

**GP with Extended
Role: Senior Clinical
Decision Maker
(SCDM)**
*Hospital at Home &
Unscheduled Care*

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NHSWI website

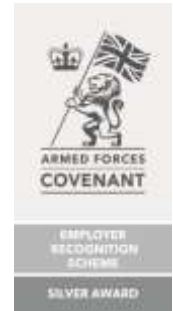
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Job Advert



Hospital at Home & Unscheduled Care

GP with Extended Role: Senior Clinical Decision Maker (SCDM)

GP Salary: £77,160 - £115,167 per annum
Plus Distant Islands Allowance £ 1,406 per annum
Permanent posts – x3
Job Share/Part time hours will also be considered

This post does not attract moving expenses or Golden Hello

An exciting opportunity has arisen for a proactive and enthusiastic GP to work with the developing Hospital at Home (H@H), and Urgent and Unscheduled Care (U&UsC) Community teams based at Western Isles Hospital and supporting in-reach to the Acute Assessment Unit (AAU) to facilitate direct admission to H@H or care at home. This pivotal role will support a 7-day service that has evolved over the past 3 years, seeing close collaboration between the 3 clinical teams.

The objective of the role is to provide Clinical Leadership along with a Senior Clinical Decision Maker (SCDM) role, clinical input in the Western Isles Hospital and the community, and support and training for the wider team of healthcare professionals. The role will create a culture of supported admission avoidance and early facilitated discharge with patients within the virtual H@H Ward. The role also provides remote support to the development and delivery of a similar service based at the Uist & Barra Hospital and St Brendan's Hospital on Barra.

We are seeking individuals who understand the current challenges faced within the NHS in the Western Isles and are willing to innovate to help patient's get the best possible care in their home environment. The individuals must be willing to assess new presentations in the community setting, at the front door in the Acute Assessment Unit and within the Western Isles hospital environment. Collaboration with ward senior medical and nursing staff is essential to ensure facilitated discharge is safe and appropriate.

A full UK driving licence is necessary.

The service covers 7-day working between 0800 and 2200 Mon-Fri, and 0800 to 2400 Sat-Sun (split shifts possible); making it well suited to part time working or indeed medical staff bank.

For further information regarding this post please contact Dave Rigby, Realistic Medicine Lead (david.rigby@nhs.scot), Tel: 01851 704704 (ext 2407).

The successful applicant will be required to register with the PVG Scheme (Protecting Vulnerable Groups Scheme). This post is not eligible for relocation expenses.

All NHS Western Isles vacancies appear on the NHS Scotland website: <https://apply.jobs.scot.nhs.uk/> along with a job description.

**NHS WESTERN ISLES (NHSWI)
JOB DESCRIPTION**

1. JOB IDENTIFICATION	
Job Title:	Senior Clinical Decision Maker (GP grade)
Responsible to (insert job title):	Medical Director
Department:	Hospital at Home (H@H), Urgent & Unscheduled Community Care (U&UsC) and Acute Assessment Unit (AAU)
Directorate:	Medical
Operating Division:	Urgent and Unscheduled Care
Job Reference:	
No. of Job Holders:	We will operate on a 3.0 WTE model.
Last Update (insert date):	N/A

2. JOB PURPOSE

To provide Senior Clinical support to a variety of services in the community and at the 'front door' of the hospital with the aim of avoiding unnecessary admission and patient transfer for assessment. This will primarily cover the population of Lewis and Harris (approximately 20,000).

The post holder will be based in WIH when on shift and provide the following key elements:

Hospital at Home

NHSWI H@H is staffed with Nurse Practitioners, Nurses and Health Care Assistants with support from an overall co-ordinator. This is an active and developing H@H service which has a capacity of 12 beds with a view to expand to 18 beds. The SCDM will provide clinical leadership in identification of suitable patients through daily in reach into the hospital (including handover and the virtual ward round) as well as support for the UCN's to help plan admission avoidance for all cases where admission is being considered, as well as assessing direct referrals from UCN and Primary Care. The service also includes Outpatient Parenteral Antimicrobial Therapy (OPAT) and the SCDM will be responsible for assessment of suitable cases in all these areas. The role will include daily planning of workload using the nursing, HCA and administrative resources available and will be responsible for complex case management for admission and timely discharge. Remote support will also be required for the developing services in the Uists and Barra.

Urgent and Unscheduled Care

The urgent care team supports a 24-hour service for initial community assessment. It is staffed with ANP's and Paramedics and takes referrals directly from primary care, SAS and care homes. The SCDM will have active daily input in helping triage assessment for new referrals and discussion regarding management plans whether the patient is considered for admission or not. This will include direct assessment in the community by the SCDM when requested and appropriate.

The post-holder will be expected to support the unscheduled care team in the assessment of patients self-presenting during the delivery of custody care.


In addition, the postholder will be expected to support in the assessment and management of unscheduled care presentations during the out-of-hours period. This includes patients who self-present via NHS 24 or who have been triaged by Emergency Department colleagues and directed to urgent and unscheduled care services.

Acute Assessment Unit

The AAU service is staffed by nursing and support staff and patients referred in for assessment are usually initially assessed by the hospital doctor on call. The role of the SCDM will be supportive for all staff and will include first assessment where the case is felt appropriate either for direct admission to H@H or for management in primary care.

The SCDM will provide clinical leadership across these services to clinically assess and manage patients in the community where it is safe to do so respecting the patient's wishes. This will include frailty assessment and future care planning. This encompasses both patients at home and those in care home facilities.

The post holder will be supported by a wide team of clinicians and administrative support to




allow the above to be accomplished. This includes for example ANP/NP/Nursing/HCA's within the three direct teams, Primary Care, AHP's, Pharmacy, Macmillan Nursing, Cardiac Nursing Team, Respiratory Specialist Nurse, Care Home staff, Social Work etc.

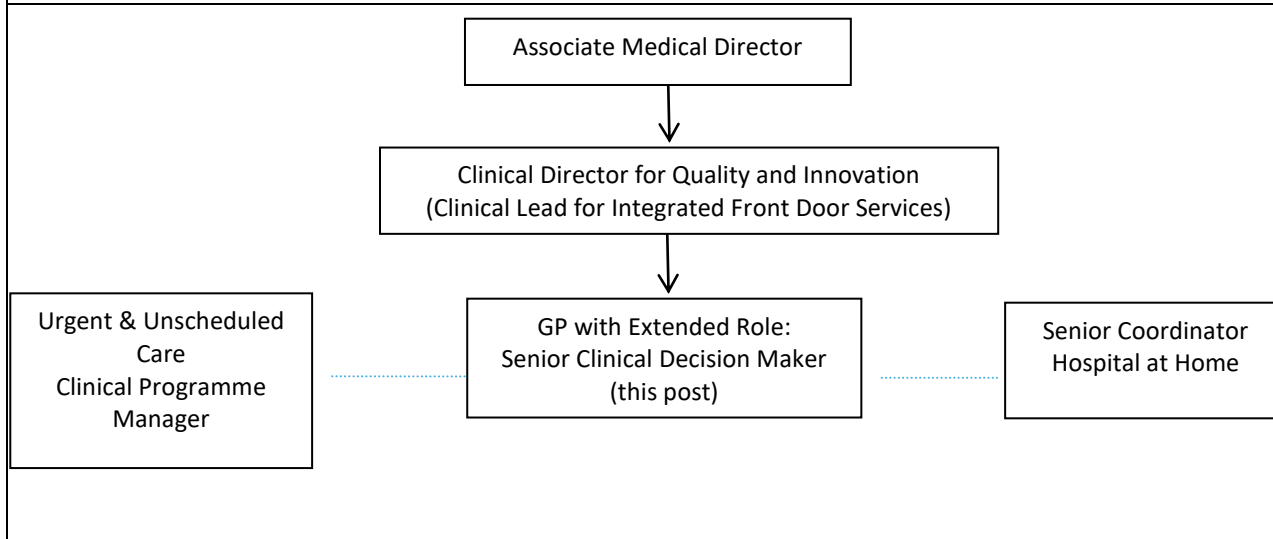
N.B In the event of NHS Scotland being placed on an 'Emergency Footing' and or NHSWI declaring a 'Major Incident', or similar critical service demand, the role will be subject to change based on the exigencies of the service and post holder competence.

3. DIMENSIONS

The post holder will support:

- Clinical assessment of patients referred to allow treatment plans to be made and actioned
 - Clinical leadership across the front door services
 - Development of Future Care Plans
 - Frailty assessment for cases referred into the services
 - In-reach into WIH to ensure patients can be transferred to H@H in a timely manner.
 - Attendance at ward rounds and handover to ensure suitable patients for H@H can be identified.
 - Participation and delivery of the bi-weekly training and teaching sessions with the wider front door team
 - Mentorship of individuals working within the service (e.g. Independent Prescribing)
 - The development of clinical pathways to support safe effective person-centred care within home/homely settings
 - MDT attendance for relevant complex cases
 - Timely discharge of patients within the H@H service
 - Clinical governance for all areas of care and prescribing
- 

4. ORGANISATIONAL POSITION



5. ACCOUNTABILITY

You are professionally accountable to the NSWI Board Medical Director.

6. KEY RESULT AREAS

Hospital at Home

- Providing initial and repeat clinical assessment of acutely unwell people within their own homes for H@H patients.
- Directly admitting patients to the H@H virtual ward environment in a safe, person-centred and clinically appropriate manner.
- Providing Senior Medical support for the H@H staff proactively and on request
- Providing in-reach support into WIH, OUAB and St Brendan's to help identify patients suitable to come under the service and work with staff to facilitate transfer into the H@H virtual ward.
- Providing senior medical input into virtual ward rounds to discuss existing patients seen by the team.
- Requesting clinical tests including radiological and laboratory, and interpreting results.
- Direct liaising with senior medical staff involved in the patients care both in WIH and in tertiary centres
- Expanding OPAT to include all parenteral therapies and achieving equity of access across NSWI Island chain.

Urgent & Unscheduled Care

- Providing daily support for the UCN team to help plan workload, discuss appropriate investigation and review of clinical assessment
- Providing initial and repeat clinical assessment of acutely unwell people within their own homes for UCN patients where requested and appropriate
- Supporting direct admission to H@H
- Providing assessment and management of unscheduled care presentations during the out-of-hours period.
- Providing assessment and management of patients within custody care

Acute Assessment Unit

- Providing daily support for clinicians and support staff to help identify patients suitable for H@H or management in primary care
- Initial and repeat clinical assessment of acutely unwell people in AAU where requested and appropriate to allow direct admission to H@H or management within primary care
- Supporting capacity management to ensure a smooth flow of patients through AAU

OTHER

- Providing daily interactions with the wider MDT – including in community and acute services
 - Providing ongoing mentorship for advanced practitioners including through training programmes, including clinical assessment and independent prescribing
- Supporting the education and training of GP Registrars, students and other clinical professionals as required.
- Participating in the educational and training events arranged by the Service.
 - Participating in the development and review of protocols, documentation, clinical governance, audit training, training research and liaison with NHS 24.
 - Supporting clinical governance activities including audit
 - Maintaining and develop professional practice, knowledge, skills and expertise.
 - Participating in the annual appraisal and revalidation process.

7. EQUIPMENT AND SYSTEMS

All standard GP equipment routinely required within a GP clinical bag, including more specialised equipment such as a pulse oximeters and glucometers etc will be provided, along with appropriate training. The GP will be responsible for this equipment and will ensure that repairs or maintenance are requested as and when necessary.

SYSTEMS:

- Maintenance of paper/electronic-based patient record systems which includes:
- Cortix
- Adastra
- EMiS
- Topaz
- HEPMA
- SCI Store
- PACS
- SCI Gateway
- Any other system relevant to speciality, e.g. electronic ordering, electronic prescribing, etc.
- Paper-based and electronic investigation requests
- Safe and secure use of Attend Anywhere
- INPHASE incident reporting

8. ASSIGNMENT AND REVIEW OF WORK

Self-directed within clinical objectives set by the Medical Director. The post holder will take part in both informal review and formal annual appraisal.

9. DECISIONS AND JUDGEMENTS

As an independent professional, the post-holder is expected to:

- Assess the patient's complex needs (physical, psychological, social and spiritual) to establish change in condition, inform clinical decision-making and plan care
- Make complex clinical decisions, including differential diagnosis and clinical management, based on an in-depth knowledge and interpretation of clinical and diagnostic investigations.
- Ensure safety of practice at all times by liaising with other professionals and by adherence to national guidance and standards.
- Recognise own limitations and the requirement for appropriate referral.

- Justify clinical decision-making with regard to patient's health care, through monitoring of the patient's condition and acting on clinical judgement.
- Act as patient's advocate to ensure their rights are upheld.
- Have freedom to act and make clinical decisions, guided by precedent and clearly- defined divisional policies, protocols/procedures and codes of conduct in accordance with GMC regulations, Clinical and Staff Governance Framework.
- Have the independence to proactively identify and resolve operational and clinical issues that impinge on service needs/patient safety.
- Have the ability to quickly assess and respond to patient needs in emergency situations.
- Identification and action relating to safeguarding issues.

10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

- Working in isolation from his/her peers.
- Maintain patients with highly complex needs and multiple co-morbidities in the community.
- Delivering on prioritised outcome measures.
- Opening and maintaining communication pathways with GP, Consultant and other health and social care colleagues.
- Prioritising daily and weekly workloads.
- Coordinating the care of a workload.
- Coordinating with multiple agencies/services to provide an integrated approach to maintaining patients with the community.

11. COMMUNICATIONS AND RELATIONSHIPS

INTERNAL RELATIONSHIPS INCLUDE:

- Medical Director
- Associate Medical Director
- Clinical Lead for Integrated Front Door Services
- Urgent & Unscheduled Care Clinical Programme Manager
- Senior Coordinator Hospital at Home
- H@H team, Urgent and Unscheduled Care team along with the Acute Assessment Unit General Practitioners across NHSWI
- Members of Primary Care Teams
- A+E/ED Team
- Secondary Care Clinicians

- Senior Managers and Clinicians across NSWI
- Board Members of NSWI
- Members of the Integrated Care Teams across NSWI
- Community nursing and AHP teams

EXTERNAL RELATIONSHIPS INCLUDE:

- NHS 24
- Scottish Ambulance Service
- Social Work Departments
- Care Home Providers
- Police

12. PHYSICAL, MENTAL, EMOTIONAL AND ENVIRONMENTAL DEMANDS OF THE JOB

The post-holder will be involved in clinical, research and education activities and may frequently be required to move between tasks at short notice to meet the needs of the service. There is a requirement for flexibility of working patterns and for the ability to deal with situations as they arise. The workload is unpredictable, with priorities changing constantly.

PHYSICAL

- Prolonged light to moderate physical effort, including bending, walking, lifting, pushing and operating equipment.
- Requirement to work within limited spaces, and to assist immobile patients.
- Requirement to initiate appropriate emergency care.

MENTAL

- Requirement to use own initiative and make decisions with minimal supervision.
- Requirement for high levels of concentration and for absolute accuracy for clinical tasks, including prescribing.
- Ability to make clinical decisions which may affect a patient's care.
- Exposure to frequent direct and indirect interruptions from patients, relatives and the multidisciplinary team.
- Balancing the various aspects of the post.
- Time management.

EMOTIONAL EFFORT/SKILLS

- Discussing complex clinical issues with the multidisciplinary team and patients.
- Imparting bad news to patients and families.
- Caring for and supporting patients and their families following receipt of bad news.
- Caring for terminally ill patients.
- Caring for surgical patients with complex problems.
- Dealing with patients/carers/relatives with severely challenging behaviour.
- Dealing with distressed/anxious/worried/bereaved patients/carers/staff in a professional and sensitive manner on a daily basis.
- Dealing with complicated family dynamics and high levels of public expectation.
- Working in hostile and emotive atmospheres which may result in the need for sudden intense effort and concentration.
- Dealing with complaints, involving meeting the complainant and seeking to address their concerns, whilst supporting staff involved.

ENVIRONMENTAL AND WORKING CONDITIONS

- Having contact with uncontained body fluids.
- Potential exposure to hazards such as verbal and physical aggression

13. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB

- MBChB (or equivalent primary medical degree)
- GMC Registered with a licence to practise and eligible for entry onto the GMC GP Register/NHS Western Isles performers list
(GP CCT or GP VTS PMETB or Joint Committee on Postgraduate Training for General Practice)
- Recent evidence of continued academic and professional development.
- Proven ability to function as a medical senior clinical decision maker within a “front of house” environment
- Self motivated, able to work without supervision, using own initiative to complete tasks.
- Able to communicate effectively and work as part of a multi-disciplinary team.
- Well developed influencing skills combined with a facilitative and supportive style of working.

14. STANDARD ELEMENTS

Confidentiality:

Comply with all approved NHSWI Policies and Procedures.

Comply with NHSWI Communication Strategy and Media Strategy.

This involves taking the necessary precautions when transmitting information only disclosing it to those who have the right and need to know it.

All personal health information is held, under strict legal and ethical obligations of confidentiality.

NHS staff must follow guidance (NHS Code of Practice on Protecting Patient Confidentiality) before disclosing any patient information. All staff must respect confidentiality of all matters that they may learn relating to their employment, other members of staff, patients and their families.

Health and Safety:

Assist in maintaining own and others' health, safety and security.

This involves:

a) Complying with Board health and safety policies, procedures and participating in mandatory training.

b) Maintaining a safe working environment and reporting any issues of concern as appropriate.

NHS Western Isles attaches the greatest importance to the health and safety of its employees. It is the Board policy to do all that is reasonable to prevent personal injury and hazard to health by protecting staff and others including the public from foreseeable hazards compatible with the provision of proper services to patients. The Board expects its entire staff to take reasonable care of their own health and safety and that of others who may be affected by their acts or omissions at work. More detailed information is given in departmental safety policies where appropriate.

Ensure own actions support equality, diversity and rights.

This involves:

a) Acting in ways consistent with the Board's policies and procedures.

b) Treating those you come into contact with equitably and with respect.

Recognising the need for aids or adaptations.



15. JOB DESCRIPTION AGREEMENT	
<p>A separate job description will need to be signed off by each jobholder to whom the job description applies.</p> <p>Job Holder's Signature:</p> <p>Head of Department Signature:</p>	<p>Date:</p> <p>Date:</p>



NHS WESTERN ISLES - PERSON SPECIFICATION GUIDANCE

Job Title: GP with Extended Role: Senior Clinical Decision Maker (SCDM), Hospital at Home & Unscheduled Care
Department: Medical Staffing
Location: Western Isles Hospital Stornoway

FACTOR	ESSENTIAL	DESIRABLE
EXPERIENCE	Experience of working medical as a senior clinical decision maker within primary care or urgent/emergency care settings	Experience of remote and rural practice Experience of hospital at home
QUALIFICATIONS TRAINING RESEARCH PUBLICATIONS	MBChB (or equivalent primary medical degree) GMC Registered with a licence to practise and eligible for entry onto the GMC GP Register/NHS Western Isles performers list (GP CCT or GP VTS PMETB or Joint Committee on Postgraduate Training for General Practice Certificate of prescribed experience/Certificate of equivalent experience).	MRCGP Recent evidence of continued academic and professional development relevant to the role
KNOWLEDGE AND SKILLS	Able to communicate effectively and work as part of a multi-disciplinary team. Well-developed influencing skills combined with a facilitative and supportive style of working.	Able to effectively assess and collaboratively manage the care of people with complex care needs (for example, patients with multimorbidity, older adults living with frailty) Supporting the professional development of other care professionals.
DISPOSITION	Ability to work as part of the team but also with capabilities to work under own direction Self-motivated, able to work without supervision, using own initiative to complete tasks. Expert communicator, able to work as part of a multi-disciplinary team.	
OTHER		

A Place to Live

The quality of life in the Western Isles, particularly for those with families, is outstanding: a safe space to bring up children, stress-free commutes with jaw-dropping views, and the opportunity to stroll along our pristine beaches or explore our dramatic scenery on your days off.

Community spirit is at the heart of the Western Isles. It is close-knit and welcoming, residents are proud of the place where they live and are keen to support young and old. The islands have a strong cultural identity stemming from their distinctive history.

Although the islands are remote, you can still keep connected with the wider world. There are frequent transport links to the mainland via ferries and three island airports – Barra, Benbecula, and Stornoway. The Air Discount Scheme (cheaper flights for islanders) and Road Equivalent Tariff (subsidised ferry fares) ensure transport is affordable. High-speed internet is widely available and allows islanders to stay connected globally.

Local Primary and Secondary Schools provide high quality education with the opportunity to learn through the Gaelic language. There is a network of excellent sport and leisure facilities in the Western Isles with annual cultural festivals and venues with live entertainment.

Key worker housing can be applied for through Hebridean Housing Partnership.

Useful Information

cne-siar.gov.uk Comhairle nan Eilean Siar (Western Isles Council - for more information on Schools, leisure and culture)
visitouterhebrides.co.uk (for more information on our islands and what to see and do)

A Place to Work

NHS Western Isles employs over 1000 staff over a number of sites, including:

- Ospadal nan Eilean Siar (Western Isles Hospital), Stornoway
- Ospadal Uibhist agus Bharraigh (Uist and Barra Hospital), Benbecula
- St Brendan's Hospital, Barra
- A number of GP and Dental Practices across the island chain
- A variety of community-based health services

Being part of a smaller team with a flat management structure provides the opportunity to widen your experience and be involved in a range of planning and decision-making that you might not otherwise experience in a larger setting. Our patients are our community, and there is opportunity to contribute to multi-disciplinary and holistic care to patients and families across healthcare settings.

Support and development are central to NHS Western Isles' ethos, and this involves working in partnership with the University of the Highlands and Islands, NHS Education for Scotland, and other higher education institutions. Our Professional Practice and Learning team will support and advise you on your learning journey. Many opportunities can now be accessed remotely through online learning. Regular clinical training is available and scenario-based learning is available in our recently-installed sim lab.

The Western Isles has a range of employment opportunities in the public and private sector for those that are relocating as a family. Please contact us and we can direct you to vacancies that might be suitable.

All staff are valued equally and we welcome and encourage those from diverse backgrounds to come and work for us.



