

JOB DESCRIPTION

JOB DETAILS	
Job Title	Salaried GP (specialist interest in Acute Medicine)
Reports to	Clinical Lead Acute Medicine Cluster Manager – Operational
Band	Salaried GP - depending on experience
Department/Directorate	Acute Medicine

JOB PURPOSE
<p>The Integrated Care Coordination Hub (ICC) works closely with specialists across the Royal Devon to provide person-centred care to our patients.</p> <p>The postholder will be in the ICC in the mornings supporting the frailty component of AHAH working within the MDT. They will provide medical input to the frailty virtual ward alongside geriatricians, community clinicians and specialist nurses. While in the ICC the practitioner will support the calls and referrals of patients in crisis to the Acute hospital providing support and overseeing the disposition of patients to acute assessment or ambulatory/ virtual ward care. In the afternoon the postholder will work in either SDEC, Frailty SDEC or Hospital outreach utilising their skills as a general practitioner to deliver care alongside consultants. The GP will be supported by the wider team of acute medicine enabling efficiency and quality outcomes for patients.</p>
KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES
<p>This role would be perfect for a GP looking to diversify and expand their clinical experience within a multi-disciplinary team.</p> <p>The post holder will work in the Integrated Care coordination hub (ICC) and one or two of the following SDEC (Same Day Emergency Care); Frailty-SDEC; Hospital outreach.</p> <p><i>Integrated Care coordination hub</i> – a local hub that provides an MDT (Community, Acute and Hospital at Home) for referrals into hospital in crisis. This process looks to identify patients in the community who would benefit staying in their own house but practicalities/ complexity mean it is not possible to achieve this in primary care settings. The ICC looks to work closely with primary care, community teams and acute hospital to deliver the management and care patients need to stay at home. It also looks to provide a navigation gateway to ambulatory, hot clinics and our virtual ward (known as Acute Hospital at Home).</p> <p><i>Acute Hospital at Home (AHAH) service</i>, which is nationally referred to as the ‘Virtual Ward’ programme, enables patients to receive the same treatment and rehabilitation that they would get on a traditional hospital ward from the comfort of where they live. AHAH uses a wide range of wearable technology, rapid diagnostic access, blood monitoring, community face 2 face assessments, ambulatory care units and IV therapies to provide equivalent treatments. It currently sees 4500-5000 patients a year. This helps us to provide the best possible care, which is decided on a patient by patient basis in a location that is best for them.</p> <p><i>Same Day Emergency Care (SDEC)</i> provides acute assessments, diagnostics and management in a one stop visit for patients. This approach challenges the traditional model of care and provides a more patient centred approach to patient care. There is significant overlap between secondary and primary care meaning that General Practitioners make good colleagues in delivering the needs of the patient.</p> <p>Hospital Outreach is a small but developing extension of AHAH and the ICC allowing for medical staff to visit patients in their own home with the focus of providing a rapid response to crisis permitting</p>

patients to receive the treatment they need avoiding the hospital. Initially this will aim at frailty or those with significant dependents not easily able to attend hospital. This is a team approach with point of care diagnostics and ability to enact treatments such as oxygen, IV medicines and wearable monitoring.

KEY WORKING RELATIONSHIPS

Internal to the Trust	External to the Trust
<ul style="list-style-type: none"> • Consultants. • Specialist registrars. • Junior Doctor Colleagues. • All members of the multi-disciplinary team across the Trust. • Pharmacists. 	<ul style="list-style-type: none"> • Patients, carers and relatives. • Partner organisations • Other Trusts.

OTHER RESPONSIBILITIES

- Take part in regular performance appraisal.
- Undertake any training required in order to maintain competency including mandatory training, e.g. Manual Handling
- Contribute to and work within a safe working environment
- You are expected to comply with Trust Infection Control Policies and conduct him/herself at all times in such a manner as to minimise the risk of healthcare associated infection
- As an employee of the Trust, it is a contractual duty that you abide by any relevant code of professional conduct and/or practice applicable to you. A breach of this requirement may result in action being taken against you (in accordance with the Trust's disciplinary policy) up to and including dismissal.
- You must also take responsibility for your workplace health and wellbeing:
 - When required, gain support from Occupational Health, Human Resources or other sources.
 - Familiarise yourself with the health and wellbeing support available from policies and/or Occupational Health.
 - Follow the Trust's health and wellbeing vision of healthy body, healthy mind, healthy you.
 - Undertake a Display Screen Equipment assessment (DES) if appropriate to role.

APPLICABLE TO MANAGERS ONLY

Leading the team effectively and supporting their wellbeing by:

- Championing health and wellbeing.
- Encouraging and support staff engagement in delivery of the service.
- Encouraging staff to comment on development and delivery of the service.
- Ensuring during 1:1's / supervision with employees you always check how they are.

DISCLOSURE AND BARRING SERVICE CHECKS

This post has been identified as involving access to vulnerable adults and/or children and in line with Trust policy successful applicants will be required to undertake a Disclosure & Barring Service Disclosure Check.

GENERAL

This is a description of the job as it is now. We periodically examine employees' job descriptions and update them to ensure that they reflect the job as it is then being performed, or to incorporate any changes being proposed. This procedure is conducted by the manager in consultation with the jobholder. You will, therefore, be expected to participate fully in such discussions. We aim to reach agreement on reasonable changes, but if agreement is not possible, we reserve the right to insist on changes to your job description after consultation with you.

Everyone within the Trust has a responsibility for, and is committed to, safeguarding and promoting the welfare of vulnerable adults, children and young people and for ensuring that they are protected from harm, ensuring that the Trusts Child Protection and Safeguarding Adult policies and procedures are promoted and adhered to by all members of staff.

PERSON SPECIFICATION

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Requirements	Essential	Desirable
QUALIFICATION/SPECIAL TRAINING <ul style="list-style-type: none"> Registration with GMC. Experience as a practising GP Experience of working across organisational boundaries in a collaborative way. Experience in building and managing internal and external stakeholder relationships. Excellent communication, engagement and interpersonal skills 	✓ ✓ ✓ ✓	
KNOWLEDGE/SKILLS <ul style="list-style-type: none"> Manages the difficulties of dealing with complexity and uncertainty in the care of patients; employing expertise and clinical decision-making skills of a senior and independent/ autonomous practitioner Critically reflects on own competence, understands own limits, and seeks help when required. Communicates effectively and is able to share decision - making with patients, relatives and carers; treats patients as individuals, promoting a person -centred approach to their care, including self - management. Collaborates with multidisciplinary and interprofessional teams to manage risk and issues across organisations and settings, with respect for and recognition of the roles of other health professionals. Engages with relevant stakeholders to develop and implement robust governance systems and systematic documentation processes Can act as a role model, educator, supervisor, coach or mentor for medical and non-medical practitioners. 	✓ ✓ ✓ ✓ ✓	✓
EXPERIENCE <ul style="list-style-type: none"> Responding to medical problems presented by patients, including history taking, examination, investigation, diagnosis, treatment and referral where appropriate. Providing appropriate preventative health care and advice within the context of primary health care, attending meetings as may be necessary for your duties. Planning and organising. Decision making and influencing. Demonstrates ability to challenge others, escalating concerns when necessary. Collaborating with multidisciplinary and interprofessional teams to manage risk and issues across organisations and settings, with respect for and recognition of the roles of other health professionals 	✓ ✓ ✓ ✓ ✓ ✓	
PERSONAL ATTRIBUTES <ul style="list-style-type: none"> Compassionate. Ownership, personal responsibility and accountability - for delivering commitments. Keeps up-to-date with current research and best practice in the individual's specific area of practice, through appropriate continuing professional development activities and their own independent study and reflection. Honest. Flexibility and ability to think "outside the box". 	✓ ✓ ✓ ✓ ✓	

<ul style="list-style-type: none"> Develops effective relationships across teams and contributes to work and success of these teams – promotes and participates in both multidisciplinary and interprofessional team working 	✓	
OTHER REQUIREMENTS <ul style="list-style-type: none"> The post holder must demonstrate a positive commitment to uphold diversity and equality policies approved by the Trust. Ability to travel to other locations as required. 	✓ ✓	

WORKING CONDITIONS/HAZARDS		FREQUENCY (Rare/ Occasional/ Moderate/ Frequent)			
		R	O	M	F
Hazards/ Risks requiring Immunisation Screening					
Laboratory specimens	N				
Contact with patients	Y			✓	
Exposure Prone Procedures	N				
Blood/body fluids	N				
Laboratory specimens	N				
Hazard/Risks requiring Respiratory Health Surveillance					
Solvents (e.g. toluene, xylene, white spirit, acetone, formaldehyde and ethyl acetate)	N				
Respiratory sensitisers (e.g isocyanates)	N				
Chlorine based cleaning solutions (e.g. Chlorclean, Actichlor, Tristel)	N				
Animals	N				
Cytotoxic drugs	N				
Risks requiring Other Health Surveillance					
Radiation (>6mSv)	N				
Laser (Class 3R, 3B, 4)	N				
Dusty environment (>4mg/m3)	N				
Noise (over 80dBA)	N				
Hand held vibration tools (=>2.5 m/s2)	N				
Other General Hazards/ Risks					
VDU use (> 1 hour daily)	Y				✓
Heavy manual handling (>10kg)	N				
Driving	Y		✓		
Food handling	N				
Night working	N				
Electrical work	N				
Physical Effort	N				
Mental Effort	Y			✓	
Emotional Effort	Y			✓	
Working in isolation	N				
Challenging behaviour	Y			✓	