

GMTS 2019 Intake - General Q&A

19/06/2019



When will we find out our exact start date?

This is key for many of us that need to resign from our current roles.

[General](#) question asked by **Ali R.** | 4 replies



Amanda D.

GMTS Programme Support Manager, NHS Leadership Academy
19/06/2019

Hi Ali, dates will be shared in GradMail next week. The scheme starts on 5 September more information will be provided in your offer letter, contract and via GradMail.



Ali R.

19/06/2019

Thanks, Amy. So all schemes and placements aim to start on September 5?



Bethany M.

19/06/2019

I've heard from previous graduates that our first two days will be an induction event, is this still the case?



Liz M.

GMTS Programme Co-ordinator, NHS Leadership Academy
19/06/2019

Hi All trainees will start the scheme on the 5th or 6th September and further details will be advised in the grad mail. Orientation will then commence for trainees on the 9th September



When will I hear about placements? Do these come from yourselves or our local leadership academy?

[General](#) question asked by **Helen T.** | 1 reply



Amanda D.

GMTS Programme Support Manager, NHS Leadership Academy
19/06/2019

Hi Helen, placement information will be shared soon from our resourcing team look out for an email. Please, be aware you may not receive your placement information at the same time as your peers as they are being sent in batches.



When will final offer letters be sent out etc? I (and perhaps some others here) will need to give 8 weeks notice

[General](#) question asked by **Helen T.** | 2 replies



Liz M.

GMTS Programme Co-ordinator, NHS Leadership Academy
19/06/2019

Hi Helen, offer letters will be sent out shortly.



Helen T.

19/06/2019

Great thank you



I'd like to know what the expectations are for what we are going to wear. Smart shoes, trousers and a shirt?

[Life at Nokia](#) question asked by **Matej K.** | 6 replies



Tarique C.

Communication Lead - GMTS, NHS Leadership Academy
19/06/2019

Matej - you should dress for a business setting, even if in a hospital or front line environment. Think business suit style.
Tarique



Xin G.

19/06/2019

Nice one, I want to know about the dress code too.

Thanks



Xin G.

19/06/2019

Thanks for the reply!



Matej K.

19/06/2019

Thank you Tarique! A full suit then!



Tarique C.

Communication Lead - GMTS, NHS Leadership Academy
19/06/2019

As an addition we would encourage you to visit your host organisation in the summer and ask locally as they may have dress down Fridays, policies on removing jewellery and watches etc. Worth asking Matej!

Matej K.



19/06/2019

That's good to know, as I love wearing my watch, I'd hate to give that up :)




For those of us who are already NHS employees, how do we go about ensuring our pay is capped correctly?

General question asked by **Helen T.** | 1 reply

**Amanda D.**

GMTS Programme Support Manager, NHS Leadership Academy

19/06/2019

Hi Helen we'll work with those who have previous NHS service through the pre-employment process to ensure this is addressed if you haven't already raised this via your TRAC link I would recommend emailing nhsgrads.TRAC@hee.nhs.uk 



For General Management stream PGdip Healthcare Leadership, is the qualification affiliated with a university or NHSLA?

General question asked by **Lewis T.** | 2 replies

**Helen S.**

GMTS Programme Coordinator, NHS

19/06/2019

Hi Lewis, the PG Dip is awarded by University of Birmingham and Manchester Alliance Business School as they are the academic providers and it is co-created with the NHSLA. Let me know if you have any other questions.

**Lewis T.**

19/06/2019

Thank you Helen - much appreciated.



Is there the option to pay a small fee to upgrade the PGdip Healthcare Leadership to a Masters qualification?

I spoke to a General Management trainee in the year above us who said that they had the option to pay a fee to upgrade the PGdip to a Masters and write a dissertation towards the end of their scheme.

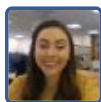
General question asked by **Lewis T.** | 4 replies

Ali R.

19/06/2019



I would also be interested in this.



Helen S.

GMTS Programme Coordinator, NHS

19/06/2019

Hi Lewis, yes on the successful completion of the PG Dip qualification you will have the opportunity to apply for the top-up to masters after the scheme, I can't comment on the cost at present as this is picked up with the University of Birmingham after the Scheme and can change slightly each year.



Becky C.

19/06/2019

Thanks for this - I was wondering the same



Lewis T.

19/06/2019

Thank you Helen - much appreciated.



Is there a mechanism for requesting an alternative placement? Such as if the location was undesirable.

[General](#) question asked by **Ali R.** | 2 replies



Amanda D.

GMTS Programme Support Manager, NHS Leadership Academy

19/06/2019

Hi Ali, a lot of time and consideration is taken matching trainees to placements using information from application forms. Placement changes are only considered in extenuating circumstances rather than upon desirability.



Ali R.

19/06/2019

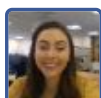
Thanks, Amanda.



Hi, what is the balance between study and placement? Do you get specific days allocated to the studying side?

Really excited to start the scheme!

[General](#) question asked by **Jessica B.** | 2 replies



Helen S.

GMTS Programme Coordinator, NHS

19/06/2019

Hi Jessica, we are looking forward to welcoming you on the Scheme and great to hear you are excited to start! To answer your question, depending on your specialism will be entitled to study leave but all specialisms are given time out of work for their education requirements. At present, study leave is only offered for exams. Hope that helps, thanks.



Jessica B.

19/06/2019

That is great. Thank you for your help.



When can I expect to find out where I will be based?

I don't necessarily mean the location of placements, as someone else has asked, but rather the general area (more specific than the region) with a view to making living arrangements. Thanks for your help.

[General](#) question asked by **Patrick L.** | 3 replies



Amanda D.

GMTS Programme Support Manager, NHS Leadership Academy

19/06/2019

Hi Patrick, you receive details of the area at the same time you receive details of your placements we don't communicate separately. This information will be with you shortly so you can plan living arrangements. Happy to help that's what we're here for :)



Patrick L.

19/06/2019

Brilliant, thanks. Will this come with the contract or separately? And I know this may be difficult, but is it possible to be more precise about how long this will take?



Amanda D.

GMTS Programme Support Manager, NHS Leadership Academy

19/06/2019

Hi Patrick, placement information will come separately to your contract. Information will be sent to you via email and will be with you within the next week or so. We recognise this is important information for you all.



Hi! Do we get any study leave towards writing essays and exams?

[General](#) question asked by **Sheena S.** | 11 replies



Helen S.

GMTS Programme Coordinator, NHS

19/06/2019

Hi Sheena, depending on your chosen specialism will depend on your study leave entitlement and at present study leave is only offered for exams. Thanks



Sheena S.

19/06/2019

Thanks Helen. I'm in the HR stream.

**Helen S.**

GMTS Programme Coordinator, NHS

19/06/2019

We are confirming with our provider the amount of exams you will have but it is usually two - three exams over the two years with the rest of the modules being assignment based. We are reviewing our study leave policy so it may be slightly different when you start but we will let you know when you start, thanks.

**Katie M.**

19/06/2019

I'm on the General Management stream. Would you be able to tell me how the Post Graduate diploma in Healthcare leadership is assessed? Thanks

**Sheena S.**

19/06/2019

Thanks for your response, Helen.

**Helen S.**

GMTS Programme Coordinator, NHS

19/06/2019

Hi Katie, the PG Dip has six modules that are all assessed by assignments and the attendance at 3 face to face residentials, thanks

**Katie M.**

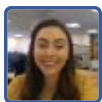
19/06/2019

That's good to know, thank you.

**Helen T.**

19/06/2019

What are the assessments on the HR stream please?

**Helen S.**

GMTS Programme Coordinator, NHS

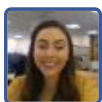
19/06/2019

Hi Helen, I've put an answer above but you will be assessed by exams and assignments, there will be an education-specific Live Chat with a representative from De Montfort University who will be able to answer any questions specifically about the modules, thanks.

**Helen T.**

19/06/2019

That's great thank you Helen (sorry I wasn't sure that the answer above was for HR too). Hopefully, I can join that one.

**Helen S.**

GMTS Programme Coordinator, NHS

19/06/2019

Not a problem, happy to help 😊



Orientation: will we be based only at our host organisation or will we also be working more widely across our region?

[General](#) question asked by **Lewis T.** | 3 replies



Xin G.

19/06/2019

I think different hospitals in the region, to be honest.



Liz M.

GMTS Programme Co-ordinator, NHS Leadership Academy

19/06/2019

Hi Lewis, orientation is a great opportunity to work across the NHS and your programme manager organises this for you. You may visit a number of hospitals, teams and sites to gain an understanding of the NHS. More information will be shared in Gradmails shortly



Lewis T.

19/06/2019

Thank you Liz - much appreciated.



Will we have the option to choose our orientation or is this allocated?

[General](#) question asked by **Millie W.** | 2 replies



Tarique C.

Communication Lead - GMTS, NHS Leadership Academy

19/06/2019

Your orientation will be arranged for you, though there will be an opportunity for you to discuss this with your Placement Manager when you meet over the summer. You may visit a number of sites to gain a better understanding of the NHS



Millie W.

19/06/2019

Sounds great. Thank you!



How frequently are trainees expected to travel and stay elsewhere?

I have a son so, I have childcare to juggle too. Also, are we expected to travel and stay, are expenses covered for this?

[General](#) question asked by **Helen T.** | 3 replies



Liz M.

GMTS Programme Co-ordinator, NHS Leadership Academy

19/06/2019

Hi Helen, there will be some travel and overnights stays for trainees and you will receive your education dates soon and further information will be shared with regards to this.

Expenses for all scheme related activity is booked in advance and there are policies and guidance around expense claims.



Helen T.

19/06/2019

Great, thanks Liz. I have a holiday booked in October (booked prior to being offered a place on the scheme) so, hopefully, it won't clash with anything scheme-wise.



Liz M.

GMTS Programme Co-ordinator, NHS Leadership Academy

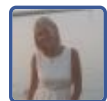
19/06/2019

We'd ask you to refrain from booking any further leave until education dates have been released. This will be shared with trainees shortly.



Hi, will we have any networking sessions in July as I will be in China for a few weeks, don't want to miss anything ;)

[General](#) question asked by **Xin G.** | 4 replies



Natalie W.

Administrator - GMTS, NHS

19/06/2019

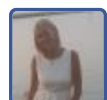
There may be some activity across July depending upon your specialism or region, however, we recognise you may be able to attend all you could also catch up with another trainee to see if there is anything you have missed.



Xin G.

19/06/2019

Thanks a lot for your reply, Natalie! I am in Finance based in North West. Is there any more information you're able to share with me? Thanks ;)



Natalie W.

Administrator - GMTS, NHS

19/06/2019

More information will be shared in the upcoming GradMail through the summer.



Xin G.

19/06/2019

Nice, cheers



How many new graduates are based at each hospital place each year?

[General](#) question asked by **Elizabeth W.** | 2 replies



Amanda D.

GMTS Programme Support Manager, NHS Leadership Academy

19/06/2019

Hi Elizabeth, trainees are placed across a range of NHS organisations placements are dependent upon bids received and those that meet our quality standards. There may be more than one trainee within an organisation but we're unable to advise if this will be the case on an individual basis. Many organisations have hosted trainees before or may have a trainee already from a current intake.



Elizabeth W.

19/06/2019

Thanks so much!



Did you find GradMail helpful? Is there anything particular you would find helpful over the Summer?

[General](#) question asked by **Amanda D.** | 11 replies



Lewis T.

19/06/2019

The GradMail was really helpful thank you - lots of good information and exciting to receive updates over the summer about the scheme. Looking forward to reading the next one! Thank you as well for this Live Chat session - again, very useful.



Xin G.

19/06/2019

Very helpful! Especially this Live Chat.



Matej K.

19/06/2019

I agree, this live chat is very useful! If I have new questions after this one I'll be joining the next one as well.



Helen T.

19/06/2019

Hi Amanda, I found GradMail really useful and am looking forward to the next one.



Ali R.

19/06/2019

GradMail was a useful start. From the forums I have been monitoring over the application process I think there is a general consensus communication could have been clearer regarding notification dates at each stages; as for long periods there was little or no communication. The Grad Instagram account has been superb.

Becky C.



19/06/2019

It was very exciting to receive it! Do you know when we'll get the next one?

**Liz M.**

GMTS Programme Co-ordinator, NHS Leadership Academy

19/06/2019

Thanks, great to hear, we'll be organising further Live Chats concentrating on a wide variety of topics including education specific chats and GradMail will give further details on this.

**Annabelle H.**

19/06/2019

I found the GradMail very useful - thank you! I will be doing the King's Fund course we were sent a link to as that seems helpful.

**Liz M.**

GMTS Programme Co-ordinator, NHS Leadership Academy

19/06/2019

Hi Becky, you'll receive the next GradMail next week! Keep a look out!

**Becky C.**

19/06/2019

Great! Thank you :)

**Sheena S.**

19/06/2019

I found the GradMail very helpful regarding what we should be keeping an eye out for and I'm excited to receive future mails as these sound like we'll have a bit of a clearer idea of what the next 2 years will be like!



What are the assessments on the finance stream please? And I wondered why finance is half a year longer to complete?

[Career Choices](#) question asked by **Xin G.** | 2 replies

**Helen S.**

GMTS Programme Coordinator, NHS

19/06/2019

Hi Xin, there are 12 finance exams over the 2.5 years and also a PG Cert in Healthcare Leadership which is assignment based and this is completed in the 1st year of the Scheme. The finance stream is longer due to the number of exams that need to be completed and this wouldn't be possible in the 2 years that other specialisms do. Hope that helps, there will be a PathMotion Live Chat with a CIPFA representative who will be able to answer any finance-specific questions if you have any, thanks.

**Xin G.**

19/06/2019

Fantastic!!!! Thanks a lot, Helen!



Hi! I'm really looking forward to starting the scheme. For the health informatics scheme how is the study assessed?

Is this also spread across the two years?

General question asked by **Melissa L.** | 7 replies



Liz M.

GMTS Programme Co-ordinator, NHS Leadership Academy
19/06/2019

Hi Melissa, great to hear that you are excited to join the scheme. Health Informatics trainees study 8 modules over the two years and these modules are heavily assessed by assignments and 1-2 exams. This will be detailed in full when you start the scheme.



Bethany M.

19/06/2019

Hi Liz, will Health Informatics still be based at UCL this year?



Helen S.

GMTS Programme Coordinator, NHS
19/06/2019

Hi Bethany, the HI specialism education is a joint award with UCL and The University of Manchester, modules will be delivered at both locations, thanks.



Melissa L.

19/06/2019

How often are these modules taught in each location, for instance is it a weekly session?



Bethany M.

19/06/2019

Thanks Helen!



Helen S.

GMTS Programme Coordinator, NHS
19/06/2019

Hi Melissa, this information will be confirmed shortly via the GradMail and you will have the opportunity to ask any HI education or module specific questions with a representative from UCL and UOM in July, thanks.



Melissa L.

19/06/2019

Sounds great, thank you!



How often should we expect supervision from managers/mentors whilst on the scheme?

[General](#) question asked by **Helen T.** | 6 replies



Ali R.

19/06/2019

Likewise, is there the capacity to have an external mentor whilst in the scheme? I am keen to maintain my current mentor from the role I am in.



Amanda D.

GMTS Programme Support Manager, NHS Leadership Academy

19/06/2019

Hi Helen, your Placement Manager should be meeting with you frequently as in essence they are your day to day manager ideally at least every 2 weeks. Contact with your Programme Manager is less frequent likely once a month. It's important to explore with your managers what works best for you all and you may wish to set these expectations together when you meet over the Summer.



Helen T.

19/06/2019

Great, thank you Amanda.



Amanda D.

GMTS Programme Support Manager, NHS Leadership Academy

19/06/2019

Having a mentor is a great idea too and there will be time for you to consider who this could be as you build your networks and access support via your Programme Manager.



Helen T.

19/06/2019

Am I right in thinking that we will have a buddy in the year above too Amanda?



Amanda D.

GMTS Programme Support Manager, NHS Leadership Academy

19/06/2019

Hi Helen, yes that's right :)



Has everyone received their Pre-Placement Fitness Assessment from Cosmas Application as I am yet to receive?

[General](#) question asked by **Elizabeth W.** | 7 replies



Xin G.

19/06/2019

Not yet

Ali R.



19/06/2019

Ditto, Xin.

**Helen T.**

19/06/2019

No, not yet

**Sheena S.**

19/06/2019

Nope

**Matej K.**

19/06/2019

I received the DuraDiamond health one...

**Becky C.**

19/06/2019

Not yet

**Natalie W.**

Administrator - GMTS, NHS

19/06/2019

You won't necessarily receive your link at the same time as others dependant upon where you are in the pre-employment process.



Do trainees often find the work/study balance difficult to manage?

[General](#) question asked by **Melissa L.** | 2 replies

**Amanda D.**

GMTS Programme Support Manager, NHS Leadership Academy

19/06/2019

Hi Melissa, it's a fast track leadership development programme, workload and pace are significant and some do find it challenging. There is a raft of support available, however, and it would be helpful for you to consider in advance your strategies for managing multiple commitments. We're committed as a Scheme to supporting you through your journey and recognise that everyone has different approaches to study and backgrounds so, it's not one size fits all. A conversation with your buddy about what they found helpful would be good.

**Melissa L.**

19/06/2019

Thank you!



What will happen after we complete the programme? Thanks.

[Life at Nokia](#) question asked by **Xin G.** | 2 replies



Liz M.

GMTS Programme Co-ordinator, NHS Leadership Academy

19/06/2019

Hi Xin, the scheme supports you to gain skills and knowledge across a number of areas within the NHS, your specialism and leadership. The ultimate aim is for trainees to remain within the NHS and use the skills and knowledge gained during the scheme to better patient care.



Xin G.

19/06/2019

Thanks for the reply!



I wonder how many people fail to complete the scheme on average each year?

[General](#) question asked by **Matej K.** | 3 replies



Xin G.

19/06/2019

Hahaha, tough question. But I want to know too ;)



Matej K.

19/06/2019

I just wonder what the chances are :)



Amanda D.

GMTS Programme Support Manager, NHS Leadership Academy

19/06/2019

You will find out more about graduation requirements as you start the Scheme it's helpful to consider your definition of 'completing the Scheme'. Completion and graduation are in your hands and is ultimately down to the work and time you invest. It's also important to consider each intake is different in its own right and we value the diversity that each intake brings so there isn't necessarily an average.