

**AIR BALLOON SURGERY
KENN ROAD
ST GEORGE
BRISTOL
BS5 7PD**

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Practice Profile

Associate GP or Associate with a view to Partnership

Partners

Dr Simon Clausen

Dr Philip Simmons

Associate GPs

**Dr Joanna Allerton
Dr Elinor Gunning
Dr Louise Younie**

**Dr Shivani Baynham
Dr Iona Sherwood**

**Dr Maeve Caviston Diffley
Dr Clare Smith**

Practice Manager

Kate Francis BSc(Hons) DipIHSM

About the posts

We are a supportive, friendly, caring Practice and would be a great place to enhance your GP career.

This vacancy would suit a newly qualified GP looking for their first steps in General Practice, or an established GP looking to develop their career or with a view to partnership. We will support and develop new GPs with our new innovative induction programme, which includes protected weekly mentoring time.

We actively encourage colleagues to develop individual interests and value the importance of being inspired and enthused by our work. We are open to new ideas and ways of working.

Ensuring a healthy work-life balance is prominent in our decision making - we strive and continue to make adjustments to our working structure to ensure this. Your opinion and well-being matter.

Dr Simon Clausen and Dr Philip Simmons

We operate a system of flexibility around how and where administration is performed. Remote working is an option many GP's choose to manage their clinical administration. All salaried GPs are linked to a partner for mentoring, are encouraged to engage with the practice's clinical education programme and are supported in their own development needs.

There is a clinical team meeting each Thursday morning and successful candidates should expect their weekly programme to include this. Otherwise we can offer a degree of flexibility on the number of sessions and working pattern across the week. On call and Extended / Improved Access hours are shared across the medical team pro-rata. The practice opens some Saturday mornings but this is a separate rota currently covered by Partners only. Urgent same day care is led by the on call GP who has access to ring fenced services across the wider clinical team, which include GP and urgent care nurse slots. Most home visits are now carried out by the Home Visiting Urgent Care Nurses.

Pay and conditions

Pay is based on an annual sessional rate of £9476 per session per year. For a 6 session GP this would equate to gross basic pay of £56,859 per year. In addition to this, the practice also covers the cost of your indemnity cover.

About us

We are a well established enterprising General Practice based in St George about three miles from the city centre in the East part of Bristol – recently named the happiest city in Britain! We feel we can offer a rewarding working life, with a large and lively team committed to providing excellent patient care but also with a firm commitment to personal and professional development. Our current GP complement consists of three partners and seven Associate GPs (salaried GP).

The catchment area is fairly compact covering St George and surrounding suburbs. The practice population is about 13,600. The majority of patients are in social classes' three to five and there are many extended families on the register. More young professional patients are starting to move into the area, attracted by easy access to Bristol without central Bristol house prices. Unemployment is similar to the national average. There are a small but growing number of patients from ethnic minorities. Around 16% of patients are aged over sixty five and 6% under 5 years old. Although reasonably close to the city centre we do not have issues commonly associated with inner city areas, although many of our patients have complex morbidity and social problems.

We have developed particular skills in providing general practice services to care and nursing homes and feel that we have effective and robust systems and processes to provide effective clinical services to these homes offering diverse patient care. We look after a sixty-seven bed high dependency nursing home which is adjacent to the practice.. We also care for the residents of a 40 bed unit for patients with dementia. We have recently taken on a contract with the local Priory Hospital to look after 3 wards of patients with complex health needs. We also have a number of other smaller residential units we look after, some with and some without nursing input.

The practice is based in well designed, spacious, purpose built premises which were completed in October 1996, with attractive consultation rooms and space for housing a full complement of employed and attached staff. There is also an attached pharmacy.

Dr Simon Clausen and Dr Philip Simmons

We contract for all of the DES and LES services offered by the various contract providers. We generally perform well for all clinical areas and achieve all our targets. QOF achievement for 2018/19 was 99%.

We use Emis Web and Docman for managing clinical data. All IT is fully networked and clinical data is either electronically received and managed or scanned in and managed. We have a policy of electronically storing and sharing clinical and non-clinical information. We have a continuing programme of reducing paper. Electronic prescribing is well established and we also use text messaging for patients.

We were inspected by the Care Quality Commission in June 2018 and continue to be rated as “good” in all areas.

We hold weekly clinical meetings, at which we discuss matters relating to the day-to-day organisation of services affecting the clinical team. A clinical education meeting is held monthly. The programme includes case studies, SEA, clinical IT, invited speakers, etc. The partners and Practice Manager also meet every week to discuss strategic and business matters.

The Team

We are a team who believe that a friendly and supportive working environment is vital. General practice can be a pressurised environment and we work hard to get the balance right between home and work life. We regularly meet both formally and informally. Once a week there is a formal clinical meeting and once a month we have a shared pizza lunch. Other recent less informal events include the Great Air Balloon Bake Off and we staged a practice team in the Bristol 10K race last year. This year the whole team engaged in ‘Bisquit’ and gave up biscuits for a month to raise funds for Cancer Research.

We have a large team of supporting staff employed by the practice, including a full compliment of practice nurses, practice clinical pharmacist, health care assistants, secretaries, receptionists, finance officer, IT and data support staff, practice manager, assistant practice manager, and HRM manager.

District nurses, Health Visitors and Midwives are based at neighbouring surgeries and we enjoy a close working relationship with them. Medical services are well supported by an extensive, well skilled and experienced nursing team.

Urgent care same day requests are first line “triaged” by reception staff and are then entered onto our clinical phone triage list. This list is managed by the Urgent Care Team comprising practice nurses seeing urgent care, and an on call GPs. If patients need to be seen, they may be booked with their usual GP, one of the urgent care nurses, or seen by the on call GP. Through the appointment of a Home Visiting Urgent Care Nurse, we have been able to significantly reduce the GP home visit workload.

All LTC services are nurse led and we do insulin conversions for diabetic patients. We have four HCA’s, one visits house bound patients to take bloods and provide some of the LTC services for those not covered by the District Nursing team. In total our nursing team

Dr Simon Clausen and Dr Philip Simmons

comprises of 12 individuals, all working part time which helps with cover. This structure provides in-house career development opportunities for nursing staff and helps with staff retention. We have 3 nurse prescribers, and the practice employed Clinical Pharmacist is a prescriber. She sees patients, in addition to medicines management work, medical review, clinical protocol and processes development and clinical audit work.

Kate Francis, Practice Manager, takes a keen interest in wider primary care affairs and has numerous professional interests. At present she is an advisor for NICE on the national Primary Care Indicators committee covering QOF and CCG's OIs.

Quotes from Our Staff and Stakeholders

We have a reputation for being very friendly and supportive to those directly working in the practice and those we work with across the health and social services community.

Here are just a few

"Thank you for being such a friendly, welcoming, warm bunch of amazing people. I've never worked anywhere that has been as welcoming as you all are.....I don't think any other team will really compare"

"This is the best place I have ever worked. You listened to my problems and sorted things out quickly"

"The team worked really hard and made all sorts of changes to the room to help us to make (patient x) as relaxed as possible when we brought him in" This from a local home for patients with Learning Difficulties.

Working at Scale

We are fully engaged with the requirements of the new contract regarding Primary Care Networks (PCN's). We already have experience of working at scale with neighbouring practices which goes back several years. We have been working as localities under a CCG scheme. Dr Phil Simmons is currently on the locality board.

This practice will be working as part of a PCN with 2 other practices. We have appointed a clinical lead, started to define our governance and working practices and started the recruitment processes for more practice pharmacist time and for social prescribers to work within the network.

We are part of a locality providing Improved Access appointments for patients. This means patients can be seen in practices other than our own, for out of hours appointments. Currently Associate GP's here do not work in the hub although there are opportunities to do so. Our patients medical records across the hub are available to all other practices to view and make entries into.

Innovation

One Care is a Federation which represents and supports general practice across Bristol, South Gloucestershire and North Somerset. We were early members of One Care and Kate Francis worked part time for One Care, looking at innovation and development in general

practice. We have taken part, as a practice, in pilot projects to explore different working practices.

This practice was part of a project funded by the Department of Health to pilot Clinical Practice Pharmacists. We won the largest award in phase 1. We already had a number of practices with senior pharmacists working in the advanced role, including this practice. Our practice employed clinical pharmacist was one of the project leads and helped to develop the national programme. She has already been working to these models over many years for us and is well placed to support the development of other practices.

The practice has a strong interest in teaching and research. We are a GP Training Practice, supporting ST Trainees, and Foundation doctors, alongside a GP Retainer. In addition to this we have taken on our first Paramedic in Primary Care student placement. All doctors have an opportunity to teach medical students from Bristol University. Two of our Partners are GP Appraisers for NHS England and both are also GP Trainers.

Further Details

We would be delighted to show you around the Practice prior to your application, and potential applicants are welcome to speak to any of our GPs, and other members of the clinical and support teams. Phil Simmons, GP Partner, would be happy to talk to prospective applicants or to arrange for you to visit, and is happy to be contacted directly at philip.simmons@nhs.net. Alternatively, please contact Kate Francis, Practice Manager, on 0117 9086668 or by email at kate.francis@nhs.net.

Applications and closing date

Applications including a CV and covering letter should be emailed to Phil Simmons at philip.simmons@nhs.net by the closing date of 08.00 on Thursday 2nd April 2020.

Interviews

It is intended to hold interviews during week-commencing 6th April 2020 here at the surgery, details to be arranged and confirmed with shortlisted applicants in due course.

Please also visit our website <http://www.airballoonsurgery.co.uk>

V1 Feb 2020