

JOB DESCRIPTION

Job Title: **Employed General Practitioner.**

Accountable to: **Symphony Clinical Lead/Medical Director**

Symphony Healthcare Services (SHS) is a rapidly growing NHS Primary Care organisation in the south-west. We are designing new ways to meet our changing patient needs and transforming healthcare services.

SHS is an NHS organisation and subsidiary of Yeovil District Hospital and was established in April 2016 as part of the Symphony Programme vanguard. Since then, we have rapidly grown to support a network of 10 GP practices and caring for 68,000 patients.

SHS's approach is designed to empower clinicians and health professionals to deliver the care they aspire to. It enables you to work in a more collaborative way to ensure patients are getting the right care, delivered at the right time, by the right service and it is creating innovative new roles which allow GPs to use their skills and experience more effectively than ever before.

We are now looking to recruit a number of GP's to deliver our new Enhanced Primary Care (EPC) model. The EPC model is underpinned by a patient centred approach, ensuring patients goals are held central to decision making as a fundamental element of the holistic care proposed. The GP will lead and supervise a multidisciplinary team and work with the wider healthcare community to promote patient independence, utilising self-management principles and patient activation. It is an opportunity for clinical leadership with a new way of caring for our patients by identifying risks and preventing problems before they arise. We can also offer opportunities for extended roles in other areas of interest such as in the Complex Care Hub or within Acute Specialties, i.e. paediatrics, emergency medicine, acute medicine or care of the elderly, or in research and development, education and training, etc.

Principle Duties and Responsibilities:

These will either be performed directly by the post holder or by enabling others to do so by delivering direct patient care services

- To proactively manage the health of the patient list with the support of the EPC team (including health coaches, care co-ordinators, advance nurse practitioners, social workers, mental health workers etc.) with the emphasis placed on patients where there are clinical concerns.
- To conduct face to face consultations with patients requiring GP input.

- Compiling and issuing computer-generated acute and repeat prescriptions (avoiding hand-written prescriptions whenever possible)
- Prescribing in accordance with the practice prescribing formulary (or generically) whenever this is clinically appropriate
- To provide extended appointments and/or home visits for patients where this need has been identified.
- To attend regular practice team ‘huddles’ to help manage patients requiring medical input as identified by the practice team.
- To act as a clinical liaison providing feedback/information on practice patients who are being supported through EPC and the Complex Care teams while working closely with hospital consultants, community agencies and the voluntary sector to find new ways to support patients.
- To record clinical information in the GP practice computerised clinical software systems.
- To manage own time and be accountable for own professional actions and deliver on objectives agreed by the Symphony Programme Board.
- As the EPC model is evolved to offer best patient care, so the job description may be amended to reflect these changes. As a result the EPC GP role is to be flexible and adaptable to be able to respond to learning during the “roll out” process.
- The GP would be able to help “mould” their role by providing regular feedback to the EPC working group and SHS to help develop the job in a way that best suits the EPC model. They would also have a role in teaching/training the wider practice team, including both clinical and non-clinical colleagues.
- To participate in the significant events and complaints processes for cases relating to practice patients.
- To adhere to the professional standards as set out by the GMC.

EDUCATIONAL AND PRACTICE DEVELOPMENT

- The Clinical Lead for the Practice will set a number of objectives in consultation with the post holder which should be achieved over the following 12 months, with a review at the end of this period. These will be set within the context of the annual appraisal process. Appraisals are a professional process of constructive dialogue, in which the doctor being appraised has a formal structured opportunity to reflect on his/her work and to consider how his/her effectiveness might be improved.
- The GP is expected to maintain their own education at the level required

- The GP is expected to plan and utilise their Continuing Professional Development time in an appropriate manner, and to ensure that their usage of Continuing Professional Development time is planned jointly with the Clinical Lead.
- The GP is expected to stay up to date in mandatory aspects of training.
- The GP is expected to make themselves aware of relevant professional guidelines, and follow those guidelines in practice and ensure that they are aware of updates to professional guidelines
- The GP will be expected to maintain appropriate professional indemnity cover at all times.
- The GP will participate in a programme of clinical audit. This programme will be co-ordinated by the Clinical Lead GP.

TERMS AND CONDITIONS OF SERVICE

The salary range is depending on the type of role undertaken and the skills, knowledge and experience of the post holder.

There is also a generous flexible benefits package, including support for professional development, relocation expenses, full NHS Pension, and a range of other benefits.

Roles can either be based full time in Primary Care, or can be developed as extended roles across one or more areas such as in the Complex Care team or within Acute Specialties, i.e. paediatrics, emergency medicine, acute medicine or care of the elderly, or in research and development, education and training, etc. Posts can also be developed either on a full time, part-time, substantive or temporary basis depending on the requirements of the post holder.

Working hours are flexible with manageable workloads to provide a good work-life balance.