

JOB DESCRIPTION & PERSON SPECIFICATION

JOB TITLE: GP working in Secure Environments

HOURS: Up to 37.5 hours (flexible working patterns considered)

LOCATION: Secure Environments *

*Secure environments can encompass prisons, immigration removal centres, short-term immigration holding facilities, youth detention centres, and secure forensic hospitals.

BUSINESS UNIT: Health & Justice

JOB PURPOSE:

As a GP working in a secure environment, you will be responsible for contributing to the delivery of a primary healthcare model broadly equivalent to that of the community, with some variations depending on the type of secure environment you are working in.

Patients present with a wide range of health needs often reflecting the impact of health inequalities and deprivation. Your role will contribute to the provision of the highest standards of care for all patients. You will work as part of a skilled multi-disciplinary team (MDT) including nursing, substance misuse, pharmacy, mental health, psychosocial recovery services and palliative care. There will also be a Clinical Care Team and Quality Leads available remotely to support you.

As a site based GP you will join a wider regional team of clinical providers encompassing other primary care health care teams from secure sites in your specific region. You will join a regional team of GPs all overseen and supported by a Regional Lead GP working across the relevant cluster and the wider Spectrum sites. You will receive regular supervision from either your onsite Lead GP or Regional Lead GP depending on your job role.

The post holder will be expected to operate in line with our shared commitment to Spectrum's values, Working Together, Integrity, Respect and Recognition, Compassion, and Innovation.

Key Responsibilities

- Provision of face-to-face clinical services including, if appropriate, the medical component of reception assessment care, appointed, unscheduled and emergency care services to inpatient and segregation units, where applicable.

Clinical services will include the following core responsibilities:

- Full clinical assessments of patients
- Ability to formulate differential diagnosis and management plans
- Pharmacological assessment and prescribing
- Request and interpretation of clinical investigations
- Appropriate referral on and follow up to other specialist areas and secondary care services
- Information and advice and facilitation of informed choice for ongoing treatment and care
- Medical assessment and monitoring of chronic disease in accordance with NICE guidance and local clinical policy
- Appropriate end of life care under clinical supervision from palliative care specialist services where needed
- Delivery of perinatal care where appropriate
- Psychiatric assessment, diagnosis, and management of patients with serious mental ill health and appropriate referral on to secondary care mental health services.
- Support the general healthcare needs and basic clinical monitoring of clinically stable chronic psychiatric patients utilising the 'shared care' model between primary care medical services and specialist mental health services provider.
- A clear understanding of the Mental Health Capacity Act and Mental Health Act and how as part of the clinical management team these are employed to support interventions under these legislative acts.
- Work as a member of an MDT 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.
- To demonstrate a clear understanding of the issues and risks associated with prescribing psychoactive medications in secure environments and the develop the skills and competencies to address these issues.
- 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
- Ensure clinical care is recorded on SystmOne healthcare system in line with accepted standards for record keeping.
- Contribute to incident reviews, death in custody reviews and risk assessments.
- Work within the agreed formulary and standard operating procedures of the secure environment pharmacy services and support the implementation of relevant Drug and Therapeutics, RCGP Secure Environment Group, and NICE guidance as applied in the secure environment setting.

- Development of baseline competencies to facilitate the assessment, prescribing and clinical case management related to the delivery of specialist substance misuse (drugs and alcohol) interventions.
- Undertake clinical audits
- Collaborating with GP or other medical colleagues across the relevant areas, GP/Doctor and Regional Leads, the Head of Healthcare and other site stakeholders to work positively to support the development and embedding of robust integrated primary care models at site.
- Contribute to continual service improvement in accordance with national and local priorities as defined by the Spectrum's quality improvement programme.
- To attend relevant key meetings as required
- To work with the Lead GP at site and / or Regional Lead GP and Head of Healthcare to develop a site-specific GP job plan.
- To work with the local substance misuse teams (clinical and recovery) to support an integrated holistic healthcare model and primary care provision for patients with addiction and substance misuse disorders.
- To support remote working colleagues to meet service delivery needs
- To support the development of placed-based opportunities for medical students and post-graduate medical trainees
- Supporting Spectrum's commitment to continuous clinical learning and development by working collaboratively to ensure appropriate support and mentoring is enabled to support new GPs/Doctors, and Advanced Nurse/Clinical Practitioners (ANPs, ACPs), Medical Support Workers, and Physicians Associates develop into competent and confident autonomous clinical practitioners.
- Engage in incident reviews, death in custody reviews and risk assessments working in partnership with Quality and Nursing Team to support the coroner's team and review process.
- Contribute to the achievement of health performance indicators and participate as required in internal and external reviews or inspections such as CQC.
- Work collaboratively with on-site pharmacy teams to optimise medications management including prescribing of dependence forming medications and adherence to Spectrum's prescribing formulary.
- Attend local medication management and quality improvement meetings when required.
- Where appropriate, to support the development and delivery of perinatal care pathways at local female estates.
- To practice and deliver care with a Trauma Informed ethos

VDU USER? Yes

JOB PLAN

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

SAFEGUARDING

The post holder will be expected to undertake safeguarding training (Children and Adults) appropriate to their role and adhere to policies and procedures relevant to the area they work in.

CONFIDENTIALITY

Maintain high levels of confidentiality at all times, ensuring that information is not communicated except in the course of recognised duty and in accordance with Spectrum's policy.

INFECTION CONTROL

Duty and responsibility to comply with Spectrum's Infection, Prevention & Control Standards Precaution Policy, ensuring compliance with any specific role and responsibilities outlined within this policy.

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

Person Specification

Requirements	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Medical degree recognised by the General Medical Council • Full GMC Registration • MRCGP CCT • Recognised Certificate of Vocational Training or equivalent JCTGP • On a National Medical Performers List • Evidence of ongoing professional development in the relevant clinical and service improvement areas 	<ul style="list-style-type: none"> • Higher specialist qualifications or extensive relevant experience • Current accreditation at GPwSI level in specialist area • RCGP Certificate Part 1 and 2 - Substance Misuse
Knowledge	<ul style="list-style-type: none"> • Primary care and mental health • Basic drug and alcohol awareness • Chronic disease management • Understanding of current health and social policy particularly offender health • Understanding of clinical risk management and governance • Principles of substance misuse treatment and pharmacotherapy • Understanding of the issues associated with and arising from the prescribing of Dependence Forming Medications 	<ul style="list-style-type: none"> • Understanding of principles & research • Understanding of NHS clinical governance/GP contracts/medicines management and resource constraints/financial management • Women's health and wellbeing • Harm minimisation and management of blood-borne viruses • Sexual health
Clinical Education	<ul style="list-style-type: none"> • Commitment to supporting medical and non-medical training at site • Engagement with onsite and remote clinical supervision 	<ul style="list-style-type: none"> • GP trainer (GP applicants)
Digital Technologies	<ul style="list-style-type: none"> • Effective IT skills • Competent in using Microsoft Office and Outlook • Experience of using an electronic healthcare system e.g. SystmOne 	<ul style="list-style-type: none"> • Experience of telehealth consulting
Skills	<ul style="list-style-type: none"> • Clear logical thinking showing good analytical skills 	

Requirements	Essential	Desirable
	<ul style="list-style-type: none"> • Ability to negotiate and liaise with others to solve problems • Evidence of a proactive approach to developing and improving services • Experience of working with MDTs and external partners • Ability to make good, clear, and concise digital medical notes • Conflict resolution skills • Excellent interpersonal and communication skills (written and oral) • Self-motivated and enthusiastic • High level of self-awareness • Ability to operate under pressure 	
Experience	<ul style="list-style-type: none"> • Working in the NHS in a primary care setting • Delivering primary care mental health • Ability to follow clinical policy and procedures • Support the development and implementation of clinical policies and guidelines • Working as part of a multidisciplinary team • Demonstrates use of evidence-based practice. • Experience of Clinical Audit 	<ul style="list-style-type: none"> • Research experience, presentations, and publications • Working in HMP or another secure environment • Working in substance misuse treatment area • Leading and supervising staff in clinical practice • Clinical governance experience • Experience of medicines management
Other Requirements	<ul style="list-style-type: none"> • Positive attitude to change • Non-judgmental attitude treating others sensitively and with courtesy and respect at all times • Flexible in approach to tasks undertaken displaying resilience to sometimes challenging situations • Flexibility with regard to patterns and places of work • Demonstrates Spectrum's values • Committed to patient user involvement listening to their voice 	

Requirements	Essential	Desirable
	<p>Commitment to personal and professional development, including being up to date with mandatory and statutory training.</p> <p>Compliance with the Infection, Prevention & Control Standards Precaution Policy</p> <p>Ability to obtain vetting clearance to work in a secure environment</p>	