

Job Profile

General Practitioner



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Job Details

Location:	HMP Ashfield, Bristol, Eastwood Park, Erlestoke or Leyhill (See "About Us" section below)
Reports to:	Clinical Directors
Contract Type:	Permanent
Sessions:	4 to 6 sessions per week
Pay:	Competitive
Holiday:	6 weeks per annum (pro rata based on contracted sessions)
Study:	5 days per annum (pro rata based on contracted sessions)
Other:	NHS Pension Medical Protection Costs Covered

About Us

Hanham Secure Health Ltd (HSH) is commissioned to deliver physical healthcare services in secure settings across Bristol, South Gloucestershire and Wiltshire. The services comprise nursing, advanced clinical practice, GP and administration service, all of which come together to provide high quality planned primary care, urgent/acute care and clinical substance misuse support services. The HSH team works in collaboration with partner providers to deliver a full suite of health and well-being services to the secure population, including psychosocial substance misuse, mental health, psychiatry, dentistry, optometry and more. We offer employees the opportunity to work in one or across multiple sites. The sites within this contract are:

- » HMP Ashfield, Pucklechurch, Bristol, BS16 9QJ
- » HMP Bristol, Bristol, BS7 8PS
- » HMP Eastwood Park, Falfield, Gloucestershire, GL12 8DB
- » HMP Erlestoke, Devizes, Wiltshire, SN10 5TU
- » HMP Leyhill, Wotton-under-Edge, Gloucestershire, GL12 8BT

HSH is a private healthcare company owned by the GP Partners of Hanham Health (a GP partnership operating three surgeries in South Gloucestershire), who have lengthy experience and knowledge in the secure health sector. HSH offers rates of pay and employment benefits comparable to NHS schemes that many healthcare workers will be accustomed to. HSH prides itself on being a **family friendly** and **equal opportunities** employer.

HSH strives to deliver continuity and equivalence of healthcare services to patients across the secure estate

and maintains an ethos that "if you invest in, motivate and develop your workforce, your workforce will be encouraged and enabled to invest in and take care of your service". We achieve this through our five core values:

- » **Collaborate** - Strive to deliver excellence through the supportive exchange, sharing and inspiration of aims, goals, ideas and best practice.
- » **Make a difference** - Enable everyone to make a difference - big or small - through advocacy, challenging what is not right, leading by example and taking responsibility.
- » **Improve** - Embrace new, innovative and creative ways of working through a culture that supports change, promotes learning and celebrates development.
- » **Have integrity** - Embody a culture of honesty, transparency, fairness, inclusion, respect, compassion and caring through individual and shared accountability.
- » **Put people first** - Adopt a person-centric approach in all areas through effective communication, engagement, recognition, reward and by valuing every patient and believing in every employee.

Job Overview

This role comes with the opportunity to work solely within the different HSH secure environments, or as a split role between Hanham Health (community practice) and within Hanham Secure Health. It is an ideal opportunity for a GP seeking a portfolio career with unique, exciting and hands on opportunities and workload.

General Practitioners (GP) have an important role in looking after patients in their homes and within the communities where they live; this includes patients residing within the prison estate. The GP is part of a much wider team whose role includes promoting, preventing and initiating treatment.

The GP will deliver sessions within the prison establishment(s); sessions include morning, afternoon and evening and are variable as part of a shared rota system. Where possible, individual preferences will be taken into account and accommodated for within the rota planning process. A substantial induction process is offered to all new GPs, tailored to individual needs and preferences.

The GP is responsible for treating common medical conditions, chronic illness, acute illness or injury and referring patients to secondary care and other medical services for urgent and specialist treatment. They will focus on the health of the whole patient; combining physical, psychological and social aspects of care.

The GP supports the holistic care of patients by working as part of a multidisciplinary team (MDT), combining advanced clinical practitioners, nurses, allied healthcare professionals, mental health and substance misuse key workers, pharmacists, psychiatrists and community care providers. The GP participates in complex case reviews to discuss and plan joint approaches to co-ordinate packages of care for patients.

The GP supports the clinical management of substance misuse detoxification, including prescribing and review, following completion of the RCGP Certificate in the Management of Drug Misuse (Part 1) for Secure Environments.

The GP will attend to patients with urgent, life-threatening conditions, should this occur whilst they are on duty. In these cases, the GP will work with the nursing team to provide life-saving treatment until an ambulance and further help arrives.

The GP works as part of a team of Custodial Doctors, meeting regularly to discuss complex cases, learning and outcomes and for peer support.

The GP will provide a highly specialist resource to other healthcare staff, patients and carers and have active involvement in clinical governance and effectiveness activities.

The GP works to organisational standards and guidance, and within their code of professional conduct at all times; ensuring that their practice is grounded in evidence based theoretical and practical knowledge.

The role includes access to highly sensitive information and the post holder should, therefore, ensure that they conduct their work with the strictest confidence and comply with information governance, data protection and record keeping policies at all times.

Read the RCGP Secure Environment Group position statement on equivalence of care in secure environments:
<https://www.rcgp.org.uk/-/media/Files/News/2018/RGCP-secure-group-report-july-2018.ashx?la=en>

Criteria

Qualifications & Experience:	<ul style="list-style-type: none"> » A degree in medicine recognised by the General Medical Council (GMC) » A two-year foundation programme of general training » Specialist training in general practice » RCGP Certificate in the Management of Drug Misuse (Part 1), or a willingness to complete this during employment
Skills:	<ul style="list-style-type: none"> » The ability to work within a multidisciplinary team of healthcare professionals » Excellent listening and communication skills for dealing with patients » Leadership skills, as often the most senior clinician on site » The ability to work under pressure and deal with different demands » Good IT skills for keeping patient records » Excellent time management skills to balance appointments with admin work
Qualities:	<ul style="list-style-type: none"> » Compassion, resourcefulness, stamina, motivation and perseverance » Honesty, decency and probity at all times » A flexible approach to work and the ability to manage change

Learning and Development

Hanham Secure Health is committed to providing a high-quality service through the effective management and development of its employees. Learning and development, training, appraisal and supervision policies and processes support the organisation in achieving its key aims of delivering cost effective, high quality and responsive healthcare, whilst enabling employees to understand how the outcome of their contribution fits within these overall aims. All employees are expected to participate fully in the training, learning and development and appraisal processes and to comply with the relevant policy.

Equality and Diversity

It is the responsibility of all employees to support the Hanham Secure Health vision of promoting a positive approach to diversity and equality of opportunity, to eliminate discrimination and disadvantage in service delivery and employment and to manage, support or comply through the implementation of the organisation's equality and diversity strategies and policies.

Health and Safety

It is the responsibility of all employees to work with managers to achieve a healthy and safe environment and to take reasonable care of themselves and others. Specific individual responsibilities for health and safety, if applicable to this role, will be outlined under the Key Responsibilities section.

Information Governance and Data Protection

Employees of Hanham Secure Health have access to information that is sensitive to either an individual or to the organisation. In accordance with the requirements of **Information Governance, NHS Code of Confidentiality,**

General Data Protection Regulation, Data Protection Act (2018) and the terms and conditions of employment, all employees have a duty to process this information judiciously and lawfully; failure to do so may result in disciplinary action.

Rehabilitation of Offenders Act (1974)

This post is subject to an exception order under the provisions of the *Rehabilitation of Offenders Act (1974)*. This stipulates that all previous convictions, including those that are 'spent', must be declared. Previous convictions will not necessarily preclude an individual from employment within Hanham Secure Health Ltd but must be declared in writing at the appropriate stage during the recruitment process.

<https://www.gov.uk/government/publications/new-guidance-on-the-rehabilitation-of-offenders-act-1974>

Policy

This post is subject to Hanham Secure Health policies and employee handbook. Copies of these policies will be available upon commencement of employment or upon request prior to employment.

Further Information

Further information about Hanham Secure Health can be found at: www.hanhamsecurehealth.co.uk

Further information about working within secure environments can be found here:

- » <https://www.rcgp.org.uk/clinical-and-research/resources/a-to-z-clinical-resources/prison-health.aspx>
- » <https://www.healthcareers.nhs.uk/explore-roles/doctors/career-opportunities-doctors/alternative-roles-doctors/prison-health-service>
- » <https://www.gov.uk/life-in-prison/healthcare-in-prison>