

South West London SPIN New to Practice GP Fellowship – Central London Community Healthcare (CLCH) Wandsworth and Merton Hospital at Home Fellow

Role Description

SWL SPIN New to Practice Fellowships

The SPIN New to Practice fellowships Programme is a 2-year scheme to support all newly qualified GPs and GPNs (within 12 months of qualification). South West London Training Hubs are pleased to offer a range of fellowship offers in the region to support the professional development and CPD of newly qualified GPs and GPNs in the patch.

Fellows can partake in a range of portfolio options for 1-2 sessions that supports clinical leadership, professional development and education. [Fellowships \(swltraininghubs.com\)](https://www.swltraininghubs.com)

As part of the fellowship, fellows will have monthly facilitated peer support sessions where they can network with other GP fellows in South West London. Fellows will also be matched with a local GP mentor who will support the GP with their personal and professional development. [GP Mentee Application \(Supporting Mentors Scheme\) Survey \(surveymonkey.co.uk\)](#)

CLCH Wandsworth and Merton Hospital at Home Service

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.

One such service development, building on previous community team experience and pilots, is the development of a Hospital at Home (H@H) service. Hospital at Home aims to deliver hospital level care in a patients home.

This now covers the whole of Wandsworth and Merton and provides multidisciplinary team management of acute care to patients, a delivery of interventions previously only available in hospital.

The service will comprise of GPs who will focus on the management of the acute and chronic conditions patients on their caseload, who will form part of the multidisciplinary team in Community Services Wandsworth and Merton as part of CLCH NHS trust.

The Hospital at Home service is GP-led, open 8am – 6pm (Monday to Friday). Referrals are received from local acute trusts and primary care.

The GP will deliver care of the highest clinical standards and will work closely with the following groups of people: H@H GPs, geriatrician, acute consultants (nurses and ancillary staff of all grades); doctors and nurses and allied health professionals in primary and community care; to ensure effective overall performance of the H@H service.

There are also opportunities to assist in the development of neighbourhood integration between PCNs and Community services, and other stakeholders.

At all times the post holder will act in a manner consistent with the GMC's Good Medical Practice.

We are looking for a motivated and enthusiastic SPIN New to Practice GP with an interest in acute care and innovative ways of working who will help us achieve our vision : Patients being treated by the right person, at the right time and in the right place, using new technology to enable community teams to provide the excellent care they can deliver.

The fellow will be appointed an on-site supervisor within CLCH who will assist with day-to-day tasks as well as CPD in the field.

Roles and Responsibilities

The SPIN New to Practice GP would work 2 sessions per week in the Hospital at Home team. There is the possibility of more sessions. The key roles and responsibilities include, but are not limited to:

Main Duties/Key Results Areas:

1. To take and triage telephone referrals to the H@H team
2. To implement clinical plans to support the earlier discharge of patients from hospital or to prevent an admission to hospital. You will have the ability to initiate or continue IV or IM antibiotics in the community. You will have access to point of care blood testing to support your decision making and the safe management of patients in the community. This will require the H@H GP to work with acutes trusts and primary care.
3. To work effectively with the nurses, AHPs and pharmacists working within the hospital at home team.
4. To liaise effectively and appropriately with the local GPs from whose practices the patients are being referred.
5. To integrate effectively with the existing community services and look for creative ways of improving this integration wherever possible.
6. 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.
7. To deliver (where appropriate and with community nursing assistance) medical management, treatment, and advice to patients on the H@H caseload.
8. To uphold the principles of good medical practice as stated in the GMC statement of duties of a doctor
9. To arrange referrals where appropriate, i.e., onward referral to secondary care, community therapy services or Intermediate care.
10. To ensure that clear, accurate contemporaneous records are made of all patient encounters within CLCH clinical system.
11. To engage in the internal and external appraisal and revalidation system.

12. To participate in audit and clinical governance initiatives which are deemed necessary by the medical clinical lead for Community Services Wandsworth and Merton.
13. To work with and provide clinical support to the associated nursing staff, pharmacists and AHPs for patients on the Community Services caseload.
14. To utilise social services wherever necessary to assist with admission prevention.
15. To assist with the improvement of the hospital at home clinical model and its associated systems which includes liaising with primary healthcare professionals (GPs, community matrons, district nurses, allied healthcare professionals and pharmacists as appropriate), hospital clinicians and Information Technology (IT) providers and to act on one's own initiative when required.
16. To troubleshoot (and resolve with the assistance of Clinical and Management Leads where necessary) any problems in establishing the Hospital@Home model, for example, liaising with IT providers, GPs, and secondary care.
17. To monitor continually the effectiveness of Community Healthcare services in Merton and Wandsworth operating systems, identifying areas for improvement and to assist with implementing system changes.
18. To prioritise the workload as appropriate.
19. To participate in training as required.
20. To keep Clinical and Management Leads updated with progress at intervals deemed beneficial to the project.
21. To have responsibility for the Health, Safety and Welfare of self and others and to comply at all times with the requirement of the Health and Safety Regulations.
22. 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.
23. To work in accordance with the Trust's Equal Opportunities policy to eliminate unlawful discrimination in relation to employment and service delivery.
24. To ensure skills are up-to-date and relevant to the role, to follow relevant Trust policies and professional codes and to maintain registration where this is a requirement of the role.
25. To comply with CLCH and partners organisation No Smoking Policies.
26. To undertake such duties as may be required from time to time as are consistent with the responsibilities of the grade and the needs of the service.

Appraisal

Appraisal will be required to be successfully completed on an annual basis.

Eligibility

As part of the SPIN New to Practice Fellowships Scheme the GP should hold a substantive employment contract as a salaried GP and be within the first year of qualifying, with flexibility due to maternity or extended leave and be completing at least 4 clinical sessions per week within their substantive role.

Financial Contribution

1st session, funding from NHSE/I as part of the SPIN N2P Fellowships scheme: Funding contribution equivalent to the fellows clinical sessional rate (pro-rata), plus on costs (NI & Pension).

2nd session, funding from CLCH: Portfolio sessional rate of £10,500 per annum plus on costs.

Funding will be paid in monthly instalments directly to the employing GP practice (via submission of a valid invoice to the SWL Training Hubs) until 31st March 2023.

Frequency and Duration

Minimum 2 portfolio sessions per week as a secondment opportunity with 42 weeks of clinical service per annum (financial year). We are expecting to be able to extend this for a further 12-months once additional funding has been confirmed.

Flexibility

Hours of work include daytime sessions on a rota. Potential for hybrid working. The service, by its very nature can throw up unpredictable situations, and an ability to handle change and the unexpected is of paramount importance.

Presentation/Time Keeping

Health services are in the public eye. Doctors must be punctual and presentable at all times as such attributes are essential for the delivery of a quality service.

Health

It is expected that all CLCH doctors have a good standard of general health to ensure they can perform the functions of the post safely within their own capabilities. All doctors are required to complete and return an Occupational Health form prior to commencement of duties and Occupational Health clearance must be obtained before shifts are allocated.

When undertaking services for CLCH, the British Medical Association advises that doctors should consider the Working Time Directive parameters that permit a maximum of a 48 hour week. The BMA strongly advises CLCH

to remind its working doctors of their responsibility to ensure their own health is not in any way jeopardised by working excessive hours and that they are always mindful of the safety of patients and the good clinical practice doctors should provide. Therefore, doctors must take responsibility for working sensible hours.

Location:

Host of the SPIN – CLCH, Tooting Works, 89 Bickersteth Road, Tooting , SW17 9SH

Parties :

1. Central London Community Healthcare NHS Foundation Trust, Host of the SPIN New to Practice GP in the Hospital at Home team
2. Wandsworth Training Hub, on behalf of SWL Training Hubs, Scheme delivery and funding on behalf of HEE and NHSE.

To note:

- The successful candidates will be offered service level agreement with CLCH
- There will be a service level agreement in place between the successful candidate's substantive employer and CLCH to support payment of the monies associated with this role
- The scheme will be delivered subject to Terms and Conditions which will be set out in a separate Memorandum of Understanding between SWL Training hubs and the Fellow prior to the commencement of the programme.

References

1. England, N. 2020. NHS England and Improvement. General Practice Fellowships for GPs and Nurses New to Practice Programme Operational Guidance 2020/21. <https://www.england.nhs.uk/wp-content/uploads/2020/08/general-practice-fellowships-2020-21-guidance.pdf>