Dear colleagues

We are pleased to confirm that we have some funding available to run a pilot for two legacy mentors to work together to implement this within our system. The backfill funding equates to approximately 15 hours per week per legacy mentor for a period of 10 months at the top of band 6.

Legacy mentors are experienced nurses, or colleagues in other regulated professions, usually in late career, who provide coaching, mentoring and pastoral support to our people who are at the start of their careers or who are newly appointed into the NHS, Primary Care or Social Care. They provide essential professional advice, education and guidance and pass on a ‘legacy’ to the next generation. They play a crucial role in supporting staff health and wellbeing and career progression, and those who are at high risk of leaving or in need of additional support such as preceptors, apprentices, internationally recruited colleagues and healthcare support workers. Appointing legacy mentors ensures that we do not lose the valuable experience of colleagues in late career through retirement and provides a rewarding career opportunity which celebrates our experienced colleague’s contribution to their profession. With approximately a third of our NHS people currently in late career, legacy mentors can provide these colleagues an opportunity to extend their career while also supporting our people at the start of their career to stay and stay well.

Further details about the role of legacy mentors, including job descriptions, person specifications and text for an advert can be found here: [NHS England » Legacy mentoring](https://gbr01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.england.nhs.uk%2Flooking-after-our-people%2Fsupporting-people-in-early-and-late-career%2Flegacy-mentoring%2F&data=05%7C02%7Chiowicb-hsi.so.pccommissioning%40nhs.net%7C1069cd16e56f439cda5808dc022a208f%7C37c354b285b047f5b22207b48d774ee3%7C0%7C0%7C638387627154871781%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=%2FQXzn2ftxfD7TSi5Hl50csFMkYY%2Fg%2Bqv3Qe9gpneg08%3D&reserved=0)

For this to be successful you would need to appoint two people would would be able to work together and support each other and who have experience of clinical supervision, pastoral care, clinical skills development, career conversations and quality improvement. They must be willing and able to go into services across their organisation (or into practices and other social care settings) and be proactive in sharing their work with the wider system. Legacy mentors can be from nursing, midwifery, allied health professions or healthcare science.

To apply for funding for this exciting opportunity, please complete [Expression of Interest](https://gbr01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fforms.office.com%2Fe%2FTsbyZPuk6X&data=05%7C02%7Chiowicb-hsi.so.pccommissioning%40nhs.net%7C1069cd16e56f439cda5808dc022a208f%7C37c354b285b047f5b22207b48d774ee3%7C0%7C0%7C638387627154871781%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=iDFWT8lX%2BTUKiMlcbbZcd9oMcITjk6APseyioRA57S8%3D&reserved=0) by close of play on Monday 8 January. You will need to have plans in place to implement this from early February, and be able to roll the remaining funding into 24/25 budgets.

If you would like any further information about this pilot, please contact me, Nicky Sinden [nicky.sinden@hhft.nhs.uk](mailto:nicky.sinden@hhft.nhs.uk) or Katie Webb [Katie.Webb@hhft.nhs.uk](mailto:Katie.Webb@hhft.nhs.uk). Please feel free to forward this onto to appropriate colleagues.

Kind regards

Angela

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