enhancing Listening Skills
- Assessment and Feedback Methods
- Presentation Skills
- Teaching and Learning
 - Learning styles and methods
 - Learning objectives and competencies
 - Inclusive learning and teaching
 - Mentoring

Competencies acquired through the programme based on the essential public health functions are:

- Advanced communication skills for effective collaboration within interdisciplinary teams.
- Ability to convey public health concepts to diverse audiences.
- Proficiency in presentation and communication skills for public health dissemination.
- Demonstrated leadership in fostering positive change and innovation.
- Systems thinking to address complex public health challenges.
- Proficiency in teaching and mentoring colleagues and students in public health or relevant practices.

Section 4: Leadership in Healthcare Management [Mandatory]

This section is dedicated to developing leadership qualities in healthcare management. Participants will gain an in-depth understanding of governing services and organisations, equipping them with the necessary skills to lead at the highest levels. The curriculum will be customised to promote the growth of each candidate, recognising their abilities and aspirations.

Each candidate will attend lectures and talks, such as:

- Leadership and Management Courses
 - LEAD exercise: Leadership styles.
 - Informed Decision-making
- Public Health Leadership
- Strategy and Operational Plans
- Evaluation and Monitoring
- Policy Development
- Ahead of the Curve Thinking

Competencies acquired based on the EPHFs are:

- Advanced leadership skills for effective healthcare management
- Systems thinking to optimise healthcare delivery
- Developing and implementing policies that enhance healthcare management and services
- Evaluating healthcare systems and implementing quality improvement initiatives

Section 5: Population Health Needs and Impact Assessment [Optional]

Understanding population health needs is fundamental to effective public health practice. This section will delve into comprehensive needs assessments, emphasising the impact of interventions. Participants will learn to analyse population health data and develop strategies to address identified needs.

Each candidate will sit for lectures and talks, such as:

- Introduction to Epidemiology
- Global Health Burden of Diseases
- Population Health Needs Assessment
 - Impact Needs Assessment
- Epidemiology Implementation
 - Active case and contact tracing, line-listing tools

Competencies acquired based on the EPHFs are:

- Conducting comprehensive needs assessments and impact evaluations
- Utilising epidemiological methods to analyse population health data
- Developing and implementing public health policies based on population health needs
- Engaging stakeholders in the assessment and addressing of population health needs

Section 6: Stakeholder Engagement [Optional]

Effective collaboration extends beyond the confines of health services. The fellowship equips participants with the tools to engage with stakeholders within and outside the

healthcare sector. This inclusive approach ensures a well-rounded perspective and encourages collaborative solutions to public health challenges.

Each candidate will sit for lectures and talks, such as:

- WHO Headquarters experts talk (this is part of the trip to WHO HQ in Geneva in June every year)
- NHS Talks
- Media Skills for Academics
- Infodemic Management
- Presentation Coaching for Academics
- Research Involvement and Collaboration

Competencies acquired based on EPHFs are:

- Advanced communication skills for effective engagement with stakeholders within and outside health services.
- Media skills for communicating public health messages to diverse audiences.
- Collaborating with stakeholders to develop and implement effective public health policies.
- Ethical decision-making within the field of public health.

Section 7: Managing Risk through Innovation and Technological Advancements [Optional]

The fellowship will address risk management as healthcare evolves through innovation and technology. Participants will explore solutions, understanding how technology can enhance healthcare delivery while managing potential risks.

Each candidate will attend lectures and talks, such as:

- Simulation Training
- Remote and Paced Learning
- Risk Assessment and Management
- The Role of AI in Public Health
- Community Public Health
- Nutrition and Prevention

Competencies acquired based on EPHFs are:

- Leadership in managing risks through innovation and technological advancements
- Systems thinking to anticipate and address challenges associated with technological advancements
- Contribution to addressing healthcare workforce retention challenges
- Developing policies that facilitate the responsible integration of technology in public health
- Application of community public health strategies for disease prevention
- Managing risks through continuous quality improvement strategies in public health practices

Assessments

The Fellowship Programme is a full-time commitment of 35 hours per week. It comprises three days of clinical placements to enhance clinical skills and two days of academic work with the support of WHOCC staff and allied professionals.

Each fellow's progress is assessed at their regular meetings with the supervisor. They are expected to have completed their learning logbook, which we provide, and produce reflective written pieces every three months. These written pieces should consist of 750 words and critically explore ways to implement newly acquired knowledge and skills. They should also observe and appreciate cultural differences in their practice and home health systems.

Regular progress reports will be provided to the fellow and their sponsoring organisation. At different stages of their position, the fellow will be requested to complete an anonymous survey to share feedback on their programme experience.

Additionally, each fellow will work on their scientific paper to publish it at the end of the Fellowship.

Certificates

The fellows are awarded the Imperial College London/ WHO Collaborating Centre Certificate upon completing the Fellowship Programme. They also receive certificates for each course they complete during their position at the Centre.