

Wavelength Programme

Frequently Asked Questions

Will I get a place on the programme based on my job title i.e., the job I do for my organisation?	Places will be allocated based on the strength of the application & line manager reference
Can I appeal the decision if I haven't been offered a place on the programme?	We have fair transparent selection criteria in place. Our selection panel changes each year. The programme is always oversubscribed so a strong application with a reference stating reasons why you should be offered a place is crucial. The Panel decision is final.
Is it important to know about the Integrated Care System and their priorities?	Yes, it is helpful to know about the ICS and their priorities in order to consider what your Transformation idea might be, i.e., how will it benefit the System, the patient outcome, a pathway, something that can possibly link into a project you might already be working on. However, we understand that quite a few of you are from outside of the Health and Care area, we'd ask that you think about your organisation's ambitions and priorities and the collaborative practices that it utilises when working across organisations, boundaries, and services.
Do I have to attend all of the programme events?	<p>Yes, if you want to receive your certificate at the end of the programme.</p> <p>The events run from 9-5pm and any caring responsibility arrangements need to be in place so you can stay until the end of the programme at 5pm or later if residential evening events.</p> <p>Holidays should not be booked during programme timings.</p>
What is backfill and can I apply for it?	The backfill policy is in place to enable self-employed Independent Practitioner's to attend our programme, whilst still being able to ensure patient care is in place at their practice. It is not available

	to other applicants as their organisations will be releasing them to attend.
How does a GP apply for backfill?	Please contact Frimley Academy office to ensure that you know the procedure for being set up as a preferred supplier. After each event, you should send an invoice to frimley.academy@nhs.net and we will be able to organise payments.
Is it possible for an employee and their line manager to both do the programme at the same time?	Yes, we do allow this. You will be in separate action learning sets.
I'm currently completing another Frimley Leadership Programme; can I also apply for Wavelength?	If you have completed a Frimley Academy programme, you will not be eligible to apply for another Leadership Programme run by the Frimley Academy within at least 2 years.
Is there an expectation to deliver something during this programme?	Every participant will be expected to complete or begin a Transformation idea ** (A transformation idea could be innovative changes required to create a health and care system that meets the future needs of our local population.
What is the Improvement Network?	The Improvement Network, set up by the Frimley Academy to ensure that we utilise the skills and knowledge that is available within our Integrated Care System here in Frimley. The Network members will "walk along side" colleagues who are working on quality improvement/change initiatives across the system – offering guidance, mentoring in quality improvement, motivation and constructive challenge as required.