

# **JOB DESCRIPTION & PERSON SPECIFICATION**

**JOB TITLE:** Secure Environment GP

**GRADE:** Lead GP

**DIRECTORATE:** Medical Directorate Spectrum Community Health CIC (known thereafter as Spectrum)

**LOCATION:**

The contract will be accompanied by an agreed Job Plan which will detail the deployment arrangements. These will be subject to regular review.

## **JOB PURPOSE:**

Spectrum is a not-for profit CIC dedicated to providing high quality NHS commissioned healthcare. Our focus is on patient centred care delivered through a variety of innovative and collaborative approaches. Due to service remodelling an opportunity has arisen for an experienced GP who is passionate about primary care and healthcare innovation to join the Spectrum Team. This will be a substantive part-time post attracting many benefits of NHS employment including NHS pension and time served inducements. Previous experience working within secure environments is not essential as full induction and training will be provided. More critical are the personal attributes encompassing a passion for the delivery of high-quality primary care, a desire to innovate and transform models of service delivery to meet the current challenges encountered across all sectors of primary care, and a willingness to work as part of a transformative integrated provider team.

As Lead GP your time will be dedicated to on-site clinical care provision as a critical member of an experienced and passionate multi-disciplinary primary healthcare team. You will be involved in a blended model of care delivery comprising both face to face primary care and complex case care planning as part of an MDT. You will be responsible for providing clinical leadership and support to members of the prison's healthcare team. Working with your Head of Healthcare and North West Regional Lead GP you will be responsible for overseeing the development and delivery of GP clinical

services on site. You will have the support of a highly skilled partnership of allied professionals forming an expert multidisciplinary team. Key partners and stakeholders will include Nursing, Substance Misuse, Pharmacy, Mental Health, Psychosocial Recovery Services, Palliative Care, Remote Clinical Care Team, and Quality Leads. You will join both a regional team of GPs working across the North West prison cluster and the wider Spectrum clinical family. You will have access to a regular digital clinical supervision platform that will link you to colleagues across Spectrum's diverse geographical footprint, and local bespoke supervision with Regional Lead GP and colleagues. As Lead GP you will be supported by clinical leaders within Spectrum representing Medical Education, Clinical Substance Misuse, and Remote Clinical working to enable you to support the delivery of an innovative, digitally enabled, future focused primary care model.

New to secure environment health care? We will offer full training, induction, and ongoing supervision so you are never isolated from colleagues or expert advice and guidance. Here is an opportunity to work within a patient focussed care model supported by expert stakeholders within the Spectrum clinical community and local community expert resources.

**JOB DIMENSIONS:**

Financial responsibilities:

- None

No. of direct reports:

- GP

<b>KEY RESPONSIBILITIES:</b>	
<b>OPERATIONAL:</b>	
<b>1</b>	Working with North West Lead GP, Head of Healthcare and other site stakeholders to work collaboratively to support the development and embedding of robust integrated primary care models of care delivery at site.
<b>2</b>	Contribute to continual service improvement in accordance with national and local priorities as defined by the Spectrum's quality improvement programme. To attend local Integrated Clinical Governance meeting, Medication Management meeting, and Local Delivery Board meetings as required.
<b>3</b>	To work with Spectrum's Digital team to support the ongoing mobilisation of innovative IT strategies that have transformed clinical and operational service delivery over the past 12 months. These initiatives have seen the development and maintenance of clinical networks over a geographically diverse footprint to optimise time management and minimise environmental impact supporting smarter working and service delivery.
<b>4</b>	To work with Regional Lead GP and Head of Healthcare to develop a site specific GP work plan.
<b>5</b>	To work with local substance misuse team (clinical and recovery) to support an integrated, holistic care model and ethos of primary care provision
<b>6</b>	To support and direct remote working clinical colleagues to meet service delivery needs.
<b>7</b>	To support the development of place-based opportunities for Medical students and post-graduate medical trainees.
<b>9</b>	When appropriate you will work with Regional Palliative Leads to ensure high quality end of life care within the secure environment
<b>10</b>	Supporting Spectrum's commitment to clinical learning and development you will work with nursing and learning partners to ensure the appropriate support and mentoring is in place to support new GPs and ANPs develop into competent and confident autonomous clinical practitioners
<b>11</b>	Engage as necessary in incident reviews, death in custody reviews and risk assessments. Work in partnership with Spectrum's Coroner's Admin Team.
<b>13</b>	Participate in quality improvement programmes and service developments across primary healthcare and specialist service areas (e.g. substance misuse, telemedicine) with nursing and pharmacy colleagues.
<b>14</b>	Contribute to the achievement of prison health performance indicators and participate as required in internal and external reviews or inspections.
<b>15</b>	Work collaboratively with on-site pharmacy teams to optimise medications management including prescribing of dependence forming medications and

	adherence to Spectrum's prescribing formulary. To attend local medications management meetings when required.
16	Support the development and delivery of perinatal care pathways at local female estates.
17	Support the development of segregation pilots at selected secure sites.
<b>CLINICAL:</b>	
3	<p>The postholder will provide face-to-face clinical services including the medical component of prison reception assessment care, appointed, unscheduled and emergency care services to inpatient and segregation unit.</p> <p>Clinical services will include the following core responsibilities:</p> <ul style="list-style-type: none"> <li>○ Full clinical assessment of patients;</li> <li>○ Ability to formulate differential diagnosis and management plans;</li> <li>○ Pharmacological assessment and prescribing;</li> <li>○ Request and interpretation of clinical investigations;</li> <li>○ Appropriate referral on and follow up to other specialist areas and secondary care services;</li> <li>○ Information and advice and facilitation of informed choice for ongoing treatment and care;</li> <li>○ Medical assessment and monitoring of chronic diseases in accordance with NICE guidance and local clinical policy;</li> <li>○ Appropriate end of life care under clinical supervision from palliative care specialist services where needed.</li> <li>○ Delivery of perinatal care where appropriate.</li> </ul>
4	All GPs are expected to have an up-to-date working knowledge of the underpinning evidence base and clinical capabilities needed to formulate robust care plans to meet the full range of complex health needs of vulnerable groups with an emphasis on the substance misuse and offender health delivered in the secure environment setting.
5	Psychiatric assessment, diagnosis and management of prisoners with serious mental ill health will be the responsibility of the specialist mental health provider. All GPs including the Lead GP are expected to support the general healthcare needs and basic clinical monitoring when the prisoners' psychiatric condition is stable. 'Shared care' is provided within clinical protocols agreed between primary care medical services and the specialist mental health provider and conducted under specialist supervision.
6	GPs will be supported to develop a clear understanding of the Mental Health Act and Mental Capacity Act – and how as part of a clinical management team these are employed to support interventions under these legislative acts.
7	Work as a member of a multidisciplinary team providing acute care and chronic disease management in conjunction with primary care nursing, adopting a case managed approach in order to meet the complex health and well-being needs of vulnerable groups in the secure environment.

9	Establish effective working relationships with clinicians from secondary and specialist services to ensure seamless care for patients and identify service improvements which support secondary care referrals, treatments and interventions i.e. joint injections and minor surgery.
11	Ensure clinical care is recorded to standards agreed by Spectrum on System 1 in accordance with the operational handbook and agreements reached by the System 1 benefits realisation/user group.
13	Contribute as necessary in incident reviews, death in custody reviews and risk assessments.
14	Work within the agreed formulary and standard operating procedures of the prison pharmacy services and support the implementation of relevant drug and therapeutics and NICE guidance as applied to the secure environment setting.
15	To aspire to develop baseline competencies to facilitate the assessment, prescribing and clinical case management related to the delivery of specialist substance misuse (drugs and alcohol) interventions.
16	Undertake clinical audit
17	Participate in Spectrum's appraisal and professional development programme.
18	Join Spectrum's clinical on-call team.

**VDU USER?** Yes

<b>COMMUNICATION WITH OTHERS:</b>	
<b>Internal</b>	<b>External</b>
• Head of Healthcare	Governor
• Healthcare team	Prison officers
• Spectrum's Regional Lead GP for North West Secure Estates	Secondary Care services including Telemedicine
• Spectrum's Lead GP for Medical Education	Community Substance Misuse services
• Spectrum's Lead GP for Remote Clinical Working	UK Health Security Agency
• Clinical Substance Misuse clinical and operational leads	Health Education England
• Pharmacy Team	Commissioners

<ul style="list-style-type: none"><li>• Spectrum Coroner's Admin Team</li></ul>	HMPPS
<ul style="list-style-type: none"><li>• Spectrum's Quality Team</li></ul>	Coroners office
<ul style="list-style-type: none"><li>• Clinical and Psychosocial Recovery team</li></ul>	

## Person Specification – Lead GP

Requirements	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• UK recognised medical qualification</li> <li>• Recognised Certificate of Vocational Training</li> <li>• Evidence of ongoing professional development in the relevant clinical and service improvement areas</li> </ul>	<ul style="list-style-type: none"> <li>• Higher specialist qualifications or extensive relevant experience</li> <li>• Current accreditation at GPwSI level in specialist area</li> <li>• RCGP Certificate Part 1 and 2 - Substance Misuse</li> <li>• Women's health and wellbeing</li> <li>• Harm minimisation and management of blood-borne viruses</li> <li>• Sexual health</li> </ul>
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• Primary care mental health;</li> <li>• Basic drug and alcohol awareness</li> <li>• Chronic disease management;</li> <li>• Understanding of current health and social policy particularly offender health</li> <li>• Understanding of clinical risk management and governance</li> <li>• Principles of substance misuse treatment and pharmacotherapy</li> <li>• Dependant Forming Medications</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding of principles &amp; research</li> <li>• Demonstrated breadth of knowledge in and outside this specialist area</li> <li>• Understanding of NHS clinical governance/GP contracts/medicines management and resource constraints/financial management</li> <li>• Up-to-date on new GP and pharmacy contracts</li> </ul>
<b>Clinical Education</b>	<ul style="list-style-type: none"> <li>• Commitment to working with Spectrum Medical Education Lead to support and oversee student and post-graduate placements within the North West secure estates</li> <li>• A commitment in qualifying as a GP trainer</li> <li>• Commitment to supporting ACP training at site</li> <li>• Engagement with onsite and remote clinical supervision</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>
	<ul style="list-style-type: none"> <li>• Ability to use basic IT to consult and communicate</li> </ul>	<ul style="list-style-type: none"> <li>• Support in the ongoing develop of governance</li> </ul>

<b>Digital Technologies</b>	<ul style="list-style-type: none"> <li>• Competent – or willingness to be trained in the use of Microsoft 365 and Visionable platforms</li> </ul>	<p>and assurance processes for safe and effective telehealth consulting</p> <ul style="list-style-type: none"> <li>• Experience of telehealth consulting</li> </ul>
<b>Skills</b>	<ul style="list-style-type: none"> <li>• Clear logical thinking showing good analytical skills</li> <li>• Ability to negotiate and liaise with others to solve problems</li> <li>• Evidence of a proactive approach to developing and improving services</li> <li>• Experience of working with multi-disciplinary teams and external partners.</li> <li>• Strong interpersonal skills</li> <li>• Conflict resolution skills</li> <li>• Effective verbal and written communication skills</li> <li>• Effective team player</li> <li>• Self-motivated and enthusiastic;</li> <li>• Role model and inspiration to others</li> <li>• High level of self-awareness;</li> <li>• Ability to take responsibility, show leadership, make decisions and exert appropriate authority</li> <li>• Able to change, adapt and respond</li> <li>• Ability to operate under pressure</li> </ul>	
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Working in NHS in a primary care setting</li> <li>• Delivering primary care mental health</li> <li>• Developing and implementing policies and guidelines.</li> <li>• Working as a multidisciplinary team</li> <li>• Delivering training/teaching to groups</li> <li>• Leading and supervising staff in clinical practice</li> <li>• Using clinical IT system;</li> <li>• Clinical governance experience</li> <li>• Demonstrates use of evidence-based practice.</li> <li>• Clinical Audit</li> </ul>	<ul style="list-style-type: none"> <li>• Working with multi-disciplinary teams and external partners at management levels</li> <li>• Research experience, presentations and publications</li> <li>• Working in a secure environment</li> <li>• Working in substance misuse treatment area</li> </ul>

<b>Other Requirements</b>	<ul style="list-style-type: none"><li>• On a PCT Primary Performers List</li></ul>	
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Candidates will only be invited for interview if they meet the essential criteria for this post. The desirable criteria will be used to shortlist where the application of the essential criteria only, produces a large number of applicants.