

## JOB DESCRIPTION

### 1. JOB DETAILS

<b>Job Title:</b>	General Practitioner with a Specialist Interest in Older People living with Frailty
<b>Grade:</b>	Salaried GP - £68,975 to £100,000 per annum depending on experience
<b>Base</b>	Integrated Urgent Community Response and Hospital at Home Service running out of Milford Community Hospital
<b>Department / Portfolio</b>	Adult Community Health Services Division
<b>Reports to:</b>	Dr James Adams (Chief of Service)

### 2. JOB PURPOSE

This is a post for a General Practitioner with a Specialist Interest in Geriatric Medicine and Frailty to work within the integrated Urgent Community Response and Hospital at Home service.

#### 2.1 JOBSUMMARY

The post holder will be supported in their development by Consultant Geriatricians providing clinical supervision over the integrated service. They will work with Advanced Clinical Practitioners, trainee Advanced Clinical Practitioners and Specialty Doctors to provide Tier 3 clinical support and oversight for the integrated pre-Hospital crisis pathway. They will be supported by a robust multidisciplinary infrastructure of nurses, allied healthcare professionals, clinical rehabilitation assistants and nursing associates.

There are exciting opportunities to develop knowledge and skills in managing older people with frailty, the key frailty syndromes, Comprehensive Geriatric Assessment, multidisciplinary working and medical leadership. The Guildford and Waverley Frailty Academy offers Tier 1 and 2 education and training in frailty and the post holder would be expected to become a Frailty Champion within their first year. The GPSi role would play a central part in spreading education and training in older peoples care and is expected to take an active part in the activities of the Academy. In addition, Royal Surrey NHS Foundation Trust is committed to embedding quality improvement (QI) into all services. It is expected that the GP role will encompass a contribution to service development, re-design and training in QI tools and techniques.

Number of sessions: 5 sessions, no on-call.

The GPSi is operationally and professionally managed by the Chief of Service for Frailty and Community Services, and clinically accountable to Consultant Geriatricians overseeing the integrated team.



### 3. KEY RESULT AREAS/MAIN DUTIES AND RESPONSIBILITIES:

#### **In conjunction with the clinical lead they will:**

- Contribute to leadership and development of all clinical services provided in UCR and H@H services and to play an active role in quality improvement initiatives.
- Provide professional clinical leadership within the integrated team, alongside Consultant Geriatricians.
- Have a patient-facing clinical role, delivering direct patient care as part of a 2 hour crisis response and delivering urgent Comprehensive Geriatric Assessment.
- To manage a caseload of older people in crisis in the community with oversight from the Geriatricians if required.
- To participate in MDT working to support these patients, being flexible and responsive to other team members.
- Liaise with broader partners in the patient's care, including their usual GP, Social Care, Community nursing and mental health services.
- To actively participate and champion education and training in older peoples care and frailty.
- Ensure older people with frailty are cared for in a proactive integrated end-to-end pathway where patients are actively managed through the most appropriate combination of services.

#### **Principal duties to include:**

- Urgent CGA delivery in patients' own homes, including acute plan formulation, review of all frailty syndromes, interpretation of bedside diagnostics, oversight of multidisciplinary domains of CGA (including environmental, psychological, social, functional domains), completion of RESPECT forms and other person centred assessments including anticipatory care and advanced care planning.
- Clinical interventions will include those available in acute Hospital care (intravenous drugs, fluids, oxygen) and bedside diagnostics (ECG, point of care blood testing, point of care ultrasound).
- Working with the MDT to co-ordinate CGA for patients in acute and sub-acute crisis.
- Participate in twice daily MDT discussions and clinical oversight of the crisis caseload at board rounds.
- Provide medical review including history taking, examination, management plans for these patients as part of the CGA process.
- Holistic approach to patient care, including face to face consultations, telephone follow ups, medication reviews, requesting and reviewing of results, onward referrals for further clinical assessment.
- Undertake administrative duties associated with the care of patients and the running of the service.

#### **Key Specialist Knowledge, obtained or to be developed:**

- Understand the complex nature of health problems in older patients.
- Have or develop knowledge of the key frailty syndromes, including falls, impaired mobility, dementia, delirium, new incontinence, new care needs and acute functional decline.
- Understand the special features of psychiatric diseases in old age, including an appreciation of the features of dementia and the effects of physical function on the mental state.
- Understand how co-morbidity will influence the management of existing disease and delay the early recognition of adverse clinical patterns.
- Medicine management review to identify medication requirements and manage adverse side effects for the patient's clinical condition. Knowledge of polypharmacy tools and deprescribing in partnership with the patient, their carers and family.
- Understand the concept of health and be able to promote health on an individual basis as part of the consultation in the older patient.
- Know the preventative strategies required in the care of older people.
- Able to manage and co-ordinate health promotion, prevention, cure, care, rehabilitation and palliation.



- Have an understanding regarding the prevalence and incidence of disease, including dementia, relating to older people.
- Assess patient's relevant context, including family and social factors.
- Understand the inter-relationships between health and social care.
- Understand the legal frameworks that may arise in the care of this cohort of patients, including the application of the mental capacity act and deprivation of liberty safeguards.

#### Other duties:

- Ensure good record keeping, being able to handle complaints, and ensure patient safety.
- Actively participate in significant event monitoring and learning and other governance activities and meetings.
- Actively take part in quality improvement meetings, projects and training.
- Actively participate in the Guildford and Waverley Frailty Academy, both receiving education and training alongside teaching it.
- Actively participate in operational, governance and project meetings relating to the service and reporting at a Place or System level.

#### Adult Community Services Division

Royal Surrey NHS Foundation Trusts successfully bid for procurement of community services in partnership with the GP Federation, Procure, in 2018. The Division is responsible for delivering a broad range of community services including Milford and Haslemere community, the community matron led Proactive Care Service, District Nursing, Urgent Community Response, Discharge to Assess, the Clinical Co-ordination Centre and specialist nursing and services (e.g. heart failure specialist nursing and podiatry) along with many therapy services. This presents exciting opportunities to reconfigure community services and for us to be involved in shaping the system for patients with frailty across Guildford and Waverley.

Progress is being made to integrate acute crisis care further with Hospital at Home, Frailty Same Day Emergency Care and Acute Frailty Services.

**The below job plan will be pro-rata to 50% depending on working days.**

#### Provisional Job Plan:

	Monday	Tuesday	Wednesday	Thursday	Friday
0800-0900	UCR/H@H Board round	UCR/H@H Board round	UCR/H@H Board round	UCR/H@H Board round	UCR/H@H Board round
0900-1200	manage clinical case load with trainee ACP or ACP, including new 2 hour UCR referrals and existing caseload patients.	manage clinical case load with trainee ACP or ACP, including new 2 hour UCR referrals and existing caseload patients.	manage clinical case load with trainee ACP or ACP, including new 2 hour UCR referrals and existing caseload patients.	manage clinical case load with trainee ACP or ACP, including new 2 hour UCR referrals and existing caseload patients.	manage clinical case load with trainee ACP or ACP, including new 2 hour UCR referrals and existing caseload patients.
1200-1500	manage clinical case load with trainee ACP or ACP, including new 2 hour UCR	manage clinical case load with trainee ACP or ACP, including new 2 hour UCR	Revalidation activities / proactive care MDT work	Revalidation activities / proactive care MDT work	Revalidation activities / proactive care MDT work

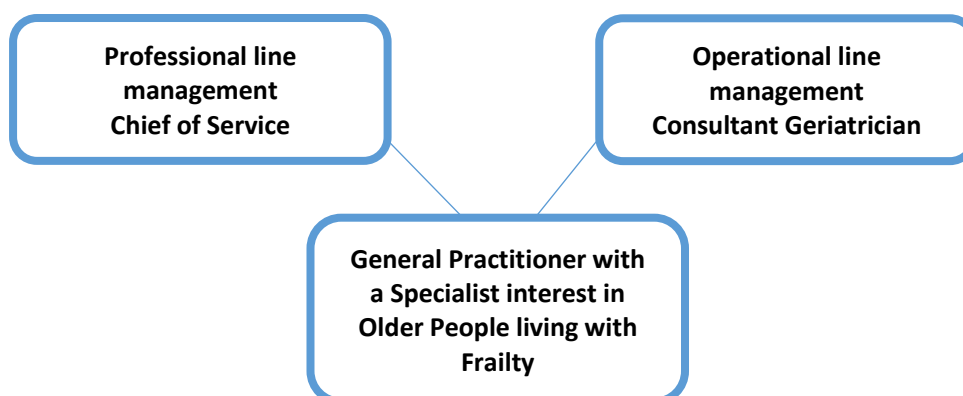


	referrals and existing caseload patients.	referrals and existing caseload patients.			
1500-1600	UCR/H@H Board round	UCR/H@H Board round	Revalidation activities / proactive care MDT work	Revalidation activities / proactive care MDT work	Revalidation activities / proactive care MDT work

#### 4. KEY WORKING RELATIONSHIPS AND COMMUNICATION

Internal to the Trust	External to the Trust
Chief of Service, Divisional Head of Nursing and Associate Director or Operations. Head of Service. Consultant Geriatricians. Acute Frailty Team. Other specialist teams. Multi-disciplinary teams including AHPs, nursing and CRAs. All Clinical Leads / Service Managers in community	Place based programme leads. GP's and Primary Care Adult Social Care Mental Health Voluntary Sector Borough Councils

#### 5. DEPARTMENT CHART OR REPORTING STRUCTURE OF THE POST:



#### 6. OTHER RESPONSIBILITIES

##### Management

- To support the management of the team, providing leadership, recognising and developing the teams, mentoring, coaching and training them to utilise the strengths to enhance the departments' performance and build organisational capability.
- To be responsible for the self-development of skills and competencies through participation in learning and development activities, and to maintain up to date technical and professional knowledge relevant to the post

##### Confidentiality

- All employees must respect and protect the confidentiality of matters relating to patients or other members of staff and must comply with the requirements of the Data Protection Legislation. This means that the protection of personal data in any form of media (e.g. system, paper, word



of mouth by any means that personal information can be processed) is a requirement by law. Any member of staff found to have permitted unauthorised disclosure of personal confidential and sensitive information and is found in breach of their duty of confidentiality could lead to disciplinary proceedings in accordance with the trust's disciplinary policy. No confidential information must be accessed, read, discussed, or disclosed unless it is necessary in the pursuance of the legitimate duties of their role.

### Equal Opportunities

- The Royal Surrey is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees. A copy of Equality and Diversity Policy and our Single Equality and Diversity Scheme are available from the Human Resource department or on the internet/intranet.
- Staff must ensure that they treat members of staff, patients and visitors with dignity and respect at all times and report any breaches of this to the appropriate manager.

### Corporate Governance

- The Trust, as a public organisation, is committed to acting with honesty, with integrity and in an open way. The Trust Board of Directors is responsible for ensuring that Trust services are managed in this way. We are working together to achieve the highest levels of compliance with the risk management standards promoted through the NHS Executive's Controls Assurance programme and the Clinical Negligence Scheme for Trust (CNST). All of us are expected to become familiar with these standards as they relate to our work and further details are available from your manager.
- One of the controls assurance standards relates to Health & Safety. Under the Health & Safety at Work Act 1974, all of us have a duty:
  - To take reasonable care of ourselves and others at work; and
  - To co-operate in meeting the requirements of the law.

Further details are available from the Trust's Health & Safety Advisors.

### Safeguarding

Royal Surrey NHS Foundation Trust has a safeguarding policy for both adults and children and is committed to the protection of children, young people and adults. The Trust acknowledges that, due to the nature of hospitals, many people who would not normally be considered vulnerable can be in a position where they lack capacity or have reduced control. It also recognises that abuse of vulnerable adults/children can occur within domestic, institutional and public settings, and as such we have a responsibility to protect patients and associated dependents within our care. All employees have a responsibility to meet the statutory requirements to safeguard and promote the welfare of both children and adults to ensure that they come to no harm and to raise any concerns regarding safeguarding. All employees would be fully supported in raising any safeguarding concerns. All employees must be aware of Trust policies in relation to safeguarding and must adhere to them at all times.

### Our vision, mission and values

The Trust undertook a listening exercise with its staff which has formed our vision, mission and values. We are currently working with staff to define our new behaviours which will become part of everything we do.

#### Our Mission

Together we deliver compassionate, safe care every day.

#### Our Vision

To provide nationally celebrated, community focused health and care.

#### Our values are:



**WORLD CLASS CARE  
FOR OUR COMMUNITY**

- **Continuously improving**  
Continuously improving is not just a value.  
It's what unlocks our innovation.
- **Excelling together**  
Excelling together is not just a value.  
It's what we do every day.
- **Caring together**  
Caring together is not just a value.  
It's what sets our Royal Surrey family apart.
- **Learning together**  
Learning together is not just a value.  
It's what keeps our services safe.



## PERSON SPECIFICATION

**POST:** General Practitioner with a Specialist interest in Older People living with Frailty

**GRADE:** Salaried GP - £68,975 to £100,000 per annum depending on experience

\*Assessment will take place with reference to the following information

A=Application form

I=Interview

T=Test

C=Certificate

Area	Essential	Desirable	Assessment
<b>Values and Behaviours</b>			
<b>ESSENTIAL CRITERIA FOR ALL POSTS</b>			
Demonstrable commitment to and focus on quality, promotes high standards to consistently improve patient outcomes	√		A/I
Demonstrable skill to work together to serve our community through delivering safe and excellent clinical care	√		A/I
Value diversity and difference, operates with integrity and openness	√		A/I
Treating others with compassion, empathy and respect	√		A/I
Share information openly and effectively with patients, staff and relatives	√		A/I
Works across boundaries, looks for collective success, listens, involves, respects and learns from the contribution of others	√		A/I
Uses evidence to make improvements, increase efficiencies and seeks out innovation	√		A/I
Actively develops themselves and others	√		A/I
<b>Qualifications</b>			
Full GMC Registration with a licence to practise	√		A/I
Certificate of Completion of Training for General Practice (CCT) or equivalent	√		A/I
<ul style="list-style-type: none"> <li>NHS Performer List</li> <li>Full GMC Registration with a licence to practise</li> <li>Professional Indemnity</li> <li>Evidence of annual appraisal.</li> </ul>	√ √ √ √ √		
MRCP		√	A/I
Diploma in Geriatric Medicine		√	A/I
Diploma or apprenticeship in older peoples care		√	A/I
Higher degree to Masters level in medical education, leadership and management or research		√	A/I
<b>Knowledge and Experience</b>			
Significant experience in General Practice	√		A/I
Significant experience in General medicine or Geriatric Medicine	√		A/I
Must have an understanding of the background to and aims of current healthcare policy/national guidance/CQC/ and appreciate the implications of this on engagement	√		A/I



Member of relevant professional body (British Geriatrics Society; Hospital at Home Society)		√	A/I
<b>Experience</b>			
<ul style="list-style-type: none"> <li>Current experience of direct patient care in general practice or general medicine/care of older people</li> </ul>	√		A/I
<ul style="list-style-type: none"> <li>Clinical leadership experience</li> </ul>	√		A/I
<ul style="list-style-type: none"> <li>Demonstrable experience in building relationships, engaging and influencing others</li> </ul>	√		A/I
<ul style="list-style-type: none"> <li>A good working knowledge of the regulatory requirements for healthcare professionals</li> </ul>	√		A/I
<ul style="list-style-type: none"> <li>Commitment to improving the quality of healthcare services</li> </ul>	√		A/I
<ul style="list-style-type: none"> <li>Commitment to continuing professional development</li> </ul>	√		A/I
<ul style="list-style-type: none"> <li>Expertise in Advanced Care Planning and End of Life care</li> </ul>	√		A/I
<ul style="list-style-type: none"> <li>Expertise in management of frailty syndromes (falls, impaired mobility, incontinence, multimorbidity, polypharmacy, dementia and delirium)</li> </ul>		√	A/I
<ul style="list-style-type: none"> <li>Experience of comprehensive geriatric assessment</li> </ul>		√	A/I
<ul style="list-style-type: none"> <li>Experience of multidisciplinary clinical team leadership</li> </ul>		√	A/I
<ul style="list-style-type: none"> <li>Understanding of current NHS policy and regulations and its implications for the delivery of healthcare services</li> </ul>		√	A/I
<b>Skills and Capabilities</b>			
<ul style="list-style-type: none"> <li>Highly developed verbal and written communication skills</li> </ul>	√		A/I
<ul style="list-style-type: none"> <li>Self-motivated, working well either independently or as part of a team</li> </ul>	√		A/I
<ul style="list-style-type: none"> <li>Analytical Skills Problem solving skills and ability to respond to sudden unexpected demands</li> </ul>	√		A/I
<ul style="list-style-type: none"> <li>Communication skills especially sensitive to the needs of the frail</li> </ul>	√		A/I
<ul style="list-style-type: none"> <li>Communication skills targeted at patients with dementia</li> </ul>	√		A/I
<ul style="list-style-type: none"> <li>Ability to recognize and manage physical illness, co-existing morbidities and functional and sensory impairment in patients</li> </ul>	√		A/I
<ul style="list-style-type: none"> <li>Medicine management, ability to prescribe according to NW Surrey prescribing guidelines and in line with developed pathways and good practice e.g. NICE</li> </ul>	√		A/I
<ul style="list-style-type: none"> <li>Working knowledge of medico-legal issues regarding dementia and capacity</li> </ul>	√		A/I
<ul style="list-style-type: none"> <li>Adult Safeguarding</li> </ul>	√		A/I
<ul style="list-style-type: none"> <li>Timely diagnosis of long term conditions</li> </ul>	√		A/I
<ul style="list-style-type: none"> <li>Experience of managing patients in care homes</li> </ul>	√		A/I
<ul style="list-style-type: none"> <li>Awareness and practical application of the diagnostic tools available to support diagnosis for patients with long term conditions</li> </ul>	√		A/I
<ul style="list-style-type: none"> <li>Specific skills in Geriatric medicine</li> </ul>		√	A/I
<ul style="list-style-type: none"> <li>Specific skills in Respiratory medicine</li> </ul>		√	A/I



• Specific skills in Cardiology		√	A/I
• Specific skills in Pain Management		√	A/I
<b>Personal Attributes</b>			
• Demonstrate ability to work with colleagues as part of a team	√		A/I
• Effective communication skill	√		A/I
• Adaptability, flexibility and ability to cope with uncertainty	√		A/I
• Willing to engage with and learn from peers, other professionals and colleagues in the desire to provide or support the most appropriate interventions	√		A/I
• Professional calm and efficient manner	√		A/I
Effective organizer/prioritisation skills	√		A/I
• Influencer and networker		√	A/I
• Demonstrates a strong desire to improve performance and make a difference by focusing on goals	√		A/I
• Attention to detail	√		A/I
• Highly motivated with ability to influence and inspire others	√		A/I
• Ability to work independently	√		A/I
• Demonstrated ability to work within a multi-disciplinary team	√		A/I
• Demonstrate an inclusive attitude towards involvement of carers/family in the design of care plans	√		A/I
• Management, leadership and initiative skills		√	A/I
• Active interest in quality improvement		√	A/I
• Interest in research and commitment to clinical innovation		√	A/I