

NHS GRADUATE MANAGEMENT TRAINING SCHEME

Application Process

GMTS September 2021 Intake – Oct-Nov Newsletter

Applications for the September 2021 intake of the multi-award winning NHS Graduate Management Training Scheme (GMTS) are now open. The scheme turns 65 years old next year and we are looking to support more future leaders than ever before. The scheme is open for anyone meeting our minimum eligibility requirements, regardless of whether you are a recent graduate, currently working in the NHS and looking to step-up your career or looking to move into NHS leadership from another sector. For details of our minimum eligibility requirements, please visit our website [here](#).

GMTS is a full-time, two-year (or two and a half if you opt for finance) leadership development program that encompasses a host of development opportunities including structured work experience, professional qualifications, action learning sets and much more. It is designed to stretch and challenge individuals to bring out the best of their leadership abilities and to build and develop confidence across a broad range of competencies; you'll be given real responsibility to influence decisions and improve the lives of our populations. In the South West, trainees can be based in any of our seven regions including Bath, Bristol, Somerset, Gloucestershire, Cornwall & Isles of Scilly, Devon and Dorset, in a range of different types of organisations such as:

- Acute trusts
- Mental health services
- Community healthcare
- Sustainability and Transformation Partnerships (STPs) or Integrated Care Systems (ICS')
- Clinical Commissioning Groups (CCGs)
- Arm's Length Bodies such as NHS England & NHS Improvement and NHS Blood & Transplant

The scheme is full-time and you'll have access to a range of benefits including a competitive salary of approximately £24,000, with capped pay protection for current NHS staff, and a minimum 27 days holiday plus eight Bank and Public Holiday, again with capped annual leave protection available for existing NHS staff. You will also be supported with travel and expenses for any national GMTS commitments.

Depending on your interest, we offer six specialisms with places available across England:

- General Management
- Finance
- Human Resources
- Health Informatics
- Health Analysis
- Policy & Strategy – please note we are no longer accepting new applications for this stream for September 2021

After completing the scheme, our trainees go into a variety of leadership roles across health and social care in England, from project managers, service managers, analysts, contract managers, strategy advisors and much more. Four out of five of the last NHS chief executives have been alumni of GMTS, including Simon Stevens, our current chief executive.

For more information and to start your application, visit the [GMTS website](#) by clicking [here](#).

Applications for a place in September 2021 are likely to close early due to the volume of applications, so get your application started soon if you are interested. For the latest updates, you can [follow us on Twitter here](#).

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Hello, my name is Emily.

I'm a Graduate Management trainee who started in March 2020 at my placement in Gloucestershire Health and Care Community NHS Trust. It's been a really strange year to start a new job, especially in the NHS! The main thing that got me through though, is the support from my peers in the South West cohort. We were lucky enough to have an introductory meeting before we all started the scheme that was run by some current Grads, so we could all get to know each other. We only met face to face once more at the wonderful welcome event up in Leeds. Then as we went into national lockdown, our contact had to move online. We were so lucky to have a great Trainee Support Manager who arranged cohort calls for us to connect and check in with everyone as it was a scary time both at work and at home! We have since carried on these chats ourselves and have all become great friends who support each other, as no one else knows what it's like to be an NHS Grad.

The scheme has started back up again now, and I've really enjoyed the content so far, especially the Experiential Learning- a way of learning by doing and reflecting. We have had a couple of sessions, and they have been really insightful and engaging. My favourite activity was with some actors and directors who talked about how to present yourself and command and hold attention when talking in meetings. We all got to practise and were given tips to improve. Even though everything is online now, it was still fun and useful.

Another part of the scheme that provides a different sort of education is the Action Learning Sets where a small group of colleagues gather to discuss an issue or problem they are facing at work, and their peers support and challenge them constructively, coaching them to find a solution. In our first session, we did a 'lifeline' exercise where we talked about the high and low parts of our lives, and it certainly helped to build trust and vulnerability. I'm looking forward to the rest of these sessions as I think they will be a valuable, safe learning space.

I am so glad I joined the scheme, as despite Covid it has been wonderful to meet like-minded, passionate people that will hopefully be friends and colleagues for life.



Emily Craig



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GMTS March 2020 Trainee – General Management

I'm Rebecca, a March 2020 General Management Trainee with the NHS Graduate Management Training Scheme (GMTS).

My background is clinical work within the NHS where I was a Senior Psychological Wellbeing Practitioner for a primary care psychology IAPT service. I loved my work here both directly working with patients and also supporting staff, and from here I realised I wanted to develop as a leader. I felt that I could help more people by working as a manager to develop strategy and services and so applied for the GMTS, where I could continue working in the NHS to improve patient experience but also have the support and education to grow and develop my own leadership and management skills.

Rebecca Weston

My first placement is with Swindon Community Health Services. Quite quickly after starting we entered the coronavirus pandemic, which meant for a lot of trainees the plans for our first placements took a slight detour. During the 'first wave' I assisted with implementing the national COVID-19 guidance, which included identifying which services to stop and continue, the risks associated with this and how we could best try to mitigate these. I was then later involved with the restarts for our services, working with service leads on what they needed to safely open their services back up and writing proposals for the trusts restart and recovery board.

The pandemic was a challenging time to join the scheme but a great opportunity to learn from current NHS leaders about how to respond to such a rapidly moving and novel situation. As a cohort of trainees in the South West we regularly meet virtually to support each other and share our experiences, it's really valuable to connect with peers in the same position and hear about their experiences in and out of work. It was a strange time with support from friends and family turning virtual too, with weekly quizzes and online monopoly tournaments - with a second lockdown just announced I'm already receiving invites for 'wave two' of the weekly family quiz!

