

## JOB ADVERT

### Frailty GP Role

**Remuneration £19,000: one day per week pa (up to 4 days a week) (negotiable)**

Our vision is for the people in Croydon to be independent and live longer, healthier and fulfilling lives and to be able to access high quality care, in the right place and at the right time.

One Croydon is an alliance of providers and commissioner organisations transforming the delivery of health and care for local people. A key feature is developing integrated health and care services designed to have a person centred approach, to retain or regain independence and to reduce the length of stay in hospital and escalating care needs, including risk of admission to hospital.

System wide transformation is occurring in the community to support people in the community, including the introduction of a community based Complex Care Support Team comprising of doctors (GP and Geriatrician), nurses and pharmacist to work closely with other multi-agency partners to plan and co-ordinate the care of older people living in the community with the most complex health needs.

Croydon is looking to appoint a GP in a hybrid role working with the Complex Care Support Team. This is an exciting career opportunity, offering portfolio experience in a new and innovative model of care, working with clinicians across a number of organisations and helping to deliver a system wide change to the approach in care for people with complex needs.

There will be opportunities to develop specialist skills (e.g. care homes, frailty, end of life and mental health, as well as a range of long term conditions) and to become involved in onward service development and service evaluation (with the view to present/publish locally and nationally).

You must be a qualified GP, able to work collaboratively with colleagues and others from a range of health, voluntary and community sector, social care and community networks.

**How to apply:** Please submit your CV via NHS Jobs or directly to Brigstock & South Norwood Partnership, 141 Brigstock Road, Thornton Heath CR7 7JN.

**Closing date:** Please note this vacancy may close prior to the closing date if we receive a high volume of applications.

**Interview date:** in the morning of 17 September 2019.

For further information and informal detail, please contact Dr Chris Bell via email: [c.bell9@nhs.net](mailto:c.bell9@nhs.net) / Tel: 07824 452146 about the complex care support role or Dr Dev Malhotra for the General Practice aspects on Tel: 07793 671492.

## A. About the Role

In this hybrid role, a qualified General Practitioner will work at least 2 days in General Practice as a salaried doctor and at least 2 days with Croydon Health Services NHS Trust as part of the Complex Care Support Team. The Frailty GP programme aims to provide an opportunity for GPs to gain experience working with other healthcare professionals.

## B. Structure of the Hybrid Role

During the 12-month programme, the doctor will spend:

- **At least 2 days per week employed as a salaried doctor in a Croydon General Practice.** In accordance with the Practice timetable, as agreed, the post-holder will be available to undertake a variety of duties including surgery consultations, telephone consultations and queries, visiting patients at home, checking and signing repeat prescriptions and dealing with queries, patient test results, paperwork and correspondence to deadlines.
  - Making professional, autonomous decisions in relation to presenting problems, whether self-referred or referred from other health care workers within the organisation.
  - Assessing the health care needs of patients with undifferentiated and undiagnosed problems.
  - Screening patients for disease risk factors and early signs of illness.
  - In consultation with patients and in line with current Practice disease management protocols, developing care plans for health.
  - Providing counselling and health education.
  - Admitting or discharging patients to and from the caseload and referring to other care providers as appropriate, including attendance at the regular vulnerable patients MDT
  - Recording clear and contemporaneous consultation notes to agreed standards.
  - Collecting data for audit purposes.
  - Compiling and issuing computer-generated acute and repeat prescriptions
  - Prescribing in accordance with the Practice prescribing formulary (or generically) whenever this is clinically appropriate.
  - In general the post-holder will be expected to undertake all the normal duties and responsibilities associated with a GP working within primary care.
- **At least 2 days per week** in the newly formed Complex Care Support Team, providing support and supervision to the team and delivering assessments within a multi-disciplinary team of senior nursing staff, pharmacists and other community teams. The service will deliver comprehensive assessments leading to care plans for people living with complex medical needs (including frailty) in their own homes and within care homes in Croydon.

The role will include advice and guidance in addition to hands-on clinical reviews, as well as supporting an informal and formal education programme across Croydon to improve the management of people with complex needs across the area. There is likely to be an element of in-reach into the acute hospital by the team to support the discharge and onward planning for individuals known to the service. The successful applicant will take a lead role in regular multi-disciplinary team case discussions and supervising care planning.

## C. Employment

The Frailty GP will be employed by the general practice and Croydon Health Services NHS Trust. The Complex Care aspect will be covered by an honorary contract with Croydon Health Services NHS Trust (subject to relevant pre-employment checks).

#### **D. Remuneration**

Remuneration will be £19,000 one day per week pa (up to 4 days a week). NHS pension will be included.

#### **E. Mentoring**

The Frailty GP will have access to clinical mentoring. In the general practice, a GP will act as Clinical Mentor. In the Complex Care Support Team, a Consultant Community Geriatrician will act as Clinical Mentor.

#### **F. Quality and Governance**

As an employee, the Frailty GP will provide the highest quality of service to their patients at all times and have a responsibility for data quality. All employees are accountable for the quality of data they input into the employer's systems and/or documents in paper-based records and must ensure that it is accurate, complete and valid at all times.

The Frailty GP will be expected to participate in clinical audit and clinical governance meetings.

#### **G. Communication**

The Frailty GP should recognise the importance of effective communication within the team and will strive to:

- Communicate effectively with other team members.
- Communicate effectively with patients and carers.
- Recognise people's needs for alternative methods of communication and respond accordingly.

#### **H. Risk Management**

The Frailty GP will have a responsibility for the identification of all risk that could have a potentially adverse effect on the employer's ability to maintain quality of care and the safety of patients, staff and visitors. They will be responsible for recording the risk, escalating to their line manager and for assisting (where appropriate) in the taking of positive action to eliminate or reduce risk.

#### **I. Health and Safety**

The Frailty GP will be expected to:

- Adhere to and promote employer's personnel department policies and procedures, including health and safety;
- Identify any risks and undertake relevant assessments, in line with employer's policies;
- Be responsible for reporting any defects, in accordance with the Health and Safety at Work Act;
- Have knowledge of employer's fire procedures, location of fire exits, alarms and equipment; and
- Understand how to complete incident forms in accordance with employer's guidelines.

As an employee, the Frailty GP will have a responsibility to abide by all of the safety practices and codes provided by their employer and have an equal responsibility with management for maintaining safe working practices, both for their health and safety and that of others.

#### **J. Professional Conduct**

The Frailty GP will be expected to:

- Be aware of and maintain professional standards, in accordance with their regulating body's code of conduct;
- Be accountable for their actions and responsible for their clinical area; and

- Be aware of responsibility of confidentiality and Caldicott principles.

## **K. Additional Information**

### **i) Infection control**

Where relevant, the Frailty GP will work to minimise any risk to clients, the public and other staff from Healthcare Associated Infection including MRSA and C difficile, by ensuring that they are compliant with the Health Act 2006 – Code of Practice For The Prevention and Control of Healthcare Associated Infections (the Hygiene Code), as well as the employer's Infection Control Policies.

All employees must comply with the relevant Infection Control Policies and attend infection control training as required within their department, or as directed by their line manager.

### **ii) Confidentiality**

As an employee, the Frailty GP will have a responsibility to maintain the confidentiality of any confidential information that comes into their possession regarding patients, employees or any other business relating to their employer. In accordance with the Public Interest Disclosure Act 1998, protected disclosures are exempt from this express duty of confidentiality.

### **iii) Equal Opportunities**

As an employee, the Frailty GP will have a responsibility to ensure that all people with whom they have contact - including patients, relatives and staff - are treated equally, in line with the employer's Equal Opportunities Policy.

## **L. Rehabilitation of Offenders Act 1974**

This post is subject to an exception order under the provisions of the Rehabilitation of Offenders Act 1974. This stipulates that all previous convictions, including those that are 'spent' must be declared. Previous convictions will not necessarily preclude an individual from employment within programme partners but must be declared in writing at the appropriate stage during the recruitment process.

## **M. DBS Checks**

The employer partners of the programme have a responsibility to safeguard and promote the welfare of children, young people and vulnerable adults who use their services. The employer expects all staff and volunteers to share this responsibility. As part of the selection process for this post, the Frailty GP will be required to undergo a "**Disclosure and Barring Service**" (DBS) criminal records check (previously known as **Criminal Records Bureau** / ISA checks). If successfully appointed, the Frailty GP will receive confirmation of which checks and / or registration they are required to have.

## **N. General Information**

This job description is not intended to be an exhaustive list of duties, but it aims to highlight typical responsibilities of the post. It may be reviewed from time to time in agreement with the post holder. The post holder will be required to comply with all policies and procedures issued by and on behalf of their employer. The employer partners of the programme are Equal Opportunities employers and the post holder is expected to promote this in all aspects of their work.