

# GMTS 2019 Intake - General Q&A

01/07/2019



## *Question concerning the document '2019-Intake-All-Specialisms-Ca...'*

There was information about the finance specialism but not HR or the other specialisms. Will we receive more in due course or have I accessed the wrong document?

[General](#) question asked by **Helen T.** | 13 replies



**Lucy R.**

01/07/2019

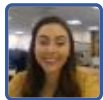
To add to Helen's question, is there somewhere that clarifies the programme we are doing for each specialism e.g. HR is it that we take the Elizabeth Garrett Anderson Programme and HR diploma?



**Neil W.**

01/07/2019

I know we are meeting our placement managers on Wednesday, is there an itinerary for the day?



**Helen S.**

GMTS Programme Coordinator, NHS

01/07/2019

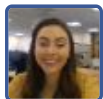
Hi Helen, apologies for the confusion we noticed a technical error with the link to this document and this has now been changed and updated. If you follow the link that was sent round in the email last week it will take you to the right document. Apologies for the confusion and please let us know if you have any issues accessing this document. Thanks.



**Samantha R.**

01/07/2019

Meeting placement managers on Wednesday is not for everyone is it? I was informed to contact my placement manager and arrange a visit before September, which I am planning to do this evening?



**Helen S.**

GMTS Programme Coordinator, NHS

01/07/2019

Hi Lucy, in Grad Mail 1 there was a link to the scheme structure that has an overview of this information and in the next Grad Mail there will be the Education Document that will go into further detail of your education. Also a HR and EGA specific live chat will be set up so you can ask any education specific questions you may have the dates for these will be in Grad Mail 3. Thanks



**Helen S.**

GMTS Programme Coordinator, NHS

01/07/2019

Hi Neil, This sounds like a local event that is taking place I assume there will be an agenda on the day. Thanks



**Lucy R.**

01/07/2019

Thanks Helen, will look out for this.

**Neil W.**

01/07/2019

Rather than a specific question, what would be your best advice to a new entrant on the GMTS?

**Sydney W.**

01/07/2019

There still doesn't appear to be any GM specific thing on the education calendar?

**Ruth P.**

01/07/2019

Hi Helen, the new timetable doesn't have anything on it for the GM specialism and the orientation markers have been removed. Should I dispose of the previous timetable?

**Liz M.**

GMTS Programme Co-ordinator, NHS Leadership Academy

01/07/2019

Hi Neil, that's a great question. It would be worthwhile contacting your buddy to ask these questions as they've been in your shoes and can give you great insight into their time on the scheme.

**Liz M.**

GMTS Programme Co-ordinator, NHS Leadership Academy

01/07/2019

Hi Ruth, GM trainees undertake EGA modules alongside all trainees and then in their second year GM trainees undertake further modules as part of the General Management education.

**Ruth P.**

01/07/2019

Thank Liz



## ***Can current NHS employees transfer their NHS pension and smart cards across when starting the scheme?***

I have been paying into the NHS pension for a couple of years now and would like to continue and not start again if possible?

**General** question asked by **Samantha R.** | 10 replies

**Rebecca I.**

01/07/2019

I was also wondering this. Can you keep your current [NHS.net](https://www.nhs.uk) email account too?

**Amanda D.**

GMTS Programme Support Manager, NHS Leadership Academy

01/07/2019

Hi Samantha I'm sure that will be possible. There's a pensions team you can contact I'll follow up with details in the next GradMail :)

Rebecca you can - we should have a list of all of you with NHS accounts so we can transfer I'll double check you're on the list:)

**Helen T.**

01/07/2019

Can I check I'm on the list please Amanda? I'm currently working in the NHS and have been paying into my pension for a few years. Thanks

**Samantha R.**

01/07/2019

Thank you Amanda! Can you also see if I am on the list as I also have an NHSmail account which would be useful to continue with also.

**Matt C.**

01/07/2019

Hi Amanda, please can you check I am also on said list. Thanks

**Helen T.**

01/07/2019

Sorry Amanda, do we keep our smartcards?

**Alicia B.**

01/07/2019

Hi Amanda, please may I enquire if I am also on the list, thanks!

**Kate T.**

01/07/2019

Hi Amanda could you check that I am on the list of NHS mails too? thanks

**Rebecca M.**

01/07/2019

Hi Amanda. Thank you for confirming this, please could I also check I'm on the list?

**Amanda D.**

GMTS Programme Support Manager, NHS Leadership Academy

01/07/2019

Hi Helen, smartcards stay with you during your time on the NHS they will just need transferring across if relevant for your role.

Katie/Rebecca of course I'll check :)



***Hello, I am wondering what the dress code is for women on the graduate management scheme?***

Would it be suit skirts and blazers?

**General** question asked by **Sydney B.** | 2 replies

**Tarique C.**

Communication Lead - GMTS, NHS Leadership Academy



01/07/2019

Hi Sydney - Business wear is the advised dressed code for all #GMTS candidates, although you should also discuss this on your informal visit to your host organisation over the summer as there may be local terms depending on the environments you might be working in, e.g. no jewellery if in front line roles, rolled sleeves, dress-down Fridays etc. Details of how to do this are in your GradMail which you will receive over the summer too (check your spam box too).

**Sydney B.**

01/07/2019

Thank you very much for your response!



## *When should we email and introduce ourselves to the second placement?*

[General](#) question asked by **Gurth F.** | 7 replies

**Ruth P.**

01/07/2019

Oh, I did this already was it too early?

**Gurth F.**

01/07/2019

Okay that's great thanks!

**Liz M.**

GMTS Programme Co-ordinator, NHS Leadership Academy

01/07/2019

Hi Gurth, It's great that you're excited to meet with your placement managers. We would recommend that you concentrate on meeting with your first placement manager as you'll be working with them at the start of your time on the scheme. There's no harm in contacting your second placement manager, it might be worthwhile discussing this with your first placement manager.

**Stefanie G.**

01/07/2019

I have not contacted the first placement manager yet as I only got a phone number. Somehow it feels strange to ring rather than send an email as a first point of contact.

**Amanda D.**

GMTS Programme Support Manager, NHS Leadership Academy

01/07/2019

Hi Stefanie a phone call is often best - more of a personal touch, a chance to push outside your comfort zone maybe?

**Stefanie G.**

01/07/2019

Absolutely, thanks Amanda

**Amanda D.**

GMTS Programme Support Manager, NHS Leadership Academy



01/07/2019

No worries Stefanie :)



## ***In relation to 1:1's, how frequently would you suggest we meet with our programme, placement manager and scheme buddy?***

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

**Aaliya A.**

GMTS Regional Trainee Support Manager (London), NHS

01/07/2019

Hi there Helen - thank you for joining the chat!

Typically Trainees will meet their placement managers fortnightly to discuss the piece of work you're working on. You can use this time to discuss how you are meeting competencies as well as progress. Your programme manager will be your consistent point of contact throughout your time on the scheme. Typically trainees meet with them or at least check in with them via phone once a month.

**Sydney B.**

01/07/2019

Is this the case for all trainee graduates? Including general management? Thank you

**Aaliya A.**

GMTS Regional Trainee Support Manager (London), NHS

01/07/2019

Welcome Sydney - yes this is the case for all trainees.

**Helen T.**

01/07/2019

Thank you Aaliya



## ***Hi, I was wondering what a HR orientation would look like and whether there is anything beneficial to cover?***

I have arranged to visit my first placement and discuss orientation. I would love to know if there is anything that alumni found beneficial/ wish they had covered. Thank you.

**General** question asked by **Rebecca I.** | 2 replies

**Amanda D.**

GMTS Programme Support Manager, NHS Leadership Academy

01/07/2019

Hi Rebecca we don't have any alumni on the chat today but our insiders platform does, I can also look at covering this in the next GradMail and getting some tips from our alumni to share?



**Rebecca I.**  
01/07/2019

That would be great, thank you! :)



## ***I have been allocated a range of locations, are we able to choose a specific one?***

I am currently waiting for a final decision. Thank you

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



**Tarique C.**  
Communication Lead - GMTS, NHS Leadership Academy  
01/07/2019

We are not sure of your specific circumstances for your placement this evening Sydney. The best thing would be to reply to the allocation email you received recently, and a member of the team will be able to go into your specific placements with you.



**Sydney B.**  
01/07/2019

Thank you Tarique.



## ***How to get salary protection?***

On the documentation that was sent with the offer it mentioned getting salary protection and contacting a person. This person is on annual leave and given the placement details the financial side of things is very important for me to make a decision, please can the process be outlined regarding what is required and how long this will take?  
Thanks

[General](#) question asked by **Matt C.** | 9 replies



**Amanda D.**  
GMTS Programme Support Manager, NHS Leadership Academy  
01/07/2019

Hi Matt, yes of course we'll pick this up. Does the out of office give an alternative contact?



**Matt C.**  
01/07/2019

Hi Amanda, I spoke to a colleague who could only provide me with the same document that was supplied but from 2018, so I haven't had any luck in my efforts to contact thus far.



**Rebecca M.**  
01/07/2019

What are the requirements for salary protection? How do we apply for this, I can't find the contact information?

**Matt C.**

01/07/2019



Rebecca, it was in the offer letter that it said who to contact for me



**Melissa L.**

01/07/2019

What are the salary dates for the NHS?



**Ruth P.**

01/07/2019

Hi Rebecca, you have to have worked for the NHS for 12 months at a given time I think that it might have been when you applied so December 2018? Then they look at your pay rate for 3 months prior to and including June 2019. It is up to 85% band 6 depending on your NHS pay.



**Amanda D.**

GMTS Programme Support Manager, NHS Leadership Academy

01/07/2019

Hi Matt I'll pick up with NHSBSA to ensure they're responding to queries appropriately and providing appropriate documentation I'm sorry you've had this experience. NHSBSA will work with all trainees to assess whether salary protection applies.

Melissa pay dates are usually around the end of the month (27th-ish) a full list of pay dates will be provided on the information zone in Geni. You'll get access to Geni in early August :)



**Matt C.**

01/07/2019

Thanks Amanda :)



**Amanda D.**

GMTS Programme Support Manager, NHS Leadership Academy

01/07/2019

No problem :)



***For international students, they need sponsorship and that can only be if they are in London, can they withdraw offer?***

**General** question asked by **Anika A.** | 4 replies



**Amanda D.**

GMTS Programme Support Manager, NHS Leadership Academy

01/07/2019

Hi Anika can you clarify re what you mean "can they withdraw the offer" do you mean the Scheme or the trainee?



**Anika A.**

01/07/2019

The trainee. I am currently placed in Midlands but due to the salary offer I cannot be issued the sponsorship certificate. So can they like take away the offer from me?

**Amanda D.**GMTS Programme Support Manager, NHS Leadership Academy  
01/07/2019

This could be a possibility Anika we recommend you discuss your specific circumstances with us by either responding to the TRAC or allocation mailbox.

**Anika A.**

01/07/2019

I have already emailed them but haven't yet received a reply. Also I filled out the TRAC application form but have not yet received the official offer letter from BSA.



## ***If our placement manager details are TBC, when will we receive these?***

[General](#) question asked by **Melissa L.** | 4 replies

**Aaliya A.**GMTS Regional Trainee Support Manager (London), NHS  
01/07/2019

Hi Melissa- thanks for joining the chat. You should receive the details shortly.

**Rachel G.**

01/07/2019

Hi, my placement managers details are TBC as well. I know we are supposed to arrange to meet our placement managers before September. But is there a normal time period we should have met them by, like by the end of July? I'm sure we will receive the details shortly, but its just to make sure when we really should have received them by?

**Aaliya A.**GMTS Regional Trainee Support Manager (London), NHS  
01/07/2019

There is no time limit as to when you need to meet them by as long as you do it before you start. You should arrange a time that suits you both. The details will be sent over the next few weeks.

**Rachel G.**

01/07/2019

Thank you!



## ***Hello! Do you know when the GMTS 2019 Cohort list will go up on Twitter? Many thanks***

[General](#) question asked by **Steven H.** | 9 replies

**Lucy R.**

01/07/2019



Hi Steven, thanks for mentioning Twitter- I don't have an account and was wondering if you get more information by having it? Have you found it useful?



**Steven H.**

01/07/2019

Hi Lucy. It was useful for confirming dates etc. of when we would hear on progress about applications. It seems to be used quite a bit for past cohorts. So I'm hoping it'll be useful for us too.



**Liz M.**

GMTS Programme Co-ordinator, NHS Leadership Academy

01/07/2019

Hi Steven, names of trainees won't be shared on Twitter as a full cohort however the welcome event is a great time to meet fellow trainees. We do post across Facebook and Twitter the same information for those joining the scheme in 2019. The Gradmails are also a really useful source of information about the scheme.



**Lucy R.**

01/07/2019

Thanks Steven, sounds worth making an account alongside joining the Facebook page!



**Steven H.**

01/07/2019

Hi Liz. I'm not a huge Twitter user but I read in the 1st Grad Mail (and in another email) about 'making ourselves known' to the NHS Grad Scheme account page on Twitter, and that we would then be 'added to to 2019 list'. I could see that there are other lists for the past few years, but not 2019.



**Tarique C.**

Communication Lead - GMTS, NHS Leadership Academy

01/07/2019

Hello Steven - that reference means you should follow us on Twitter for added information about GMTS up to and throughout your Scheme. There is no specific 'list' - so we'll look at that wording for the future. We will not have a list of trainees due to the impact of GDPR data protection rules. Some trainees choose to set up groups between them.



**Steven H.**

01/07/2019

That's great, Tarique - than you for clearing that up. Looking forward to starting now!



**Tarique C.**

Communication Lead - GMTS, NHS Leadership Academy

01/07/2019

Great Steven - do play with Twitter a little more, you'll find it good for networking, sharing information and keeping up with updates from the GMTS team. Senior leaders also follow it too, so you never who might see you!



**Steven H.**

01/07/2019

Will do! I currently use it as a 'Sessional Lecturer' (Inclusion and Education). Very slowly turning it into something more 'NHS' in appearance.



## *My graduation dates have been released and they are during my first week of orientation.*

Will it be possible for me to attend my graduation?

[General](#) question asked by **Lee F.** | 5 replies



**Sydney W.**

01/07/2019

This is the same for me!



**Angel O.**

01/07/2019

Yes, I have my final university presentation in the first week...So I was wondering the same?



**Tarique C.**

Communication Lead - GMTS, NHS Leadership Academy

01/07/2019

Hi Lee/Sydney/Angel - You should discuss this with your Placement Manager when you go for your informal visit over the summer to make arrangements as this will be a local decision, and it is likely you will need to take annual leave for the working days you are away. It is not guaranteed that you will be given time off, though you should ask ASAP when you are in touch. Placement Manager details are included as part of your allocation details.



**Lee F.**

01/07/2019

Thanks Tarique, I'm waiting for my placement manager to respond to me a the moment.



**Amanda D.**

GMTS Programme Support Manager, NHS Leadership Academy

01/07/2019

I'm sure they will be back in touch soon Lee :)



## *Can you give some more information about the welcome event expenses? Is there a cap?*

Hi there,

It stated in the email for the East of England welcome event in Stevenage that we will be able to claim all expenses associated with the trip. It said details on how to request this will be in the Gradmail, but there was no mention of it (unless I missed it). Can you give some more information about this? Is there a cap?

[General](#) question asked by **Matej K.** | 4 replies



**Amanda D.**

GMTS Programme Support Manager, NHS Leadership Academy

01/07/2019

Hi Matej we will cover this in forthcoming GradMails expenses can be claimed we recommend you keep copies of receipts these can be claimed in your first month on the Scheme and will be reimbursed in pay in line with policy, further details to follow :)

**Matej K.**

01/07/2019



Thank you Amanda :)



**Rebecca I.**

01/07/2019

Hi, I was also wondering if we will be able to claim travel expenses for the HR training sessions taking place in Leicester?



**Amanda D.**

GMTS Programme Support Manager, NHS Leadership Academy

01/07/2019

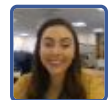
Yes Rebecca you will, please just keep receipts and further guidance will follow :)



## *Who can we contact to secure days off for important pre-booked commitment?*

My sister's wedding was pre-booked for Friday 17th January 2020 and my own wedding was pre-booked for Friday 30th April 2021 in advance before being offered a place on the scheme.

[General](#) question asked by **Samantha R.** | 9 replies



**Helen S.**

GMTS Programme Coordinator, NHS

01/07/2019

Hi Samantha, have you emailed us already to advise us of this pre-booked leave?



**Helen T.**

01/07/2019

Can I check you've received my email about a/l in October please Helen?



**Melissa L.**

01/07/2019

Who do we have to email regarding this?



**Samantha R.**

01/07/2019

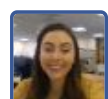
I wasn't sure which email to email to. I have sent to a few, but only had a reply from one informing me to discuss with my placement manager? I am obviously concerned as in the last GradMail, if certain dates clash they will not be approved. Can you suggest the best port of contact/email to contact regarding this?



**Kate T.**

01/07/2019

I also have my own wedding in July next year it would be useful to have the email that we need to contact. Or does this leave need to be arranged with our placement managers?



**Helen S.**

GMTS Programme Coordinator, NHS

01/07/2019

Hi everyone, yes we would suggest speaking to your placement manager to inform them of any pre-booked leave in the first instance and have a discussion with them. Thanks



**Melissa L.**

01/07/2019

I have noticed that mine clashes with one of the experimental learning dates, will there be the possibility to be in the group that doesn't clash with the learning to ensure I don't miss anything?



**Amanda D.**

GMTS Programme Support Manager, NHS Leadership Academy

01/07/2019

Unfortunately we're unable to support group changes unless there are extenuating circumstances. It's quite a big piece of work to map trainees to groups and there's never a perfect fit but we try our best considering all elements including Experiential Learning and our 6 specialism education programmes :)



**Helen T.**

01/07/2019

My leave is 21 October, fingers crossed that I'm in a group that fits!



## *Hello, I would like to ask the visa process and possibility of reallocation*

I recently received and accepted my HI placement in Birmingham in West Midlands region. While preparing the visa documents, the issue came that the placement outside of London can not meet the visa requirements. This issue was not noticed during the placement process until now.

HR suggested me to approach Leadership academic to reallocate my place to London. I have sent inquiries but no reply so far. I know many international students are in the same boat. What are the next steps for us? Is it possible to reallocate? Or NHS will withdraw the offer?

Thanks!!  
Sia

[General](#) question asked by **Siying C.** | 3 replies



**Amanda D.**

GMTS Programme Support Manager, NHS Leadership Academy

01/07/2019

Hi Siying, see Anika's thread too we are aware of some individuals in this position and rest assured we will contact all those affected soon, I'd recommend emailing the TRAC or allocations inbox I'll pick up with a colleague to make sure responses are actioned ASAP.



**Siying C.**

01/07/2019

Thank you for that. Will email the TRAC inbox and wait for response.



**Amanda D.**

GMTS Programme Support Manager, NHS Leadership Academy

01/07/2019

I'll follow up too with my colleagues Siying :)



## *Hi, are the welcome events in Leeds on the 5th and 6th for all trainees?*

[General](#) question asked by **Kirsty Y.** | 5 replies



**Liz M.**

GMTS Programme Co-ordinator, NHS Leadership Academy  
01/07/2019

Hi Kirsty, The welcome event is held over the 5th and 6th September in Leeds. Trainee will be advised as to which date they will be attending shortly. The welcome event is a great first day onto the scheme to meet with fellow trainees and members of staff.



**Kirsty Y.**

01/07/2019

Great, thank you!



**Ruth P.**

01/07/2019

Ah, so we only attend one of the days then? I'm just thinking about the 5 hour train journey up.



**Liz M.**

GMTS Programme Co-ordinator, NHS Leadership Academy  
01/07/2019

Yes just one day in Leeds, further details around booking train travel will be shared via Gradmails shortly.



**Ruth P.**

01/07/2019

Thanks :-)



## *Do we start getting paid for the scheme at the end of September on a monthly basis?*

[General](#) question asked by **Melissa L.** | 1 reply



**Aaliya A.**

GMTS Regional Trainee Support Manager (London), NHS  
01/07/2019

Hi Melissa, salaries are paid monthly and yes your first salary will be paid at the end of September.



## *When do we find out which group we are in for the EGA cohorts? Thanks*

[General](#) question asked by **Ruth P.** | 7 replies

**Helen S.**



**GMTS Programme Coordinator, NHS**  
01/07/2019

Hi Ruth, you will be advised of your EGA and Experiential Learning groups in August, so we ask you to hold the dates until you are made aware of your groupings, thanks.



**Helen T.**  
01/07/2019

Hi Helen, I was interested in this as I have a pre-booked holiday in October, I have emailed to request that this is taken into consideration so hopefully it will be ok (I asked a similar question on another thread!).



**Ruth P.**  
01/07/2019

Thanks Helen, I am keeping the next 24 months free :-)) I just have to think about childcare once the dates are confirmed.



**Helen S.**  
GMTS Programme Coordinator, NHS  
01/07/2019

Hi Helen, we will take pre-booked leave into consideration when we do the groupings/cohort allocations. Thanks

That's great Ruth :) We will try to give you as much information as soon as possible to ensure you have ample time to prepare. Thanks



**Melissa L.**  
01/07/2019

Who should we email about pre-booked leave?



**Helen S.**  
GMTS Programme Coordinator, NHS  
01/07/2019

Hi Melissa, if the education doesn't clash with your leave then please have a discussion with your placement manager, however if you have reviewed the education documentation and found you do have a clash please email the TRAC inbox. Thanks



**Helen T.**  
01/07/2019

Thanks Helen



## ***Do all trainees have to attend the experimental sessions on the education timetable?***

**General** question asked by **Melissa L.** | 8 replies



**Liz M.**  
GMTS Programme Co-ordinator, NHS Leadership Academy  
01/07/2019

Hi Melissa, trainees attend 5 modules as part of the experiential aspect of the scheme. Module 1 and 5 are delivered in Leeds and 2-4 are delivered closer to trainees regionally. Allocations of experiential learning dates will be provided to trainees but in the meantime please do keep these dates free.

**Sydney B.**

01/07/2019

Hi Melissa, are you on the graduate management scheme?

**Melissa L.**

01/07/2019

Hi Sydney, I am on the health informatics scheme.

**Matt C.**

01/07/2019

Melissa, which region? I am HI scheme in NW.

**Melissa L.**

01/07/2019

I am going to be based in Woking.

**Matt C.**

01/07/2019

I guess I'll see you at UCL!

**Melissa L.**

01/07/2019

Look forward to meeting you!

**Amanda D.**

GMTS Programme Support Manager, NHS Leadership Academy

01/07/2019

We're looking forward to meeting you all :)



## *How many people have been successful in each of the specialisms?*

**General** question asked by **Matt C.** | 9 replies

**Matej K.**

01/07/2019

I'm very curious about this too actually!

**Lee F.**

01/07/2019

Good question!

**Tarique C.**

Communication Lead - GMTS, NHS Leadership Academy

01/07/2019



We are still in the process of allocating final placements and can communicate the information in due course if people find this useful.  
At this time of year we are working on the fine details of the last few placements before final numbers are tallied.



**Matt C.**

01/07/2019

Thanks Tarique, does that mean that some people are yet to receive offers? I did reply to my offer with some queries but haven't yet had a response.



**Tarique C.**

Communication Lead - GMTS, NHS Leadership Academy

01/07/2019

Matt - it means we have made the offers, but a handful of people have personal circumstances that need us to revisit placements before final confirmation. This takes a little time as there are multiple stakeholders involved, so bear with us :)



**Matt C.**

01/07/2019

Please could someone respond to my email to let me know if this is something that is being looked into as it may influence my decision to accept? Thanks



**Amanda D.**

GMTS Programme Support Manager, NHS Leadership Academy

01/07/2019

Hi Matt we will get back to respond to your queries did you reply to the email you received regarding your allocation?



**Matt C.**

01/07/2019

Amanda, yes I responded the the email that provided me with my allocations.



**Amanda D.**

GMTS Programme Support Manager, NHS Leadership Academy

01/07/2019

Fab, I'll speak to my colleagues and see where a response is up to, thank you for your patience :)



## *How can I find out who the other trainees are in my area and scheme?*

I'm in HR in Leeds, so am wondering if I am the only one, or if there are others?

[General](#) question asked by **Priam J.** | 7 replies



**Matej K.**

01/07/2019

Yeah I'm wondering who else is going to be in Milton Keynes with me, maybe we could live together?



**Aaliya A.**

GMTS Regional Trainee Support Manager (London), NHS

01/07/2019



Hi Priam and Matej, the welcome events are a great opportunity to network and meet the other trainees in the cohort!



**Samantha R.**

01/07/2019

Yes I would love to know who is working near me to start making some contacts beforehand 😊 I am based in Bradford Priam, but I am on general management.



**Rebecca I.**

01/07/2019

I'm on the HR scheme based in Bradford and would like to know also :)



**Priam J.**

01/07/2019

:) Hopefully the welcome events will make it obvious like if we have name badges with our scheme / location showing.... hopefully our paths will cross Sam/Rebecca/Matej



**Aaliya A.**

GMTS Regional Trainee Support Manager (London), NHS

01/07/2019

You will have the opportunity to network at local events as well as before the start scheme.



**Kira W.**

01/07/2019

I'm on the HR scheme in Stevenage, hope to meet people based close by, also struggling to find accommodation.



***What can we expect during the orientation in Leeds? Is accommodation provided or do we find our own?***

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



**Kelly W.**

Programme Support Manager - North, GMTS

01/07/2019

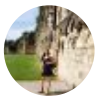
Hi Neil your orientation will be arranged locally by your placement and programme managers. You could engage with them over summer to get involved in this. Your orientation plan will be shared with you before you start on the scheme.



**Neil W.**

01/07/2019

Thanks Kelly



## *Hello, when should we plan to visit our first placement organisation and our programme and placement managers?*

Is it possible to do it in July or the beginning of September? I will be abroad for the whole month in August.

[General](#) question asked by **Stavroula C.** | 3 replies



**Shelby D.**

01/07/2019

I am meeting my placement manager on Friday, just get in touch with them and explain your availability and hopefully something will be sorted! :)



**Tarique C.**

Communication Lead - GMTS, NHS Leadership Academy

01/07/2019

Stavroula - you should contact your Programme/Placement Manager as soon as you have their details in your allocation email and arrange a visit ASAP and which is convenient for you both.



**Stavroula C.**

01/07/2019

Thank you for the responses :)



## *Is there anything we can do to prepare for the studying aspects e.g. a reading list for the programmes?*

[General](#) question asked by **Lucy R.** | 3 replies



**Tarique C.**

Communication Lead - GMTS, NHS Leadership Academy

01/07/2019

Lucy - I advice that you contact your Programme and Placement Managers (detailed in your allocation email), and ask them about specific information you should review before you start in September. Arrange your visit with them ASAP and you can go through the details then too.



**Amanda D.**

GMTS Programme Support Manager, NHS Leadership Academy

01/07/2019

Hi Lucy in terms of preparation for study a forthcoming GradMail will focus further on education and any prep required as this will be dependent on specialism it can't hurt to brush up on academic skills in general though :)



**Lucy R.**

01/07/2019

Thanks both :)



## ***I have been given the same placement manager for both placements, am I still likely to get a varied experience?***

I have not been told the team/ department for my first placement, only my second placement. I only know I have the same placement manager in the same hospital for both placements .

**General** question asked by **Rebecca M.** | 6 replies



**Kirsty Y.**

01/07/2019

I'm in a similar situation, I've got two placement managers but in the same hospital for both



**Lee F.**

01/07/2019

I'm also in a similar position! Different managers for each placement but the same locations.



**Kelly W.**

Programme Support Manager - North, GMTS

01/07/2019

Hi Rebecca we can check this out with your local leadership academy.



**Rebecca M.**

01/07/2019

Glad to hear it's not only me in this situation!

Thanks Kelly. Will you be able to get back to me on this or should I contact someone about it?

The reason why I decided to do the scheme was to get experience in a variety of places so I want to make sure I can make the most out of it.



**Eleanor F.**

01/07/2019

Both of my placements are completely identical.



**Kelly W.**

Programme Support Manager - North, GMTS

01/07/2019

This year we have life time bids which are bids from one host, however you will be working within different teams and have different placement managers across each placement. All our bids are quality assured to ensure the best placement possible for our trainees.

Rebecca we will check this with the local leadership academy for you and will come back to you if there are any issues.

Hi Eleanor you may be placed at the same location but your placements will be different across different aspects of work and teams during your 2 years on the scheme. You also have your flexi-placement to explore other areas/teams/departments of work.



## ***Educations dates for General Management?***

Looking at the education dates, there is nothing specified for GM trainees. Is this because they are not finalised or are we only doing experimental learning and EGA?

**General** question asked by **Samantha R.** | 9 replies

**Sydney B.**

01/07/2019

This is exactly what I'm wondering

**Helen S.**

GMTS Programme Coordinator, NHS

01/07/2019

Hi Samantha, as the primary specialism education is the Elizabeth Garrett Anderson programme, this is undertaken by all trainees for the first residential which is in the education document sent out on the last grad mail. In year two of the scheme GM's will go on to do the PG Diploma and will have specialism specific residentials in year 2. Hope this helps, thanks

**Samantha R.**

01/07/2019

Thank you Helen. So to confirm there is nothing specific to GM's in the first year?

**Ruth P.**

01/07/2019

Hi Helen, so the only face-2-face is that first residential? Sorry to need clarification but it has been a long day.

**Helen S.**

GMTS Programme Coordinator, NHS

01/07/2019

Hi Samantha, you will attend the residentials for EGA and complete assignments throughout that year as well as attend the experiential learning modules. Thanks

Hi Ruth, Can I ask what specialism you are?

**Samantha R.**

01/07/2019

Thank you for clarifying that Helen 😊

**Ruth P.**

01/07/2019

Im GM

**Helen S.**

GMTS Programme Coordinator, NHS

01/07/2019

Hi Ruth, your face to face days in your first year will be welcome event, one 4 day EGA residential, one 3 day Experiential Learning Module 1 in December, one EL Module 2 and one EL Module 3. Also you will take part in action learning sets that are face to face. There will be more face to face days in your second year which will be announced in due course. Thanks

**Ruth P.**

01/07/2019

Wonderful, thank you



## *Should we reach out to and arrange to meet our programme manager as well as our placement manager?*

**General** question asked by **Shantelle M.** | 1 reply



**Amanda D.**

GMTS Programme Support Manager, NHS Leadership Academy  
01/07/2019

Hi Shantelle that would be a good idea yes - go ahead and introduce yourself :)



## *I submitted my expenses for assessment centre at the end of March. When will I be reimbursed?*

**General** question asked by **Rebecca M.** | 2 replies



**Tarique C.**

Communication Lead - GMTS, NHS Leadership Academy  
01/07/2019

Rebecca - We will look into this for you Rebecca and come back to you directly. This will be from tomorrow.



**Rebecca M.**

01/07/2019

Thank you Tarique, it's been a while since I submitted it so hope it's not lost amongst other claims.



## *Hi, could you briefly specify the difference between programme manager and placement manager?*

**General** question asked by **Stefanie G.** | 6 replies



**Neil W.**

01/07/2019

Also can they be the same person?



**Aaliya A.**

GMTS Regional Trainee Support Manager (London), NHS  
01/07/2019

Hi Stefanie - Your placement manager will be the person managing you during your time on your placement. They will be responsible for assigning you work, signing off competencies and conducting performance reviews.

Your Programme Manager is your consistent point of contact throughout your duration on the scheme and will not change when you change placements. They are there to give advice, offer support, and to generally oversee your time.

Your programme and placement managers will not be the same person.

**Stefanie G.**



01/07/2019

Excellent, thank you Aaliya. As for my second question, I just read a similar question in a separate thread which answered it pretty well.

And to add to this question: who do we contact, placement or programme manager regarding a first informal meeting?

**Aaliya A.**

GMTS Regional Trainee Support Manager (London), NHS

01/07/2019

You would typically contact your placement manager first but there is no harm in contacting both. Alternatively you can contact your programme manager once you have started.

**Stefanie G.**

01/07/2019

Excellent. Thank you. I only got a phone number rather than an email. That is why I have not contacted my placement manager yet. But I guess, I just go ahead tomorrow and ring.

**Aaliya A.**

GMTS Regional Trainee Support Manager (London), NHS

01/07/2019

Hi Stefanie - Yes its a great opportunity to make contact and have that initial chat



## ***Has anyone else not got their offer letter yet?***

I need to hand my notice in at work but am worried about doing it without this. Thanks

**General** question asked by **Becky C.** | 10 replies

**Matt C.**

01/07/2019

Likewise on some of the details that I have queried since receiving my offer letter. I am required to give 8 weeks notice, which doesn't allow me much time to receive the information. Thanks

**Amanda D.**

GMTS Programme Support Manager, NHS Leadership Academy

01/07/2019

Hi Becky if you haven't got this by mid-July please contact NHS BSA some haven't got theirs yet but I understand they will be issued ASAP.

**Samantha R.**

01/07/2019

I have not received mine yet and I also need to give notice at work, as I am relocating from Peterborough to West Yorkshire.

**Becky C.**

01/07/2019

Okay thanks. I think I'll just have to hand my notice in and hope everything is okay!

**Stavroula C.**

01/07/2019



Have not received my offer letter either. Relocating from West Yorkshire to Peterborough.



**Samantha R.**

01/07/2019

Wow! What a coincidence Stavroula!



**Stavroula C.**

01/07/2019

Good luck Samantha! I loved Yorkshire!



**Samantha R.**

01/07/2019

Good luck also! Very exciting and a new adventure!



**Rebecca M.**

01/07/2019

I also had to give 8 weeks notice. Have just submitted my notice now as couldn't wait much longer. Still not received offer letter.



**Amanda D.**

GMTS Programme Support Manager, NHS Leadership Academy

01/07/2019

Hi Rebecca you should receive your offer letter soon if you don't receive this by mid-July please chase NHSBSA.



## *At what point can we find a permanent job?*

Though the scheme is 2 years, say 12/18 months in, I find a role in my team I really like or has been suggested I take up, could I apply for it without any issue?

[Career Choices](#) question asked by **Priam J.** | 2 replies



**Liz M.**

GMTS Programme Co-ordinator, NHS Leadership Academy

01/07/2019

Hi Priam, 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. Guidance around leaving the scheme is shared with trainees when their time on the scheme is coming to an end to support them in finding their first job after the scheme.



**Priam J.**

01/07/2019

Just to clarify, I did mean within the NHS. thanks,



## *Are we able to take any annual leave in September at all?*

**General** question asked by **Rebecca M.** | 13 replies



**Amanda D.**

GMTS Programme Support Manager, NHS Leadership Academy  
01/07/2019

Hi Rebecca we recommend you have a discussion with your Placement Managers, leave across Scheme commitments won't be approved. Have a look at the education dates document and speak to your manager about any requests. It's at a managers discretion to approve/decline requests in line with business need too :)



**Rebecca M.**

01/07/2019

Thank you Amanda :) I understand that September includes welcome events on 5th and 6th September and then a 20 day orientation. Is that orientation spent on placement rather than considered education dates?



**Amanda D.**

GMTS Programme Support Manager, NHS Leadership Academy  
01/07/2019

Hi Rebecca we'll focus on orientation in GradMail too - it's orientation to the NHS so although in placement you're orientation will be across the NHS to experience the service as a whole it's a great opportunity :)



**Rebecca M.**

01/07/2019

I see, so it's across various placement teams, but an annual leave request for the orientation period would still be at the discretion of my placement manager?  
Sounds like a very exciting opportunity so wouldn't be asking for much more than a day! Just wondering who I should request it from in advance.



**Matt C.**

01/07/2019

If there are mandatory education days within the orientation period, how does the orientation period then work?



**Amanda D.**

GMTS Programme Support Manager, NHS Leadership Academy  
01/07/2019

Hi Rebecca if you think of your orientation and placement as separate, your annual leave would be approved by your first Placement Manager as they have oversight of your orientation as part of placement 1. Orientation is across different services/departments/teams/experiences in the NHS :)



**Sydney B.**

01/07/2019

Will this orientation be local to our placement? Or could it be anywhere?



**Rebecca M.**

01/07/2019

I see, thank for for clarifying Amanda.



**Amanda D.**

GMTS Programme Support Manager, NHS Leadership Academy  
01/07/2019



Hi Sydney your orientation would usually be within region you'll have a plan in advance so you can see where you'll be going and when and there's a chance to input to this when you meet your Placement Manager.

No problem Rebecca.



**Sydney B.**

01/07/2019

Thanks Amanda!!



**Matt C.**

01/07/2019

How does orientation and education clashes work?



**Amanda D.**

GMTS Programme Support Manager, NHS Leadership Academy

01/07/2019

Hi Matt the orientation dates will weave around education dates and orientation days are not always consecutive you'll see this better on your specialism education dates document that will be provided soon in an upcoming GradMail :)



**Matt C.**

01/07/2019

Brilliant, thanks Amanda!



## ***Hello, I was wondering, do we need to reach out and contact our Programme Manager as well as our Placement Manager?***

As the allocation letter suggests only contacting your first placement.

**General** question asked by **Maria O.** | 6 replies



**Samantha R.**

01/07/2019

It states in the onboarding timetable to contact your programme manager also before September and to arrange meeting them.



**Liz M.**

GMTS Programme Co-ordinator, NHS Leadership Academy

01/07/2019

Hi Maria, your programme manager supports you throughout your time on the scheme and it would be useful to introduce yourself to them.

Thanks Samantha for adding this in, that's really helpful.



**Samantha R.**

01/07/2019

That's ok Liz 😊 I only realised when reading the on-boarding timetable, as it did state only to contact placement manager on the placement offer. I hope this helped Maria 😊

**Maria O.**



01/07/2019

Yes thank you both for your help!

I am also keen to find out more info about the 4 week orientation period. Will this be based near to our first placement, and will it consist of more than one location i.e. a variety of hospitals?

**Aaliya A.**

GMTS Regional Trainee Support Manager (London), NHS

01/07/2019

Hi Maria, orientation will be organised locally by your programme and placement managers and may be across different sites and locations to give trainees a varied experience.

**Maria O.**

01/07/2019

Thank you Aaliya, that's useful to know



## *After the Scheme, what happens?*

In the contract it states that if you don't stay in the NHS then you will be required to pay back some of the costs. Given that there was mention of 500 places this year, what does the scheme do to help those 500 people find a role within the NHS after the scheme? I don't feel happy with having to pay back some costs if there isn't a suitable role available in the NHS.

[Career Choices](#) question asked by **Matt C.** | 2 replies

**Amanda D.**

GMTS Programme Support Manager, NHS Leadership Academy

01/07/2019

Hi Matt you'll receive support both at regional and national level, there's a national careers event we host and lots of opportunities to link with peers and networks to identify opportunities :)

**Matt C.**

01/07/2019

Thanks Amanda :)



## *The flexi-placement - when do we need to start thinking about this?*

How would you recommend that we narrow our search field of suitable companies? Thanks

[General](#) question asked by **Ruth P.** | 16 replies

**Rebecca M.**

01/07/2019

I was thinking this too. Do we apply to this ourselves and when do we need to do that?

**Sydney B.**

01/07/2019

Are you both on the general management scheme?

**Ruth P.**

01/07/2019

Yes :-) you too?

**Rebecca M.**

01/07/2019

Yes I am on GM

**Sydney B.**

01/07/2019

Oh great! Me too

**Samantha R.**

01/07/2019

I am too! 😊

**Steven H.**

01/07/2019

Me three! (if that's even a sentence?)

**Ruth P.**

01/07/2019

Lol, what regions?

**Sydney B.**

01/07/2019

Ahahaha goodie!! I feel like I'm a bit alone with all this information!

**Steven H.**

01/07/2019

South East (Kent)

**Sydney B.**

01/07/2019

I'm in central London

**Kelly W.**

Programme Support Manager - North, GMTS

01/07/2019

Hi Ruth, you can work with your placement and programme manager and Regional Trainee Support Manager to consider and identify possible flexi-placement options. Your local leadership academy and national team will also support you with this and will provide you with information on what the process is for securing your flexi-placements.

**Kirsty Y.**

01/07/2019

I'm in Kent on the GM scheme too!

**Ruth P.**

01/07/2019

I'm Thames Valley and Wessex, so we are spread out, but thats a good excuse to meet up of coffee :-)

Thanks Kelly, I will note that down for once I have settled into my first placement then.

**Steven H.**

01/07/2019

Should be meeting you soon then, Kirsty! :)

**Kirsty Y.**

01/07/2019

Sounds good!



## ***How are the residentials in Leeds generally organised? For example the welcome event in beginning of September***

Would we typically arrive the night before and stay in a hotel?

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

**Sydney W.**

01/07/2019

I was wondering this too

**Liz M.**

GMTS Programme Co-ordinator, NHS Leadership Academy

01/07/2019

Hi Stefanie and Sydney, residentials while on the scheme take place as part of your education elements and experiential modules. The scheme has a travel booking policy which will be shared shortly which outlines travel and overnight stay guidelines.

**Stefanie G.**

01/07/2019

Great, thank you Liz.

**Sydney W.**

01/07/2019

Thanks for this help!



## ***Where can we get more information about employee benefits ?***

i.e if there are childcare vouchers, if there is a health plan, etc please?

[Life at the Company](#) question asked by **Helen T.** | 2 replies



**Amanda D.**

GMTS Programme Support Manager, NHS Leadership Academy  
01/07/2019

Hi Helen we'll provide this information on Geni in the information zone - you'll get access to Geni in early August :)



**Helen T.**

01/07/2019

Great thanks Amanda



## *When in advance should we apply for a leave?*

[General](#) question asked by **Anika A.** | 6 replies



**Amanda D.**

GMTS Programme Support Manager, NHS Leadership Academy  
01/07/2019

Hi Anika annual leave requests should be posed to your Placement Manager you can discuss this when you meet I'd suggest reviewing the education dates to see that no requests cross education/Scheme commitments as these won't be approved :)



**Ruth P.**

01/07/2019

Hi Amanda, does the scheme match the agenda for change in terms of holiday allocation? My current trust give extra days for long service and I am wondering if I will still get those? Thanks



**Liz M.**

GMTS Programme Co-ordinator, NHS Leadership Academy  
01/07/2019

Hi Ruth, if a trainee has continued service with the NHS when starting on the scheme then annual leave extra days are protected. BSA our HR team will be contacting individuals to confirm this.



**Liz M.**

GMTS Programme Co-ordinator, NHS Leadership Academy  
01/07/2019

And obtain details about length of service and further details.



**Helen T.**

01/07/2019

I've been in touch with a lady called Julie about protected pay but also need to ensure my a/l is protected (I'm coming up to 10 years in the NHS next year)



**Ruth P.**

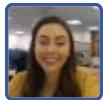
01/07/2019

Hi Helen, me too. Funny to think that I have been full-time in the NHS that long. Shame that they don't count bank or training otherwise I would have hit that years ago.



## ***Do HI trainees also have to attend EGA residential?***

[General](#) question asked by **Melissa L.** | 1 reply



**Helen S.**

GMTS Programme Coordinator, NHS

01/07/2019

Hi Melissa, yes all trainees from all specialisms attend and complete the Elizabeth Garrett Anderson programme up to PG Cert level except for GM's who go to PG Dip. Thanks



## ***Do mortgage / rent references take long to come back?***

I'm in the process of buying a house, and the offer letter has an email address for the bank to contact. Do you know how long they take to get back to the bank with the reference?

[General](#) question asked by **Steven H.** | 3 replies



**Amanda D.**

GMTS Programme Support Manager, NHS Leadership Academy

01/07/2019

Hi Steven I'm not sure, the HR team at NHSBSA are pretty responsive so I'd hope you get a response fairly quickly, I'd advise a polite chaser after a short while :)



**Matej K.**

01/07/2019

I emailed them about a reference for a landlord today and it says they aim to respond within two working days.



**Steven H.**

01/07/2019

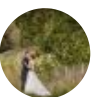
Thank you Amanda (and Matej). That's great :)



## ***When will we find out exam dates and coursework deadlines for our specialisms?***

Sorry if this has already been asked! I'm joining the HR strand and wondered how far in advance will we know exam and coursework dates, particularly exams to allow for travel?

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



**Helen T.**

01/07/2019

I'd be interested in this too 😊

**Helen S.**

GMTS Programme Coordinator, NHS

01/07/2019

Hi Morgan, I am working with our provider to have this firmed up for you asap and should hopefully have this confirmed in August at the latest. Thanks

We will be holding an education specific Live chat with each of our providers where you will be able to ask education specific questions. Thanks

**Morgan G.**

01/07/2019

Thank you Helen! That sounds great - I'll be sure to look out for that chat too :)

**Helen T.**

01/07/2019

Great thanks Helen



## ***Does the experimental learning require us to be in Leeds for 4 days or is it different per group?***

**General** question asked by **Melissa L.** | 4 replies

**Helen S.**

GMTS Programme Coordinator, NHS

01/07/2019

Hi Melissa, you will be required to be in Leeds for Experiential Learning in December for 3 days and EGA Residential Learning in Leeds for 4 days, depending on your group/ cohort allocation will depend on the dates you will attend. Thanks

**Melissa L.**

01/07/2019

When will we find out what allocations we are in?

**Helen S.**

GMTS Programme Coordinator, NHS

01/07/2019

We are hoping to let people know end of August at the latest.

**Melissa L.**

01/07/2019

That's great thank you.



## *Will this thread be put into a transcript like the last chat? Thank you - it's been very helpful!*

[General](#) question asked by **Steven H.** | 5 replies



**Amanda D.**

GMTS Programme Support Manager, NHS Leadership Academy  
01/07/2019

Hi Steven we'll ensure a transcript is shared soon like we did last time :)  
Glad you found it helpful :)



**Steven H.**

01/07/2019

Fantastic. Thank you :)



**Ruth P.**

01/07/2019

Same here, it has been very helpful and nice to meet other trainees!



**Helen T.**

01/07/2019

I've also found it really helpful, thank you!



**Amanda D.**

GMTS Programme Support Manager, NHS Leadership Academy  
01/07/2019

Great, thanks all - we've plenty more of these to come and alongside the GradMails should build up a full picture of the Scheme :)



## *Before we close, if you were to offer your best piece of advice to us what would it be?*

[General](#) question asked by **Neil W.** | 5 replies



**Stefanie G.**

01/07/2019

Very good question :-)



**Liz M.**

GMTS Programme Co-ordinator, NHS Leadership Academy  
01/07/2019

 #183820

Hi Neil and Stefanie, we'd recommend researching the NHS, your placement organisation, speaking with your buddy and preparing yourself for the fast pace nature of the scheme. Also it may be worth reaching out to Alumni of the scheme. That's more than one but hopefully helpful!



**Stefanie G.**

01/07/2019

Thank you Liz





**Neil W.**

01/07/2019

Great thanks Liz 👍



**Liz M.**

GMTS Programme Co-ordinator, NHS Leadership Academy

01/07/2019

No problem, also another thing would be to subscribe to the up and coming PathMotion Live chats!