

## **SALARIED GP or GPs**

**4 days per week**

**ISLE OF ARRAN**

**SALARY: £80K pro rata**

**(Golden Hello if eligible)**

Arran is an island situated just off the west coast of Scotland where general practice is varied and interesting and the beautiful setting offers a great quality of life. We are looking for an enthusiastic and highly motivated GP to join our current team of nine GPs, four practice nurses, two healthcare assistants and supportive administrative staff.

With a patient list size of 5,000, Arran Medical Group is an accredited GP training practice and dispensing practice working across three main and four branch sites. Using EMIS PCS clinical system, the practice is a high QOF achiever and takes part in a wide range of enhanced services.

There are excellent opportunities for greater continuity of patient care due to the local GPs offering acute and inpatient care at the 17-bed community hospital.

The team of island GPs provides A&E and OOH services with a '2<sup>nd</sup> on call' for support if required. Remuneration for this work is very attractive.

There is a full induction programme with needs assessment and a wealth of training and educational opportunities. This is a chance to work in a community that is proud and supportive of its health services.

Informal enquiries are welcomed by

Joyce Beasley, Practice Manager: Tel: 01770 600516 or email: [joycebeasley@nhs.net](mailto:joycebeasley@nhs.net) or

Dr Malcolm Kerr, Arran Clinical Lead: Tel: 01770 302175 or email: [malcolm.kerr@nhs.net](mailto:malcolm.kerr@nhs.net)

**How to apply:** Applications in the form of a current CV, together with the names and addresses (postal and email) of 2 referees, should be emailed to Joyce Beasley (as above) no later than **14<sup>th</sup> January 2013**.

# JOB DESCRIPTION

## 1 JOB DETAILS

**Job Title:** Salaried GP or GPs – 4 days per week

**Location:** Isle of Arran

**Accountable to:** The GP Principals

**Health Board:** NHS Ayrshire and Arran

## 2 JOB PURPOSE

There are two components to the job: primary care GP service and inpatient, acute and A&E work at Arran War Memorial Hospital.

There is also the opportunity to provide out-of-hours cover for general practice, A&E and inpatients.

There is a full induction programme and a needs assessment will be performed early in the job to identify future training requirements. You will be expected to contribute to audit and other clinical governance activity within the practice.

## 3 DIMENSIONS

Following the recent merger of Brodick, Lamlash and Shiskine practices, Arran Medical Group is now responsible for providing a number of GP services across Arran.

Medical services on Arran are provided within the boundaries of a Personal Medical Services 17C contract.

Arran War Memorial Hospital is based in Lamlash with approximately 17 inpatient beds, 1 maternity bed and an Accident and Emergency unit. The hospital is staffed by GPs supported by other professionals, and hosts a range of outpatient clinics provided by visiting consultants.

The practice team works closely together in providing core general medical other services for the resident and visiting population. Our GPs cover each other's leave where possible. The highly skilled practice nurses perform many roles to support the doctors in the practices and promote holistic care.

An open-minded approach often needs to be considered, and the job is a highly generalist one, not least because of the range of skills required from palliative care in the community to emergency work at the hospital. We offer services such as minor surgery, well woman clinic, homeopathy and acupuncture. You will occasionally be called upon as a deputy police surgeon and for emergency pre-hospital assistance.

## **4 ROLE OF DEPARTMENT**

### **Location**

The Isle of Arran lies in the Firth of Clyde fourteen miles by ferry from the Ayrshire coast. It is mountainous and the permanent population of about 5,000 lives in small villages distributed around the coast. Arran is a popular traditional tourist destination and the population increases very substantially in the summer months, at times exceeding 15,000.

The GPs provide medical services from three main surgeries in Brodick, Lamlash and Shiskine and from four branch surgeries in Whiting Bay, Corrie, Lochranza and Kilmory. Out-of-hours cover is delivered by the island GPs. Medical services are also provided at the community hospital where a range of inpatient and outpatient services are delivered, including A&E and the treatment of medical and surgical inpatients. Arran faces many of the problems of rural and remote communities in healthcare delivery and achieving equity of access to health provision.

### **The GPs**

In total, there are seven principal GPs, two salaried GPs and a Rural Fellow.

### **Arran War Memorial Hospital**

The hospital is a community hospital based in Lamlash. Built in 1922, it has since been modified on several occasions and now has approximately 17 beds, including a high dependency unit bed and one maternity bed. There is a fully equipped Accident and Emergency unit. Medical and A&E cover are provided by the island GPs. Emergency nurse practitioners work within the Accident and Emergency unit/minor injuries unit. Community and hospital provisions are closely integrated both for medical and nursing staff. Visiting consultants offer a range of outpatient clinics. There is a physiotherapy department, occupational therapy services and digital X-ray facilities.

## **5 KEY RESULT AREAS**

To work at all main and branch surgeries as required and at Arran War Memorial Hospital.

The range of services provided will include:

- Regular routine practice work and to cover during other GPs' leave and other activities.
- The treatment of medical inpatients.
- If wished, participation in rota cover of nights and weekends – rota involvement will be on an equitable basis, approximately 1 in 8 week nights and 1 in 4 weekends either days or nights. There is a '2<sup>nd</sup> on call' for support if required.

To work with the practice, the PCT and other relevant agencies to improve patient services.

To work with hospital staff at Arran War Memorial Hospital, Crosshouse Hospital and other mainland hospitals in the management of medical and surgical emergencies, contributing to the development of guidelines, training programmes and the minor injuries service.

**6a EQUIPMENT AND MACHINERY**

All equipment associated with General Practice care provision  
Equipment associated with the provision of Accident and Emergency care  
Equipment associated with BASICS for the provision of immediate care

**6b SYSTEMS**

Paper-based monitoring and recording systems  
Computer-based monitoring and recording systems  
EMIS  
DOCMAN  
IT based communication systems including teleconferencing  
Computer (IT) based diagnostic equipment  
Astra/NHS24 systems for out-of-hours care

**7 ASSIGNMENT AND REVIEW OF WORK**

Work will be assigned by GP principals  
Work may be self generated  
Review of work will be undertaken by appropriate GP principals  
Annual performance review will be undertaken

**8 DECISIONS AND JUDGEMENTS**

Decisions and judgements will be made in the best interests of patient and clinical care supported by research based practice.  
The post holder is required to make decisions and judgements in all emergency situations.  
Reference to additional support will be available.

**9 MOST CHALLENGING PART OF YOUR JOB**

Working with a close island community.

Providing primary, emergency and out-of-hours care within the community and hospital settings.

Balancing competing demands within primary care.

Complexities of transferring patients where transport is reliant on ferry or helicopter availability.

**10 COMMUNICATIONS AND WORKING RELATIONSHIPS**

Post holders will report to a named practice principal in clinical matters and to the practice manager in administrative matters.

Well developed communication skills are required in relation to other members of the Primary Care team, AHPs, the Community Mental Health team, other contractors and visiting specialist services.

**11 PHYSICAL, MENTAL, EMOTIONAL AND ENVIRONMENTAL DEMANDS FOR THE JOB**

**Physical skills:**

Physical skill requirements are commensurate with details outline in this document.

**Physical demands:**

Extended working patterns may present physical demands within this post, however, there are no activities requiring excessive physical demands.

**Mental demands:**

The wide and varying nature of this post can pose heavy but enjoyable mental demands on all staff.

**Emotional demands:**

Working within a close community poses certain emotional challenges as does working in an island setting.

**Working conditions:**

Work will be carried out within patients' homes, care homes, main surgeries and branch surgeries. Additionally, work will be undertaken at Arran War Memorial Hospital and on occasions within the premises of Strathclyde Police.

## **12 QUALIFICATIONS AND / OR EXPERIENCE**

This post is for a vocationally trained GP who holds full registration with the GMC and holds a Certificate of Completion of Training (CCT) in general practice.

ALS/ ATLS certified desirable.

You should ideally be eligible for minor surgery.

It will be necessary to hold and maintain a current driving licence and have access to a car.

Evidence of defence union cover.

Experience of or aptitude for rural practice would be helpful, although the post may also be suitable for doctors electively seeking experience of rural practice.

### **TRAINING AND EDUCATION**

Extended training in other areas of medical practice will be encouraged as appropriate. Study leave will be granted for postgraduate or continuing professional development purposes approved by the practice which will also provide the time to prepare for appraisal and revalidation.

## PERSON SPECIFICATION

**Post Title: Salaried GP, Isle of Arran**

FACTOR	ESSENTIAL	DESIRABLE
QUALIFICATIONS TRAINING	<ul style="list-style-type: none"> <li>▪ Full registration with GMC</li> <li>▪ Certificate of Completion of Training (CCT) in general practice</li> </ul>	<ul style="list-style-type: none"> <li>▪ Desire to participate in post-graduate study</li> </ul>
EXPERIENCE	<ul style="list-style-type: none"> <li>• Emergency medicine experience is preferred but training will be provided where necessary</li> </ul>	<ul style="list-style-type: none"> <li>▪ Experience of / aptitude for rural practice</li> <li>▪ ALS/ ATLS certified</li> </ul>
KNOWLEDGE AND SKILLS	<ul style="list-style-type: none"> <li>▪ Excellent clinical and patient management skills</li> <li>▪ Computer literacy</li> <li>▪ Good decision making skills</li> <li>▪ Good organisational skills</li> <li>▪ Good planning skills</li> <li>▪ Driving licence and the use of a car</li> <li>▪ Working effectively within wide ranging multidisciplinary teams</li> </ul>	<ul style="list-style-type: none"> <li>▪ Knowledge of Clinical Governance 'concepts'</li> <li>▪ Competency with EMIS</li> <li>▪ Evidence of personal initiative</li> </ul>
DISPOSITION e.g. Personal (transferable) skills	<ul style="list-style-type: none"> <li>▪ A willingness to accept flexibility to meet the changing needs of healthcare provision in an island setting</li> <li>▪ Excellent communicator</li> <li>▪ Good interpersonal skills</li> <li>▪ Ability to operate on a variety of different levels</li> <li>▪ Committed and able to use initiative</li> <li>▪ Self-motivating</li> <li>▪ Accepts responsibility</li> </ul>	<ul style="list-style-type: none"> <li>▪ Knowledge of recent changes in the NHS/General Practice in Scotland</li> <li>▪ Motivates others</li> <li>▪ Affinity for rural/island life</li> </ul>



## The Isle of Arran

### USEFUL LINKS

NHS Ayrshire and Arran

<http://www.nhsaaa.net>

Calmac ferry service

<http://www.calmac.co.uk>

Local information

<http://www.visitarran.net/>

<http://www.scotland-info.co.uk/arran.htm>

Property agents

<http://www.arranestateagents.co.uk/>

<http://www.arranproperty.co.uk/>