

Job Title	Merton and Wandsworth Community Adult Health Services (CAHS) General Practitioner
Band	Medical
Responsible to	Head of Clinical Services
Accountable to	Divisional Medical Director
Base	Merton Civic Centre Flexible Travel and Working Across Merton and Wandsworth

Job Purpose

Central London Community Healthcare NHS trust (CLCH) is responsible for the provision of community services for the adult population of Wandsworth and Merton.

Wandsworth and Merton Community services are undergoing unique and innovative transformational change to develop fully integrated community services that can safely deliver healthcare in our patients own home. The post holder will be working flexible across our Rapid Response service, the new Merton Enhanced Therapy Model which has replaced a bedded rehabilitation unit to provide high intensity rehabilitation in the home and our Hospital at Home/ Virtual Ward service. We aim for a clear escalation pathway for individuals in the community or same day emergency care/acute care when indicated.

The individual will be working alongside several other GPs who work across our adult services and a full multidisciplinary team which includes advanced practitioners, nurses, occupational therapists, physiotherapists, pharmacists and a range of other specialties/ support staff.

We are looking for someone who is willing between 2 – 10 PA's per week. We welcome part-time applicants as the job plan can be configured according to applicant experience and interest within the scope of the clinical requirements of the service.

The post holder will be responsible for:

- Provide senior clinical decision making and leadership to the wider multidisciplinary team
- Providing supervision and training to the wider multidisciplinary team as required
- Working alongside system partners to improve the health of our population, support early discharge and avoidable admissions within the community setting
- Deliver high quality specialist assessment and interventions to older people living with frailty and other long-term conditions in the community, following the principles of the comprehensive geriatric assessment.
- Use appropriate point of care testing, digital monitoring and support to facilitate care delivery
- Have the option to contribute to service development, quality improvement and teaching as part of the evolving services

Key Working Relationships

Internal

- Divisional Director of Operations
- Deputy Director of Operations
- Head of Clinical Service
- Divisional Medical Director
- Divisional Director of Nursing and Therapies
- Clinical Service Managers/ Clinical Operational Managers
- Multidisciplinary team

- CLCH Community teams

External (if applicable)

- Primary care colleagues, including PCNs
- Integrated Neighborhood teams
- Local Acute Trust colleagues
- MDT Clinical teams within and outside of the trust
- Local Authority
- SWL ICB
- Community Adult Health Services
- GP Federation
- GMC
- NHSI/E

Main Duties and Responsibilities

- Clinical Duties
 - Ensure patient care is evidence based and/or best common practice
 - To deliver personalised, evidence informed medical care plans to all patients that are appropriately documented and regularly evaluated
 - To implement clinical plans to support the earlier discharge of patients from hospital or to prevent an admission to hospital
 - Support with the triage of referrals as required
 - To work effectively as part of a multidisciplinary team
 - To liaise effectively and appropriately with the local GPs from whose practices the patients are being referred
 - To deliver medical management, treatment and advice for frailty, long-term conditions (including diabetes, heart failure, COPD), dementia care, delirium, and other common conditions in older people
 - To arrange referrals where appropriate, i.e., onward referral to secondary care, community therapy services etc.
 - Maintain good quality up to date medical records including timely discharge letters and summaries
 - To ensure accurate and timely clinical information and records are maintained on all patients.
 - To ensure appropriate documentation and coding is used to provide consistent audit and monitoring of the service
 - Maintain and provide statistical information as required
 - To adhere to local prescribing guidelines
 - The post holder is expected to provide cross cover for colleagues during absences
 - The post holder should be adaptable, flexible and innovative in order to meet the ongoing challenges within the service. The responsibilities of the role may change from time to time
 - To uphold the principles of good medical practice as stated in the GMC statement of duties of a doctor:
 - To work effectively and respectfully with all system partners, working to find solutions to common problems
 - To prioritise the workload as appropriate
 - To ensure confidentiality at all times, only releasing confidential information obtained during the course of employment to those acting in an official capacity in accordance with the provisions of the Data Protection Act and its amendments
- Management and Leadership
 - To integrate effectively with the existing community services and look for creative ways of improving this integration wherever possible.
 - To assist with ongoing monitoring and audit into the effectiveness of the community wards in reducing admissions, re-admissions within 28 days and reducing acute hospital length of stay.

- Take part in management and audit activities to support the Leadership team in planning for services and ensuring the service meets key performance indicators.
- Represent the service at external meetings
- To be involved and lead on Quality Improvement projects, clinical and other Audits and Clinical Effectiveness programmes within service area
- To work in accordance with the Trust's Equal Opportunities policy to eliminate unlawful discrimination in relation to employment and service delivery.

- Teaching and Research
 - Support the identification of training and development needs within respective service.
 - Opportunities for participating in research are supported when appropriate.
 - The post-holder will be required to keep fully up-to-date with their relevant area of practice and to be able to demonstrate this
 - The post-holder will complete all relevant mandatory training within trust timeframes.

- Continuous Professional Development
 - Participate in the annual medical appraisal and revalidation process. The postholder will be appraised annually by an appraiser appointed by the Responsible Officer of CLCH NHS Trust in line with GMC regulations
 - Maintain an up-to-date job plan and personal development plan
 - Participate in appropriate continuing professional development (CPD).

- Clinical Governance
 - The post-holder will participate in clinical governance activities, including clinical audit, clinical effectiveness, risk management, quality improvement activities as required by the Trust, and external accrediting bodies

The above indicates the main duties of the post which may be reviewed in the light of experience and development within the service. Any review will be undertaken in conjunction with the post holder.

Person Specification Job Title: Community Adult Health Services (CAHS) General Practitioner

Factors	Criteria	Assessment Method
Education/Qualification		
Essential	<ul style="list-style-type: none"> • Current GMC certificate • Inclusion on a PCT performers list • Vocational training certificate or equivalent • Current and full registration with the appropriate professional body • Satisfactory Appraisal within the last 12 months (or within the most recent 12 months of work, if currently on a career break) • A positive recommendation for revalidation where appropriate • Evidence of continuing professional development 	AF/IV
Desirable	<ul style="list-style-type: none"> • Higher degree e.g. MSc, MD or other higher degree 	AF/IV
Experience		
Essential	<ul style="list-style-type: none"> • Minimum of two years core GMS experience in General Practice • Primary care home visiting • Triage • Face to face consultations • Demonstrate an ability to lead and motivate individuals and teams • Ability to anticipate and plan for change • Good working knowledge of professional requirements and standards for healthcare professionals including appraisals • Evidence and experience of networking with a wide range of stakeholders including the public, external commercial organisations and national strategic bodies. 	AF/IV
Desirable	<ul style="list-style-type: none"> • Experience in care of the elderly medicine and in A&E/Urgent care setting • Experience in the assessment, development and delivery of clinical education. 	AF/IV
Skills & Knowledge		
Essential	<ul style="list-style-type: none"> • Willing to work unsupervised and make decisions • Good written and oral communication skills • Demonstrated ability to manage time effectively • Experience of working in a multi-disciplinary team • Excellent communication and presentation skills • Proven ability to set clear direction and articulate a compelling vision • Knowledge of the national, regional and local policy and priorities for healthcare • Knowledge of clinical governance systems to secure quality and safety • Influencing and negotiating skills • Strategic and operational leadership skills • Excellent IT skills 	AF/IV
Desirable	<ul style="list-style-type: none"> • Demonstrated ability to lead a multi-disciplinary team • Demonstrated ability to communicate effectively e.g. report writing; thesis • Experience of acting in the capacity of an appraiser for the purposes of medical revalidation • Experience of acting as case investigator for case investigation • Formal research training; demonstrated ability to design a research or audit project 	AF/IV

	<ul style="list-style-type: none"> Formal training in teaching methods; demonstrated ability in teaching / training. 	
Key Attributes		
Essential	<ul style="list-style-type: none"> Ability to communicate effectively with patients, colleagues, managers, patients, relatives, other agencies and staff at all levels Energy and enthusiasm Ability to work under pressure Flexible approach Caring attitude to patients, carers and colleagues Vision for the development and enhancement of community health and providing care closer to home 	See below
Desirable	<ul style="list-style-type: none"> Car driver 	See below
Assessment will take place with reference to the following AF – Application Form, IV – Interview, P – Presentation, T-Test, C Certificate		