Job Description

Job Title: Clinical Education Fellow in Primary Care (North East Lincolnshire)
Hull York Medical School / North East Lincolnshire CCG

Reporting to:
Dr David Pearson – Director, HYMS Academy of Primary Care
Dr Peter Melton – Clinical Chief Operating Officer, NE Lincs CCG

Based in:
North East Lincolnshire (CCG/practice work) and HYMS, University of Hull (academic support)

Duration:
3 years
Full time (nine sessions)

Job Family: Clinical Academic

Pay Band: University Clinical Academic (NHS pension available)

DBS Disclosure requirement: Yes

Vacancy Reference: HY0066

Details Specific to the Post

Background and Context

Purpose of the post

The successful applicant will work within North Lincolnshire to lead on the development and delivery of a comprehensive stand alone educational programme for North East Lincolnshire CCG, intended to support and upskill the workforce and act as a unique selling point in attracting new talent into the region. They will support HYMS and the CCG in the development of an Academic Health Partnership, with the capacity to grow education and research capacity in the region, supporting innovative approaches to develop primary care services and evaluate approaches to health care.

The successful applicant will have the commitment and potential to develop an academic career either in education or research. They will be required to develop and drive delivery of a local educational programme, and start to develop an academic career in conjunction with the Academy of Primary Care, HYMS and the Clinical Commissioning Group. HYMS and the CCG are jointly interested in developing a transformational workforce strategy to support the new models of care required to deliver future health care. The post holder will be a critical enabler to support that aim, supporting and leading the consistent delivery of new skills to deliver transformational services.

They will have a proven potential and demonstrated interest in undertaking high quality education, an ambition to develop a clinical academic career and an interest in the development of high quality health care in challenging or under-resourced areas.
The successful applicant will join one of the North East Lincolnshire CCG practices for their clinical work, and both contribute to the provision of services in an area of high need but gain from the support and energy from being part of the transformation of health care provision in the area. The CCG has an exciting vision for investment in high quality primary care and the post holder will be central to the planned transformation.

There will be an opportunity to contribute to the teaching and assessment of HYMS’ students, both on placements locally and within HYMS. It should be noted however that as a Clinical Education Fellow the post is intended as much to develop research, scholarship and leadership skills in the field as to offer hands-on teaching and a balance of activities will be essential.

**HYMS and the Academy of Primary Care**

HYMS offers a rich environment for those interested in developing an academic career in education. A third of placement teaching on our five year MB BS course occurs in primary or community care settings. HYMS has ambitions to ensure it is a national and international leader in primary care education, and is currently involved with research into exploring the strengths and weakness of its approach. We have recognised areas for improvement in our curriculum and the successful applicant will contribute both to the development of educational provision in North East Lincolnshire, but also wider curriculum developments at HYMS.

Current educational areas of interest to deliver and develop include:

- Health Inequalities
- Long Term Conditions
- Clinical Information Systems
- Pharmacology and Prescribing
- Cancer and Palliative Care Education

HYMS is currently establishing an Academy of Primary Care primarily to fulfil its mission to help improve health care within our region; and specifically (1) to act as a catalyst in helping develop a collaborative and multi professional approach to addressing the workforce crisis affecting primary care (2) to act as a centre of excellence in the delivery of education in primary and community care settings and (3) to stimulate research and high quality evaluation as a stimulus to improved understanding of the health and healthcare challenges facing our communities and effective steps to address these. The Academy of Primary Care hopes to establish a series of networked Academic Health Centres in order to have this work deeply embedded in its local communities and to contribute directly to development of primary care in our areas of highest need. One of these Academic Health Centres will be developed in conjunction with North East Lincolnshire CCG, and will be supported by the post holder.

Primary care research in HYMS is located within the Centre for Health and Population Sciences and is led by Professor Ian Watt and Professor Una Macleod. More information on this research is available online: [http://research.hyms.ac.uk/researchcentres/chaps/home](http://research.hyms.ac.uk/researchcentres/chaps/home).
North East Lincolnshire CCG: Transforming health care in the area

The CCG was formed in 2013 and is acknowledged as having strong clinical leadership and community engagement arrangements, and highly integrated health and social care services. It is the only CCG in England that is responsible for commissioning all local adult social care services as well as health care services for its population. Clinically-led service redesign in the area has received national recognition, but the area faces a challenging environment in terms of service quality, workforce recruitment and financial constraints. The population of around 170,000 is served by 30 practices, and has some of the most deprived wards in England. The CCG is a key player in the ‘Healthy Lives, Healthy Future’ programme, which is seeking to address the local challenges (across North East Lincolnshire and North Lincolnshire CCG areas) through joint working on major service redesign with health and social care organisations.

Local primary care faces significant challenges in structure, capacity and recruitment. A significant proportion of practices are small (with single or two GP partners), and there are challenging levels of GP vacancies due to difficulties in attracting new professionals to the area - although once in the area, there is a good record of retention. However, there are strong foundations to build on including a strong culture of collaborative working, high quality primary care estate, visible and highly engaged clinical leadership, and a track record of innovation.

The transformation of primary care services is an integral part of delivering our future plans, and hence the CCG is actively investing to drive innovation and change, working with the local GP Federation and investing in critical supporting functions such as clinical leadership and education.

Developing education, research and service provision in North East Lincolnshire

The development and implementation of an active and comprehensive educational programme for primary care has been identified as a key priority, and is being championed by Dr Peter Melton (CCG Clinical Chief Officer) and Dr Thomas Maliyil (Clinical Lead for Primary Care Development). It will be critical to the transformation of primary care services, and to the delivery of the extensive programme of significant service redesign that will be taking place over the next 5 years to deliver high quality and affordable services. It is anticipated that the educational programme will have a positive impact on recruitment and retention of a high quality primary care workforce. The postholder will lead the development and implementation of this programme.

The CCG currently has 30 practices, of which 12 (40%) are actively involved with undergraduate or postgraduate educational provision - including one advanced training practice and four GP training practices. HYMS and the CCG are looking to work together to further develop educational capacity – especially for multi-professional education, in line with the workforce of the future. The post holder will help contribute to that development.

Primary Care research is, on the whole, not well developed across local practices although a number do undertake individual practice based research projects. Development of a more active research programme across primary care is seen as a key opportunity for the local
area to improve service quality, recruit and retain a high quality workforce and attract new resources into the area.

Given the changes outlined in the NHS’s Five Year Forward View more services will be delivered in the primary and community care setting. NE Lincolnshire CCG has an ambitious vision of local service excellence; it aims to exploit these new models of service excellence to support research excellence building the necessary capacity and capability. The CCG has had early discussions with industry to form potential strategic alliances to develop this capacity building a national reputation for research delivered within the primary and community care setting.

Research opportunities exist to link these CCG interests with HYMS’ priorities in research, aligned to local health and health service needs. North East Lincolnshire CCG colleagues are willing and able to offer support to make these links. Of particular interest could be research to explore how future service provision can help best manage long term conditions and co-morbidity in primary care (an increasing challenge; current models don’t serve these patients well and the CCG is keen to explore what the load is what the challenges are and developing service models to test out innovative and effective solutions).

**Specific Duties and Responsibilities**

**Education**

1. Encourage, support and develop local practices and placement providers to be educationally ready and available to take a variety of students (including medical, nursing, pharmacy and physiotherapy students), and to best support those engaged with postgraduate training in areas of need.

2. Develop and deliver a local educational programme with the support of other providers (e.g. NLAG/RCGP/HYM/University of Hull/Lincoln) - to include mandatory training and education aligned with core clinical priorities.

3. Explore other opportunities to support continuing professional development provision for local clinicians.

4. Explore the opportunity for accreditation of new educational programmes to help the clinical workforce build a portfolio of skills and competencies appropriate to their professional development and CCG priorities.

5. Help HYMS & the CCG facilitate the development of high quality advanced educational (and research) practices capable of multi-professional workforce development and training; including support for existing undergraduate and postgraduate educational provision.

**Research**

6. Support the development of “research ready” practices and encourage involvement in research, especially establishing links with University and CCG research initiatives (prioritizing externally funded, peer reviewed and high quality research projects and trials).
7. Develop own research ideas and support established HYMS, University and CCG research projects.

Recruitment and retention

8. Support appraisal and revalidation especially in those early in their careers (“first five” and those later in their careers “last five” with a view to reduce work load and stress and encourage retention).

9. Support newly establish clinicians though encouraging and hosting peer mentoring and similar schemes, especially for those in vulnerable groups (e.g. recruited from overseas or not familiar with the region).

Service development

10. Support and help evaluate initiatives for innovative solutions to developing clinical services.

The above job duties and responsibilities are intended to describe the general nature of the role. The duties and responsibilities and the balance between the elements of the role may change or vary over time depending on the specific needs at a specific point in time or due to changing needs of HYMS and the CCG.

Development of an academic career

The post holder will have support to develop an academic career with a focus on education, and be encouraged to develop a personal area of interest in education or research, which will normally contribute to the successful completion of a Masters (e.g. in Health Professions Education or MSc by Thesis) or progress towards an EdD, MD or PhD if appropriate.

Office accommodation and administrative support will be provided, as will a PC with email and internet access.

A clinical and academic educational supervisor will be allocated to provide regular support and work with the post holder to review progress at six-monthly intervals. Formal review and joint appraisal will occur annually.

*The post holder will undertake a minimum of four sessions (2 days FTE) in academic/CCG work as outlined above, per week.*

Clinical work

Clinical work will be arranged for the successful candidate with a practice within the region (North East Lincolnshire CCG locality). Candidates will be allocated a practice according to local need – but will be on a central University GP academic contract (compliant with GMC salaried GP contracts), will be supported by a clinical supervisor and be part of the wider CCG-led clinical support network. Candidates will be able to stay on the NHS Pension if preferred.
The post holder will undertake a minimum of four sessions (2 days FTE) in patient contact/clinical activity per week.

Support for continued professional development

The post holder will be expected to continue their academic training and development through appropriate supported training opportunities, normally within HYMS, the University of Hull or NHS.

They will also be expected to continue their clinical development through full engagement with statutory national, regional and CCG requirements for clinical practice, plus active engagement with clinical updates, learning and support for audit and quality improvement work.

The post holder will have a minimum of one session (1 half day FTE) available for clinical and academic training and development.

Commencement and duration of appointment

The post is available with immediate effect and the successful candidate would normally be available to take up employment by August/September 2015. Flexibility is possible for exceptional candidates not due to complete speciality training until February 2016. A clinical fellow at ST3 level would only be appointed conditional of securing CCT and entering full clinical practice by February 2016.

The duration of the post is three years fixed term, subject to satisfactory progress and appraisal.

This full time contract consists of a nominal nine sessions.

Limited part time working may be considered at interview, but is unlikely to be granted for less than seven sessions in total (three clinical, three academic, one flexible and linked to academic or clinical development)

Because of the nature of the work for which you are applying this post is exempted from the provisions of Section 4 (2) of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975.

Applicants are therefore not entitled to withhold information about convictions, which for other purposes are ‘spent’ under the provisions of the Act and in the event of employment any failure to disclose such convictions could result in dismissal or disciplinary action by the University. Any information given will be strictly confidential and will be considered.
Informal enquiries may be addressed to:

Dr David Pearson, Hertford Building, Hull York Medical School, University of Hull, Hull, HU6 7RX

Telephone: +44 1482 463164
Email: david.pearson@hyms.ac.uk
## Competency Specification

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<tr>
<td><strong>ELIGIBILITY</strong></td>
<td>• Evidence of achievement of Foundation competences or equivalent.</td>
<td>• Evidence of commitment to specialty</td>
<td>Application form</td>
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<td></td>
<td>• Candidate <strong>must</strong> be at ST3 or above, and due to qualify by February 2016</td>
<td>• Intercalated honours degree and/or additional qualifications e.g. MSc etc</td>
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<td>• For Candidates who have completed their GP specialties training they must</td>
<td>• Completion of specialist /GP training</td>
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<td>be in good standing with the GMC, on the performers list and up to date</td>
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<td>with appraisal/revalidation.</td>
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<td>• Agreement to work clinically in North East Lincolnshire</td>
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<td><strong>KNOWLEDGE &amp;</strong></td>
<td>• Demonstration of acquisition of the level of knowledge and skills necessary</td>
<td>• Knowledge of the HYMS curriculum and identification of where this fits</td>
<td>Application Form and selection centre</td>
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<td><strong>ACHIEVEMENTS</strong></td>
<td>for the achievement of Foundation and clinical (matched to the entry level)</td>
<td>with the candidates academic development</td>
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<td>competencies or equivalent</td>
<td>• Prizes or distinctions</td>
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<td>• Demonstration of understanding of, and commitment to, an academic career</td>
<td>• Presentation of work at a national or international meeting</td>
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<td>• Potential to become a leader in chosen field</td>
<td>• Significant publications in peer reviewed journals</td>
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<td>• Knowledge of the health needs of the CCG, and its clinical, educational</td>
<td>• Demonstration of the potential for scientific independence and the</td>
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<td>and research priorities</td>
<td>potential to lead a research team</td>
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<td><strong>EDUCATIONAL &amp;</strong></td>
<td>• Demonstration of understanding and commitment to academic career</td>
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<td>Application Form</td>
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<td><strong>PERSONAL ASPECTS</strong></td>
<td>• Indication of medium and long-term career goals</td>
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<td>• Demonstration of educational reasons for applying for Academic Post</td>
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<td><strong>PROFESSIONAL</strong></td>
<td>• Evidence of team working skills</td>
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<td>Application Form and selection centre</td>
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<td><strong>SKILLS</strong></td>
<td>• Evidence of leadership potential</td>
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