**Job reference:**

**GP SPIN FELLOW**

**Pilot Project**

**‘Supporting physical health for those accessing**

**substance misuse services’**

**Borough availability: Haringey**

**Post:** GP Spin Fellow: Substance misuse long term conditions/ physical health initiative

**Contract Term:** 12 months

**Responsible to:** Assistant Medical Director (Dr Yuvraj Pattni)

Service Clinical Lead (Dr Natalie Cole)

**Accountable to:** Chief Executive Officer for Haringey GP Federation (Ms Cassie Williams)

**Place of work:** The Grove Drug Treatment Service, 9 Bruce Grove, N17 6RA (subject to change according to the needs of the service, but within Haringey).

**Hours of work:** 2 sessions per week

**Scope of work:** Notes reviews, face to face clinical assessments and attendance at MDT

**Sessional rate:** £9250 per session per annum

**INTRODUCTION:**

The Haringey GP Federation, based in Wood Green in central Haringey, is a large, innovative and dynamic organisation that supports primary care across the borough so that people experiencing health and wellbeing challenges can feel supported by primary care to access services that empower them for better health outcomes

Haringey GP Federation has been nominated in several categories for the HSJ Patient Safety Awards including Mental Health Initiative of the Year (where it was a finalist in 2022) and was proud to be the winner of the Digital System and Process Development Award at the HSJ Patient Safety Awards 2022.

We provide a range of services which are wide reaching across the borough such as delivering selected services at scale (such as covid vaccination services) integrated services (such as care navigation and health check services), partnership working with a range of other providers (such as MIND, BEH and Whittington Health); and support services including admin support, workforce development, training and clinical expertise. We also currently manage two local GP practices and an NCL wide Training Hub.

We are a friendly team that works together and supports each other to provide excellent services in Haringey and provide onward opportunities for growth and personal development.

[The Haringey GP Federation](https://www.haringeygpfederation.co.uk/)

**Haringey Substance Misuse Physical Health Initiative, Haringey GP Federation**

***Background :***

***Post covid analysis ‘There has been a sharp rise in drug related deaths for those in drug treatment. Investigation into these deaths shows that these are seldom linked to the drug treatment rescheme. The deaths most often relate to poor general health and or self-neglect. This pattern is seen across age groups and is not solely about an aging population of opiate users. Co-Production consultation tells us clients face many barriers in accessing their GPs and health care – shame, guilt, low self-worth, missing appointments as well as trying to have enough time with the GP.[[1]](#footnote-1)’***

**THE POST:**

This innovative new project will seek to develop a service for those accessing substance misuse treatment with a focus on physical health, complex medical issues and long-term conditions.

This will be a bespoke primary care service that works to compliment the support and recovery teams who will focus on the substance misuse treatment programme. An exciting new project which is not yet available anywhere else in NCL with nursing staff and a well being advocate to support the consultation.

It seeks to help improve clarity on physical health issues, pull focus into unmet needs and foster close working of professionals to support shared management plans across services. It will seek to offer an opportunity to engage and empower patients to have better insight and autonomy over their health issues.

Our vision is to have a sustained, positive impact on health outcomes in this vulnerable group of patients who often experience challenges in their interface with the health service to the detriment of their health. Advocacy and communication is an important part of this role.

This is an amazing and exciting opportunity for a motivated, organised and enthusiastic individual who is prepared draw on their professional skills to undertake work that is both challenging and clinically very interesting. A professional who would like to gain experience in creating a service that seeks to reduce health inequalities and improving outcomes in a marginalised cohort.

This role with will a unique and career enhancing addition to your CV. If successful it may help lay the path for further services across NCL. The longer appointment times and more in depth work offers a different pace to a usual sessional work in General Practice.

There will be training opportunities offered to support CPD including an offer of RCGP Level 1 Drug/Alcohol) as well as an induction programme with shadowing experienced professionals in the field.

You will be supported in clinic by an experienced nurse ( who works in The Grove) who will assist you prior/during /after the appointment as appropriate and also a wellbeing advocate to support social outcomes or assist with follow up.

An admin team will support bookings and associated administrative work generated by the clinician.

**MAIN PURPOSE OF JOB**

1. To provide an in-person physical health review for a defined cohort of clients accessing support for substance misuse.
2. To attend an MDT with relevant professionals (such as social care and mental health services) to ensure clients are receiving joined up support.
3. To work with the Federation team to continue to develop and build the service.

**ACCOUNTABILITY AND SUPERVISION**

The post holder will be accountable the CEO and supervised by the GP clinical and service lead.

**RESPONSIBILITIES**

* To deliver a high standard of patient care using advanced clinical skills with in-depth theoretical knowledge and evidence-based practice
* To manage a clinical caseload and make high quality clinical entries into community EMIS
* To work with members of staff at The Grove/HAGA as required
* To work with a wellbeing advocate/care navigator/admin support officer to help support actions plans from consultations
* To support audit activities and maintain data collection to help shape the service

**KNOWLEDGE, SKILLS AND EXPERIENCE REQUIRED**

See personal specification.

**PRIMARY DUTIES & AREAS OF RESPONSIBILITY**

**Clinical**

**The post holder will:**

* Provide a detailed notes review and a summary of current and past health needs as appropriate
* Offer extended consultations to make a holistic assessment of health needs via history and examination. Using clinical decision-making skills to establish a relevant working diagnosis and outline a clear management plan working in partnership with patients accessing the service.
* Undertake consultations for immediately necessary care or routine problems including management of long-term conditions. Appropriately escalate or signpost patients to alternative services.
* Instigate necessary diagnostic tests and be able to interpret findings. Discuss the result and implications of laboratory investigations with patients.
* Utilise clinical guidelines and promote evidence-based practice.
* Offer a holistic service to patients and their families, developing where appropriate an on-going plan of care/support with an emphasis on prevention and self-care.
* Refer patients directly to other services or agencies using appropriate referral pathways.
* Ensure safe handover of care within and outside the service and GP Practice as appropriate.
* Work directly with individuals and teams to promote patient centred care through appropriate working with wider primary care / social care networks / multiple agencies
* Contribute to the service and GP practice quality targets to consistently achieve high standards of safe, evidence-based, cost-effective patient care and service delivery.

**Training and development**

* Participate in continuing professional development opportunities to keep up to date with evidence-based knowledge and competence in all aspects of the role to meet clinical governance guidelines for Continuing Professional Development (CPD) and a Personal Development Plan (PDP) utilising a reflective approach to Practice.
* Undertake a variety of research and analysis tasks associated with the improvement of clinical care, medical diagnosis and treatment where appropriate using the following means.
  + Audit of clinical practice
  + Significant event review / root cause analysis
  + Review of relevant literature
  + Research unusual symptoms and treatment options through consultation with general practitioners, physicians and other specialists.
* Participate proactively in a learning culture of the Haringey GP Federation and assist in clinical instruction, mentoring and supervision of medical, nursing or physician associate students and other learners that may periodically be attached to the team
* Contribute to regular multi-disciplinary and educational meetings.

**Administration**

* Fully document all aspects of patient care and complete all required paperwork for legal and administrative purposes in accordance with relevant standards.
* Work in accordance with internal administrative systems relating to but not limited to the management of clinical data.
* Send and receive written information pertaining to the work on the project (there will be administrative support)
* Work closely with other clinical staff and administrative managers in the setting up and/or improving of the service and GP Practice systems for monitoring/measuring performance against Clinical Governance and Quality Indicator targets.
* Ensure that policies are implemented with particular attendance to escalation policy and safeguarding issues.

**Professional**

* Maintain your professional registration working within the latest Code of Professional Conduct (CIPD).
* Undertake statutory and mandatory
* Demonstrate clinical leadership
* Pro-actively promote the post to external agencies
* Respect patient confidentiality at all times and not divulge patient information unless sanctioned by the requirements of the role.

**Health and Safety**

* Comply at all times with the Federation and GP Practice Health and Safety policies by following agreed safe working procedures and reporting incidents using the organisations Incident Reporting System (IRS).
* Comply with the Data Protection Act (1984) and the Access to Health Records Act (1990).
* Using personal security systems within the workplace according to practice guidelines.
* Identifying the risks involved in work activities and undertaking such activities in a way that manages those risks.
* Making effective use of training to update knowledge and skills.
* Using appropriate infection control procedures, maintaining work areas in a tidy and safe way and free from hazards.
* Reporting potential risks identified.

**Equality and Diversity**

* Co-operate with all policies and procedures designed to support equality of employment. Co-workers, patients and visitors must be treated equally irrespective of gender, ethnic origin, age, disability, sexual orientation, religion etc.
* To promote a culture which respects and values diversity, and support patients, visitors and staff in exercising their rights.
* To recognise and report behaviour which undermines equality and diversity in accordance with organisation policies and current legislation.

**Communication and working relationships**

* Establish and maintain effective communication pathways with all relevant professionals such as mental health nurses, outreach workers, hostel staff, district nurses, modern matrons, health visitors etc.
* Recognise people’s needs for alternative methods of communication and respond accordingly.

**Job Description**

* This job description is intended to provide an outline of the key tasks and responsibilities. There may be other duties required of the post-holder commensurate with the position. This description will be open to regular review and may be amended to take into account developments within the service.

**Contribution to the Implementation of Services:**

* Apply practice policies, standards, and guidance.
* Discuss with other members of the team how the policies, standards and guidelines will affect own work.
* Participate in audit where appropriate.

**Our commitment to you**

* We will provide a supportive learning environment.
* We will help you set out and revise specific educational goals.
* We will ensure appropriate clinical supervision.
* You will receive regular 1:1s and an annual appraisal.

**Person Specification**

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| --- | --- | --- |
| **Criteria for selection** | **Essential requirements** | **Desirable requirements** |
| **Qualifications** | * GP qualified within last 2 years * Working in primary care in Haringey at least 4 sessions per week * GMC certification   AND:   * DBS clearance * Evidence of continuing professional development * Appropriate indemnity | * Experience working with patient who experience health and social challenges |
| **Clinical Experience** | * Advanced clinical practice skills * Clinical examination skills * Management of patients with common acute medical conditions * Management of patients with long-term conditions * Safe prescribing practices specific to the patient cohort * Understanding of the current issues and challenges affecting patients living with substance misuse * Compassion, patience and ability to create clear and consistent boundaries | * Management of patients with complex needs * Experience of preventative medicine * Experience of working to achieve standard within the Quality and Outcome Framework (QOF) * Experience of trauma informed care * Experience of mental health, substance misuse management |
| **Professional and multi-disciplinary working** | Ability to work well with colleagues and within a team |  |
| **Management and administrative experience** | * Ability to organise and prioritise workload effectively * Ability to exercise sound judgements when faced with conflicting pressures * Confident in use of email * Excellent record keeping skills | * Proficient in use of EMIS |
| **Personal attributes** | * Non-judgemental approach * Ability to work flexibly to meet the needs of the cohort * Interest in Inclusion Health and working with marginalised populations * Highly motivated * Energy and enthusiasm * The ability to work under pressure and organise workload effectively * An enquiring and critical approach to work * Caring attitude to patients * Ability to communicate effectively with colleagues, patients, relatives and agencies | * Bi/Multilingual abilities desirable |
| **Other requirements** | * Declared history of medical-legal cases including any pending |  |
| **Personal requirements** | * Nil specific |  |

**SAMPLE TIMETABLE (Subject to change/review)**

A job plan will be agreed by the candidate and employer to enable experience and supervision in post.

One full day a week based at The Grove ; timings to be confirmed.

Notes review and RAG rating of clients to triage for level of service offered.

45minute patient facing appointments

15 minutes admin for every appointment (or taken at end of surgery)

Time provision for MDT attendance and clinical meetings

Spreadsheet to help support actions and gather data. Template to help recording in EMIS.

Support of admin worker and a wellbeing advocate to follow up outcomes and support communications.

**THIS JOB DESCRIPTION WILL BE SUBJECT TO REVIEW IN THE LIGHT OF CHANGING CIRCUMSTANCES AND MAY INCLUDE OTHER DUTIES AND RESPONSIBILITIES DETERMINED AFTER CONSULTATION BETWEEN THE MEDICAL DIRECTOR AND POST-HOLDER**

**Interview Dates – Week starting Monday 5th December**

**Role Start Date - December 2022.**

1. Haringey Council and Barnet Enfield and Haringey Mental Health Trust. March 2022 [↑](#footnote-ref-1)