

General Practitioner with Special Interest (GPwSI) in Substance Misuse Treatment

102-110 Mare Street & at
local GP surgeries

8 sessions per month
(one day per week/or
two half days per week)

Fixed term (1-year)
subject to review

1. Main purpose of the role

To ensure effective General Practitioner input into Hackney Recovery Service and specifically the GPSC team working within the Hackney primary care setting with substance misuse treatment patients.

1. Facilitate the development of a Hackney Recovery Service's GPSC provision and practice of individual GP's and GP surgery.
2. Provide clinical advice and support for each Hackney GPSC surgery on substance misuse treatment.
3. Provide ad hoc advice and support on substance misuse treatment, via telephone and email appropriate to a primary care setting, to health professionals working in primary and community care.
4. Take part in planned and opportunistic teaching in substance misuse treatment to statutory and voluntary organisations as well as individuals.
5. Contribute to the health of people with substance misuse and to the prevention of co-morbid complications.
6. Provide a link between WDP, primary and secondary care, working closely with colleagues in Hackney Recovery Service & other healthcare settings for Hackney residents (e.g. Homerton Hospital).
7. To work collaboratively with partners to improve substance misuse treatment service outcomes across the London borough of Hackney.

2. Reporting and working relationships

<p>Reporting relationships:</p> <ul style="list-style-type: none"> ▶ Reports to HRS Consultant Psychiatrist ▶ Supports all GPs in GP shared care (GPSC) 	
<p>Working relationships:</p> <ul style="list-style-type: none"> ▶ Hackney Recovery Service (both clinical and other staff) ▶ GPs in Hackney (those acting or wishing to act within Shared Care arrangement) ▶ Mental health services ▶ Pain specialist service (as part of pilot in prescribed pain medication reliance) ▶ Service users/patients in treatment for substance misuse 	
<p>3. Role-specific responsibilities</p>	
<p>3.1</p>	<p>Professional Roles and Responsibilities:</p> <ol style="list-style-type: none"> 1. Practice in accordance with the GMC Professional Conduct and Practice. 2. Maintain and further develop clinical expertise within the field of substance misuse treatment. 3. Develop own practice, leading to accreditation as a General Practitioner with Special Interest (GPwSI) for substance misuse treatment (if not already RCGP level 2 qualified).

	<p>4. Use current evidence to develop and maintain a high professional standard of care and expertise. Work according to best practice and current evidence base to support the clinical direction of the service.</p> <p>5. Participate in clinical audit and multi-disciplinary research.</p>
3.2	<p>Clinical:</p> <p>1. Working eight clinical sessions a month for providing advice and support to Hackney GPs in Shared Care.</p> <p>2. Develop links with General Practitioners, and liaise regularly with the GP's and Practice Nurses to assist development of local substance misuse treatment provision.</p> <p>3. Be conversant with substitute prescribing therapies, and under agreed local (Hackney Recovery Service) and national guidelines (Orange Book) and protocols, advise on stabilisation, reduction and cessation of substitute prescribing. Advise on any wider treatment interventions in conjunction with a Hackney Recovery Service GPSC Nurse and wider MDT support.</p> <p>4. Be fully conversant with the complications of Substance Misuse Treatment. Under agreed guidelines and protocols, advise on detoxification procedures and the stabilisation of therapies to reduce risk of relapse other health complications of Substance Misuse Treatment.</p> <p>5. Promote effective communication between primary and secondary services (particularly Hackney Recovery Service) to ensure continuity of care.</p> <p>6. Provide General Practitioner ad hoc advice and support to other colleagues in the Primary Care Setting.</p> <p>7. To link with colleagues in Hackney Recovery Service and the wider Health and Social Care Services and carers, to ensure unmet needs are identified and support the resolution of strategic issues.</p>
3.3	<p>Educational:</p> <p>1. Act as a resource to provide ad hoc clinical advice and support to primary care and community staff.</p> <p>2. Develop a teaching role to initiate and participate in training programmes for primary health care professionals with colleagues in WDP. Support opportunities for peer learning amongst GPs.</p> <p>3. In conjunction with other community staff, take part in an ongoing educational audit programme.</p>
3.4	<p>Managerial:</p>

	<ol style="list-style-type: none"> 1. Develop effective communications, both formal and informal, with health care professionals in both primary and secondary care. 2. To actively advise on primary care needs and issues and highlight these issues within the substance misuse treatment service in Hackney.. 3. Identify local primary care needs for service development, and act to improve care for those with substance misuse treatment. 4. Actively take part in the development of guidelines and protocols relevant to primary care as well as audit to improve care. 5. Participate in the maintenance of accurate records, submitting statistical returns and compiling reports as required. 6. Adhere to all Hackney Recovery Service & GP Confederation policies and procedures. 7. To promote GPSC provision to expand the number of participating practices and patients within GPSC
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4. WDP's commitment to you

WDP works within the following framework and requires all employees to do the same.

4.1	<p><u>Equal Opportunities</u></p> <p>WDP is committed to promoting anti-discriminatory practices within society, its organisation and in the promotion of its services to the community. WDP expects all employees to understand, comply with and to promote its policies in their work and to challenge prejudice and discrimination and where necessary to undertake any appropriate training.</p>
4.2	<p><u>Recovery</u></p> <p>WDP is a recovery focused organisation. Our staff and volunteers are committed to helping our service users improve their health and wellbeing, and to become free from dependency.</p>
4.3	<p><u>Career Development and Progression</u></p> <p>At WDP we actively encourage career progression from the talent we have from within and we strive to provide not only promotional progression but to develop a specialist and lead responsibility roles with teams and other services within WDP.</p>
4.4	<p><u>Safeguarding</u></p>

	WDP is committed to ensuring the safeguarding and wellbeing of children and vulnerable adults, and all applicants will be required to demonstrate understanding of and commitment to best safeguarding practice.
4.5	<p><u>Care Quality Commission (CQC)</u></p> <p>Many of WDP’s services are monitored, audited and regulated by the Care Quality Commission (CQC), the independent regulator of health and adult social care in England. If a service is registered, we believe CQC represents the minimum standard we expect for all our services. We therefore work with all our staff to make sure that every WDP service provides people with safe, effective, compassionate, high quality care and we encourage our services to learn and improve.</p>
5. Your commitment to WDP	
5.1	<p><u>WDP Vision, Mission and Values</u></p> <p>Promoting and understanding the values, vision and mission statement of WDP. To understand what it means to you in your respective role, to your team and to service delivery.</p>
5.2	<p><u>Vulnerable children and adults</u></p> <p>Demonstrating an understanding of and commitment to best safeguarding practice. Taking immediate and appropriate action as required.</p>
5.3	<p><u>Boundaries and behaviours</u></p> <p>Observing professional integrity in relationships with service users, peers and other relevant professionals.</p>
5.4	<p><u>Health & Safety</u></p> <p>Being responsible for your health and safety and that of colleagues and service users. Employees should co-operate with management and follow established systems of work, use protective equipment where necessary and report defects and hazards to management. To comply with Infection Prevention and Control policies and procedures.</p>
5.5	<p><u>Confidentiality</u></p> <p>Treating all information acquired through the course of your employment as confidential and complying with all the appropriate policies, systems and procedures.</p>
5.6	<p><u>Information Governance</u></p> <p>Applying information governance processes to ensure all necessary safeguards are in place regarding personal information – and its appropriate use – about our service users, workforce and members of the public.</p>
5.7	<p><u>Continuous Professional and Personal Development</u></p>

	Working within a learning organisation, seeking learning opportunities either by attending learning and training events either externally or internally to improve and broaden their knowledge and skills and develop the personal qualities required in their professional lives.
<i>The above is an outline of the post holder's duties and responsibilities. It is not intended as an exhaustive list and may change from time to time to meet the changing needs of WDP.</i>	

Person specification		E/D	Measured by
<p>Essential and desirable requirements (E & D) for the role and assessing and testing the necessary level of competence required for this role either via the application form (A); interview (I); and/or exercises (E).</p> <p>Please note - applicants are asked to evidence their ability to meet each aspect of the person specification below, e.g. by highlighting relevant key achievements and duties held within roles.</p>			
1. Education, qualifications, knowledge and experience			
1.1	Registered Medical Practitioner RCGP Certificate in management of Drug misuse (parts 1 & 2), or equivalent trained general practitioner evidence of continued professional development and willingness to complete parts 1 & 2 of RCGP certificate.	E	A/I
1.2	To have at least 5 years post-registration	E	A/I
1.3	Current clinical experience in substance misuse care.	E	A/I
1.4	Experience of multi-agency working with any specialism (e.g. Diabetes pathway, or BBV)	E	A/I
1.5	Relevant teaching experience with other GPs or willingness to teach	D	A/I
1.6	Good knowledge of research-based evidence, relevant guidelines (Drug misuse and dependence: UK guidelines on clinical management) and protocols within Substance Misuse Treatment	E	A/I
1.7	Good knowledge of the Government's drug strategy, PHE's prevention and treatment guidance and other the implications at a local commissioned level.	E	A/I
1.8	Have participated in development of local guidelines and protocols around substance misuse treatment	D	A/I
2. Abilities and skills			
2.1	Ability to communicate at all levels effectively.	E	A/I

2.2	IT skills – sound knowledge of primary care medical information systems (i.e.: EMIS) as well as e-mail, internet and word-processing software.	E	A/I
2.3	Clinical auditing skills	E	A/I
2.4	Effective peer teaching and meeting facilitation skills	E	A/I
2.5	Ability to prioritise against competing service needs	E	A/I
2.6	Ability to work as autonomously as well as part of a team	E	A/I
2.7	Effective negotiating skills	E	A/I
2.8	Experience in change management and service development	D	A/I
2.9	Can demonstrate current evidence-based practice	E	A/I
3. Working within WDP’s framework of commitments to employees			
3.1	A commitment to engaging with, understanding and promoting WDP’s values, vision and mission.	E/D	A/I
3.2	An understanding of and commitment to safeguarding best practice.	E/D	A/I
3.3	An understanding of the importance of professional integrity in relationships with service users, peers and other relevant professionals.	E/D	A/I
3.4	A responsibility for your own health, safety and wellbeing as well as those around you (e.g. colleagues and service users).	E/D	A/I
3.5	An understanding of and commitment to treating all information acquired through the course of your employment as confidential.	E/D	A/I
3.6	An understanding of information governance processes and a commitment to follow and apply all necessary safeguards.	E/D	A/I
3.7	A commitment to seek learning opportunities to improve and broaden your own professional knowledge and skills and to contribute to and where relevant oversee the learning of others.	E/D	A/I
3.8	A willingness to be mentored and trained by HRS/WDP in substance misuse treatment.	E	A/I
5. Equality, diversity, vision, mission and values			
5.1	An empathy for and understanding of our mission, vision and values.	E	A/I

5.2	Commitment to equal opportunities and overcoming barriers to diversity and equality.	E	A/I		
5.3	Experience of working with people from a range of social, cultural and ethnic backgrounds.	E	A/I		
5.4	Experience and commitment to supporting and working within diversity awareness environments.	E	A/I		
6.	Circumstances				
6.1	Able to travel as required for the role within Hackney and attend occasional meetings outside the borough	E	A/I		
6.2	A flexible approach to workload – evening work may be possible for the candidate.	E	A/I		
			Authors		
	Version number	Date	Initials	Initials	Initials
	1.0	10/04/2018	DK		
	1.1	25/05/2018	DK		