NHS TAYSIDE – AGENDA FOR CHANGE

JOB DESCRIPTION

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| 1. JOB DEFINITION | | Job Title | Lead GP |
| Department(s)/Location | Maryfield Medical Centre |
| Number of job holders | 1 |
| **Job Title:** | **Salaried Leadership General Practitioner** | | | |
| **Accountability:** | *Clinical Care & Professional Governance:*  Clinical Director, Dundee Health & Social Care Partnership    *Professional:*  Associate Medical Director, Primary Care    *Managerial:*  Primary Care Team Manager, Salaried Services (OOH/2C) | | | |
| **Grade:** | Salaried Leadership General Practitioner | | | |
| **Location:** | Maryfield Health Centre, however, may be occasional required to work across the 2C network | | | |
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| JOB PURPOSE To provide general medical care for patients in the community, often being a patient’s first point of contact, by seeing them in the surgery, at their home, or within other settings such as care homes.  Providing a holistic approach to diagnosis considering all relevant factors and working with a Multi Disciplinary Team (MDT) to deliver the best patient care possible.  Work closely with other healthcare professional to discuss care options for patients and their families, helping patients take responsibility for their own health.  Have leadership qualities to be able to support and develop other GPs and other MDT members in relation to the vision and aims of the HSCP.  To inspire interest in delivering on improvements within the service and develop skills in training and development of staff. | | | |
| KEY ATTRIBUTES We are seeking an individual who supports and can deliver on a culture of Quality Improvement, seeking ways to aspire for better, who wants to work providing collaborative leadership through working with, and valuing people’s skills and strengths across a multi disciplinary team.  The right person will be able to encourage and provide a supportive approach towards training and development of all colleagues and work towards building the 2C Practice.  This individual will possess the skills to be able to work across multiple teams, both within and across practices.  There will be a requirement to provide analytical reporting and be confident in using data and analysing this to produce reports and recognise areas for improvement.  There may be occasions when this individual can be deployed across any of the 2C Network and flexibility will be required for this.  This post will also be expected to work in partnership with cluster leads and the AMDs, to ensure the practice is progressing, in line with all Primary Care across the area. | | | |
| CORE VALUES General practice medicine is generalist, patient-oriented, continuous care.  **Generalist**  Meaning that you are open to all possible complaints, problems and questions about illness and health from everyone.  You will possess the necessary knowledge and skill to assess these complaints, problems and questions, and to take action based on your assessment, to give the patient advice, or refer them to another physician, whilst taking into consideration the natural disease progression.  **Patient-oriented**  You will integrate context knowledge with physical, mental and social aspects that can influence the patient’s health and illness.  **Continuous**  The General Practice Team is the one constant factor in health care for a patient. You will ensure continuity of care during periods of illness and during the patient’s general course of life, working together with other health care providers through your directions role, for cohesion in health care.  **Vision**  You will be supportive of delivering a vision for innovation at the practice, through MDT working, supporting training and development of colleagues, and demonstrate an interest in this area. | | | |
| 1. **DUTIES/RESPONSIBILITIES**   The Lead GP should be able to demonstrate an interest in quality improvement, training and development for the support colleagues, to enhance and improve them as individuals, as well as enhance the service provided to the population of the practice being part of developing and delivering the Primary Care Improvement Plans.  Have the knowledge and skills to lead the diagnosis and management of the spectrum of physical and mental health disorders which occur within General Practice, including onward timely referral.  Work in a cross-disciplinary manner and base actions on the principles of evidence-based medicine and ‘realistic medicine’. Support the early referral for suspected cancer. Have a sound knowledge of current prescribing guidance and lead the implementation of local formulary.  Able to provide information about most disorders to the patient in regard to the expected course of the illness as well as to advise the patient and, if necessary, propose a wait-and-see approach for ‘self-limiting’ disorders.  Apply prevention at the individual level by influencing risk factors based on the available guidelines including ensuring patient access to vaccinations and screening where appropriate.  Capable of dealing with patients with multimorbidity and polypharmacy and involve the patient and/or carer in setting priorities in regard to diagnosis and treatment, taking into account the consequences in terms of the expected benefits and side effects.  Possesses the attitude and communication skills to respectfully and adequately communicate with the patient, regardless of the patient’s age, gender, social-cultural background and cognitive and sensory limitations. Involve patients and their carer in decisions which affect them.  Maintains generalist knowledge and skills by means of multifaceted further education/additional training, and supports an ethos of continuing professional development throughout the practice.  Responsible for ensuring that adequate help is offered to people who are not adequately able to request this help themselves. | | | |
| COMMUNICATIONS AND RELATIONSHIPS The successful candidate will have strong interpersonal relationship skills. They will provide leadership with a strong emphasis on multi-disciplinary team working. | | | |

**ESSENTIAL ADDITIONAL INFORMATION**

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| PHYSICAL DEMANDS OF THE JOB (physical/emotional) **Physical:**  VDU work – standard keyboard skills.  Occasional requirement for light effort, for example the transportation of relevant documents.  **Mental:**  Responding to an unpredictable workload.  Frequent interruptions.  Frequent requirement for concentration and attention to detail.  **Emotional:**  Deals with situation where people may become upset.  **Environmental:**  Location |

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| 1. **TERMS AND CONDITIONS OF SERVICE**   A job plan will be developed and reviewed on an agreed basis with the Clinical Director, Dundee Health and Social Care Partnership.  This post is subject to the national terms and conditions for Hospital Medical and Dental Staff and Doctors and Dentists in Public Health Medicine and Community Health Services.  Main base will be Maryfield; however, there may be a requirement to provide support across the Tayside 2C Network. |
| 1. **HEALTH AND SAFETY, RISK MANAGEMENT AND DATA PROTECTION**   The post-holder will be required to adhere to and comply with all NHS Tayside induction, health and safety, risk management, data protection, confidentiality and IT security procedures. |
| 1. **FURTHER INFORMATION AND APPLICATION**   Please contact Dr David Shaw, Clinical Director, Dundee Health & Social Care Partnership (david.shaw@nhs.scot) if you would like an informal discussion or further information. |