

**JOB DESCRIPTION**

**Enhanced Primary Care GP**

**ILCHESTER SURGERY**

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## **ABOUT THE SOUTH SOMERSET SYMPHONY PROGRAMME**

### **Overview**

In 2015 the South Somerset Symphony Programme was awarded NHS England Vanguard status, in recognition of the innovation, scope and scale of the project and we are the lead Vanguard for new organisational forms.

The population of South Somerset consists of more people aged 65+ and 85+ than the UK average. In fact, our demography currently matches that forecast for England in 15 years-time. This brings us challenges and opportunities in equal measure. We must develop and deliver services which are capable of caring for patients with multiple co-morbidities, increasing complexity and acuity, and greater incidences of dementia. We will need to apply new techniques and service-models, and establish innovative partnerships to enable skills, experiences, and resources to move with the patient to provide the right care in the right place.

This means we need brilliant people; those who are able to deliver exceptional care on the frontlines, providing our patients with the best possible experience and outcomes, and helping to build the NHS of the future.

The Symphony brings together Yeovil District Hospital NHS Foundation Trust (YDH), GP practices, Somerset County Council and the Clinical Commissioning Group to redesign health and care services. We are working together to remove organisational boundaries and outdated processes that can prevent people from accessing the right care or support at the right time, and in the most suitable setting. The ultimate goal is to help teams work together across an integrated care system to improve health and wellbeing, support people to become true partners in their care, and create an NHS and social care system which is financially sustainable and is a rewarding place to live and work.

Patients, particularly those with complex conditions, will be supported to retain their independence, stay healthier for longer, and avoid unnecessary admissions to hospital. GPs, hospital clinicians, therapists, social workers, mental health experts and patients will develop packages of care together which recognise the totality of an individual's care and lifestyle needs.

We are implementing new, integrated care models for different groups of people with similar needs. Our complex care model is already up and running, working with people with the most complex needs to provide intensive support, help them to manage their conditions and develop a single care plan held online. Our enhanced primary care model will reshape the way GP practices operate, expanding the practice team and new health coaches who will support people with less complex long term conditions. We are working with local communities to link community and voluntary organisations into the GP practice, developing a network of support. Other care models are in development, including elective and urgent care.

All of this is facilitated by a ground-breaking joint venture, initially between GP practices and the hospital, to hold a single health and social care budget for our population, enable the integrated care models to flourish, and support primary care to operate in a new and sustainable way. Because of this approach we are the lead Vanguard for new organisational forms.

We are looking for enthusiastic and adaptable individuals who are keen to come and be part of our work in South Somerset. If you share our vision, would like to be part of making it a reality, and have a proven track record of successful working in a multi-stakeholder environment, then please get in touch.

## **JOB DETAILS AND PURPOSE**

**Job Title:** Enhanced Primary Care GP.

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

We are now looking to recruit a number of GP's to deliver Enhanced Primary Care (EPC) within a GP practice as part of the Symphony Programme. 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. There will also be the opportunity to have an extended role 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, public health 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 hub(s) 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.
- The EPC model is in a pilot phase and practices positioned at the start of the process will have regular evaluations undertaken. As the 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 EPC GP would be able to help “mould” their role by providing regular feedback to the EPC working group and the Symphony Programme Board 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 share EPC learning with the EPC working group, Symphony Programme Board and Somerset CCG.
- 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 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 EPC GP is expected to maintain their own education at the level required
- The EPC 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 EPC GP is expected to stay up to date in mandatory aspects of training.
- The EPC 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 EPC GP will be expected to maintain appropriate professional indemnity cover at all times.
- The EPC 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 negotiable.

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 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, public health 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.

A sample job plan record has been included below but can be adapted and developed according to the structure of the role undertaken to achieve the best balance between the service requirements with the working preferences of the post holder.

# SAMPLE JOB PLAN RECORD

## Timetable of Scheduled Commitments

### Week 1

<b>Day</b>	<b>Morning</b>	<b>Afternoon</b>
Monday	09.00-13.00 Primary Care Including morning 'huddle' to review high risk patients	13.30- 17.00 Session in Complex Care Hub
Tuesday	09.00-13.00 Primary Care Including morning 'huddle' to review high risk patients	13.30- 17.00 Primary Care /Domiciliary visits
Wednesday	09.00-13.00 SPA	13.30- 17.00 Session in Complex Care Hub
Thursday	09.00-13.00 Primary Care Including morning 'huddle' to review high risk patients	13.30- 15.00 Clinical admin 15.00-17.00 SPA
Friday	09.00-13.00 Primary Care Including morning 'huddle' to review high risk patients	13.30- 17.00 Primary Care /Domiciliary visits