Job Title: Clinical Fellow in Primary Care (Research or Education) Hull York Medical School / Bridlington Inc GP Consortium / East Riding of Yorkshire CCG

Reporting to: Dr David Pearson – Director, HYMS Academy of Primary Care

Based in: Bridlington (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: HY0067

Details Specific to the Post

Background and Context

Purpose of the post

This new post has been created as the initial phase of a major investment in a new HYMS Academy of Primary Care. The post is specifically designed to help support the establishment of one of four proposed Academic Health Partner Hubs, this being a major development which brings together the Bridlington GP practices into a new consortium Bridlington Inc.

The successful applicant will have the commitment and potential to develop an academic career either in education or research. They will either undertake research in conjunction with the HYMS Academy of Primary Care, the University of Hull and the East Riding of Yorkshire Clinical Commissioning Group or develop an educational career building expertise, experience and scholarship through links with the same partners. They will have a proven potential and demonstrated interest in undertaking high quality education or research, 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 Bridlington practices for their clinical work, and will gain the satisfaction of working in an area of high need and deprivation as well as the support and energy from being part of the transformation of health care provision in the town. All the Bridlington practices are now working together to develop a very integrated multi-professional vision of support for community and primary care services, with vibrant general practice at its heart.
We are seeking a highly motivated, enthusiastic individual wishing to excel in both their clinical and academic training and who have the ambition to be part of the next generation of world-leading academic clinicians.

**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

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). A post holder wishing to follow the research pathway would be embedded in the SEDA research group at Hull, but would have the opportunity to be supervised within one of the research groups in York (Cancer Epidemiology and Cardiovascular Health, Health Services and Policy, Mental Health and Addiction or Public Health and Society).

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 based on the newly formed consortium of Bridlington Inc.

**Transforming health care delivery in Bridlington**

Bridlington is a town of approximately 35,000 people on the East Coast of Yorkshire with a proud heritage as a resort and fishing community. Bridlington has major health challenges, with a socioeconomically deprived and increasing elderly population and a challenge to configure primary care services effectively to serve this population. Supported by East
Riding of Yorkshire Clinical Commissioning Group the Bridlington GP Practices, the Council and community partners have, with HYMS, helped establish Brid Inc.

Brid Inc is the voice of practices in Bridlington and exists to provide high quality care by focussing on the patient, delivering innovative joined up care. It offers the potential for primary care to address local and national challenges by working collectively and capitalising on economies of scale. Collaboration between practices presents opportunities to share workload, respond to staffing challenges, maximise income and minimise costs. It has the capacity and scale to provide a wider range of clinical, managerial and technical skills than would be available to individual practices. Individual practice identities are retained and, as part of Brid Inc, practices are able to expand the range of clinical and social services they can offer. The opportunity to care for patients in the Community Ward (Bridlington Hospital) encourages extended roles in Elderly, Palliative and Rehabilitation Care. Close working as an academic partner of HYMS embeds research, education, training and development into the heart of the organisation.

As the successful candidate you would contribute to helping regenerate Bridlington’s primary care services as part of this exciting scheme.

**Specific Duties and Responsibilities**

Successful applicants will become *either* a Clinical Research Fellow or a Clinical Educational Fellow (depending on the candidate’s interests and expertise).

Appointees on a both academic pathways will be involved in the teaching and assessment of HYMS medical students and will be required to assist and co-supervise MSc (and, if appropriate, PhD) students undertaking research projects at HYMS.

*Research Pathway*

Candidates on the research pathway should demonstrate that they have contributed to and participated in a programme of original research in a field related to primary care and should have published original research in peer reviewed, relevant medical journals. A major criterion in making this appointment will be the research potential of the individual as well as the area of research activity. The Clinical Research Fellow will be supported in developing their research expertise, and will be expected to develop their own research ideas within the HYMS research programmes. These research programmes and areas of interest are outlined above.

We would be particularly interested to link existing strengths and activities to work of particular relevance to the Bridlington community (including old age medicine, dementia, ill health related to deprivation) or its healthcare models (pathways and methods to support independence, wellbeing or self-care for illness & chronic disease).

The post holder will undertake a minimum of four sessions (2 days FTE) in academic and research activity per week.
Education Pathway

Candidates on the education pathway will have demonstrated a clear prior interest and enthusiasm for education, together with a proven ability to pursue and academic career. The successful candidate will develop a personal area or expertise in education of relevance to HYMS and to the development of educational capacity and expertise in Bridlington itself. Areas of interest to HYMS are highlighted above; all are relevant to Bridlington (either to better equip students for a career in challenging in deprived areas, or to directly test models and approaches to teaching within the town).

In order to best pursue an academic career the post holder will be expected to:

- Undertake the Masters (Certificate) in Health Professions Education, or if more appropriate (due to prior qualifications) develop ideas for an EdD, MD or PhD
- Engage with ongoing departmental work of relevance to education in primary care or community settings.
- Use opportunities provided to submit peer reviewed publications, present at relevant conferences and develop scholarship in education (e.g. through teaching awards or fellowships)

There will be ample opportunities for the postholder to contribute to the teaching and assessment of HYMS' students. It should be noted however that as a Clinical Educational 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.

The post holder will undertake a minimum of four sessions (2 days FTE) in academic and education activity per week.

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.
**Clinical work**

Clinical work will be arranged for the successful candidate with a practice within Bridlington as part of the Brid Inc consortium developments. 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 Brid Inc consortium and 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:

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

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