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# Practice Information Pack for Recruitment of a GP

# May 2020

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## Population and Demographics

The current list size is just over 6150 patients and has been growing for the last few years due to local housing developments and the surgery’s good local reputation. The practice area covers most of North Taunton and the surrounding villages, the distribution of the population can be seen [here.](http://www.healthgis.nhs.uk/Tools/GPmap/L85062/990131)

In the practice, 18.9% of the registered population are aged 0-14 years old, compared to the rest of Somerset at 16.0%. 7.2% of the registered population are aged 75 years and over, fewer than the Somerset average of 10.4%.

The Index of Multiple Deprivation for the Practice is 23.8, compared to the average for Somerset of 18.1. The practice has an above average number of smokers and obese patients compared to the Somerset and national averages, and has above average rates of COPD and CHD prevalence. The number of alcohol and drug related admissions to hospital are above the Somerset average. The practice population is varied; the surrounding villages of Cheddon Fitzpaine, Kingston St Mary and Monkton Heathfield having lower rates of deprivation and disease prevalence

 A more detailed profile of the public health data is available from the practice on request.

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## Clinical Team

**Dr Rupert Sells** (6 session senior partner)

* IT and prescribing lead
* Special interests: minor surgery/injections

**Dr John Edwards** (6 session partner)

* Educational Supervisor for GPSTs
* HR Lead
* Clinical Director of Tone Valley PCN
* Special interests: minor surgery/injections, drug misuse/mental health

**Dr Janet Shackleton** (7 session partner)

* Clinical Supervisor for Foundation Doctors and GPST1 & 2
* Accredited Fitter for Contraceptive Devices
* Special interests: Women’s health

**Dr Khin Khin Kyaw** (6 session Partner)

* Lead for safeguarding
* Special interests: Public Health and Women’s health

**Olena Rudyuk**

* Senior Practice Nurse
* Special interest in Diabetes

**Ruth Shurley**

* Practice Nurse

**Nicole Limm**

* Practice Nurse

**Casey Gratton**

* HCA

**Claire Cannon**

* Clinical Pharmacist supports practice with long term conditions, medication reviews, repeat prescribing and general prescribing issues and queries

Attached staff

* Midwife clinic once a week
* Physiotherapist clinic once a week
* First contact MSK practitioner (from June 2020)
* Wellbeing advisor and village agent

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## Clinical Ethos

The practice believes that continuity of care by the same clinician improves both the quality of care for patients, as well as efficiency of clinical care. Each GP looks after a list of “usual” patients who are encouraged to consult that GP for ongoing health issues. Patients may change their usual GP if they wish, and are also not prevented from seeing a different GP for specific problems or in emergencies. Management of patients with long term conditions is led by our Long Term Condition (LTC) team which includes practice nurse, HCA and pharmacist. We are supporting the training of our senior practice nurse to be a lead nurse.

Our administrative and data team manage document workflow and clinical coding so greatly reducing the administrative load on the GPS.

All doctors have 15 minute appointments while preserving excellent access to patients.

We would like our incoming doctor to look after and get to know a defined list of patients (in proportion to their clinical hours).

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## Administration/Management team

* Practice Manager
* Data Administrator
* Practice Secretary
* 7 Receptionists
* 1 Book-Keeper

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## Quality Improvement and Teamwork

The partners and management team believe strongly in developing and supporting the whole practice team. We strongly support quality improvement to improve both administrative and clinical projects within the practice. The practice team meets every morning with a Huddle to share hot news, and all members have regular team meetings. Once a year the whole team meets during an “away day” to support practice development.

The newly-recruited GP will be encouraged and supported to grow professionally and to develop clinical or administrative interests for their benefit and for the practice.

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## Personal Qualities of new GP

We have four to five sessions per week available.

We are looking for the new GP to have the following qualities:

* Commitment to person-centred patient care
* Commitment to personal professional development
* Interest in becoming part of a team and willing to contribute to team development
* Interest in supporting staff and teaching and training of trainees/students/staff members

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## What the practice will offer a salaried GP

The practice has a strong commitment to be an excellent employer and will offer:

* A competitive salary and leave package, including reimbursement of medical indemnity fees (please contact the practice manager directly for more information re this)
* Mentoring and support for newly qualified GPs
* Encouragement to develop special interests

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## What the practice will offer a new GP Partner

The partners will welcome expressions of interest to become a partner of the practice. Alternatively, applicants may wish to take a salaried position with a view to a partnership position in the future, although availability in the future cannot be guaranteed.

New partners will be offered:

* Parity in 6 months
* Mentoring and support for newly qualified GPs
* Encouragement to develop special interests/portfolio work
* Above average GMS remuneration/drawings
* Minimal capital requirement to buy in to property
* No immediate capital requirement to contribute to partnership working capital
* A free consultation with our practice accountant to go through our accounts

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## Further information and Application

If you are interested in more information about becoming a salaried GP or GP Partner in our practice, then please contact our practice manager, Ann England (ann.england@nhs.net) to arrange a practice visit or to talk to one of our partners.

Applicants should submit a CV and a covering letter to our practice manager by email stating why you would like to join our practice, how many sessions you are applying for and whether for a salaried or partnership position.

Interviews will take place in July 2020

Start date for successful applicants is flexible any time from August/September/October 2020. We are willing to delay the start date until 2021 for the right candidate(s).