



GP Applicant Information Pack

Train.Work.Live.

Introduction

On 1st April 2016, the Central Area team of Betsi Cadwaladr University Health Board took over the direct Primary Care provision for 23,000 patients registered with two GP Practices within the town of Prestatyn, and one in the neighbouring village of Conwy.

Since then the team have taken over the running of a small practice in the town of Conwy, and another practice in nearby Colwyn Bay.

The Health Board is developing these practices as a fertile catalyst for a whole-system redesign of the way Primary Care is delivered, creating a system that is better able to meet the needs of the local population, that is easier to navigate, and that is a rewarding and satisfying place to work.

The redevelopment of services brings together a number of strategic priorities and though it may seem daunting by size, it presents a fantastic opportunity for GPs who wish to work within a dynamic team and who wish to proactively shape and influence the future delivery of Primary Care in Wales, the UK, and Internationally.

As the result of retirement, we now have vacancies for additional GPs.

Philosophy

The ethos of this new service is focused upon the positivity of maintaining health, rather than the negativity of fixing illness.

There is a strong body of evidence supporting this, and that the sustainable future of our health services lies in the adoption of a more illness-prevention, health promotion, person-focused approach.

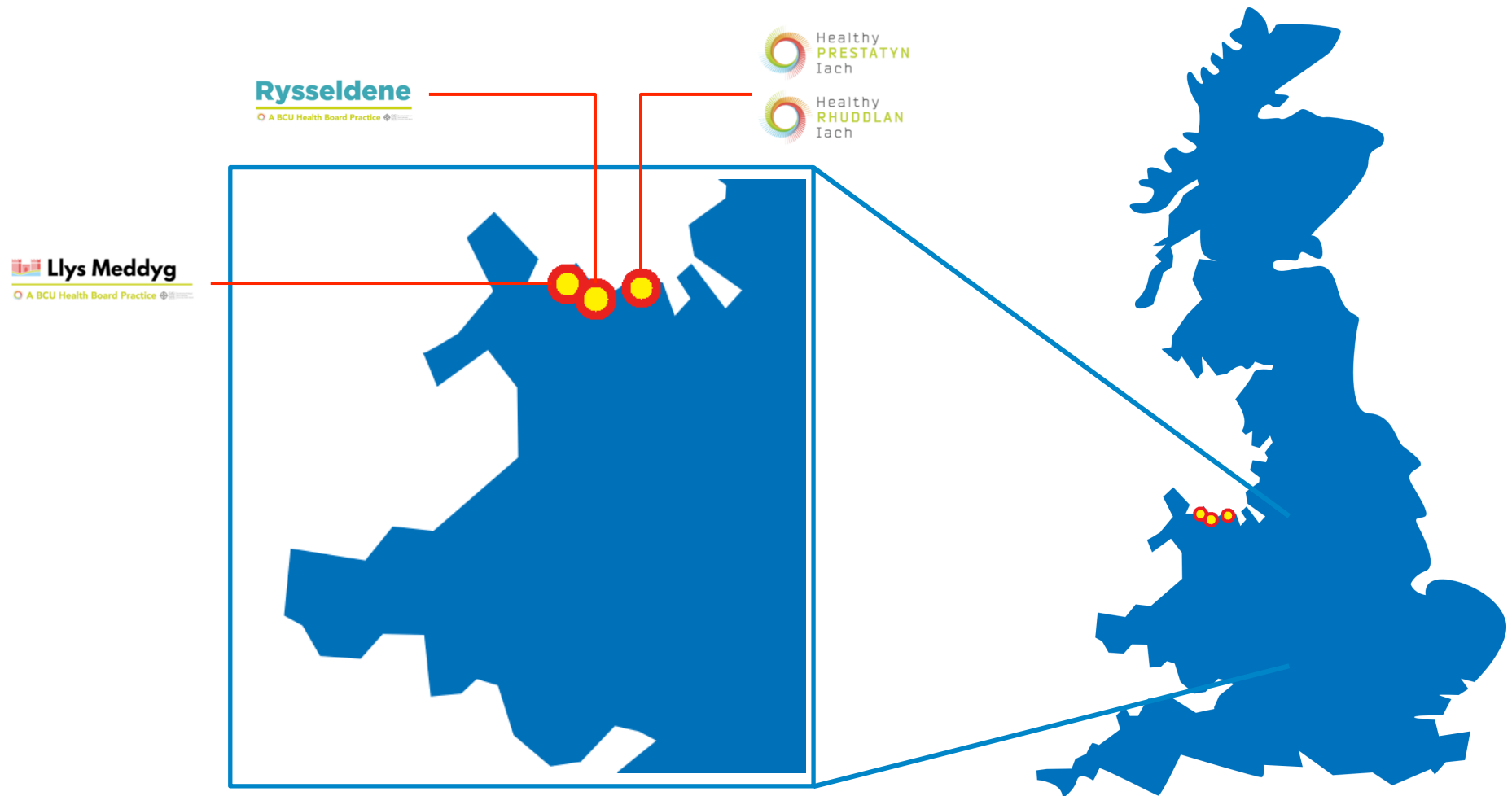
Our services are built around extended multi-disciplinary teams, to ensure that patients see the right person first time, and that clinicians – including our GPs – are not overwhelmed with work that others can better address. That way, we all use our skills to best effect, within a sustainable environment.

Patient focus and ownership is important to us. We work hard to empower patients and to offer the best services possible, but we also work hard to ensure that we all – staff and patients alike – understand that we have to use services responsibly and take personal ownership of our own health needs, both presently and in the future.

We realise that health care workers can over-complicate, or over-medicalise. We work hard to raise awareness of this within our own practice, and to advocate a **social model of care** that recognises that many presenting problems are better addressed by understanding the psychosocial factors behind them and then dealing with those. Our multi-disciplinary team structure and local partnerships have been developed with this in mind.

Health Board Primary Care Practices

The original 2016 Prestatyn based service was initially named 'Healthy Prestatyn Iach' (Iach, being Welsh for Healthy), and the Prestatyn service still uses this name. As we have grown, our Health Board run practices in the area have retained individual identities whilst sharing a common ethos to innovate and develop within Primary Care. Collectively the practices form a close team with a lot of shared activity occurring behind the scenes.



■ Prestatyn & Rhuddlan

Prestatyn is a medium sized coastal town, with the neighbouring village of Rhuddlan a few miles away. Considerable regeneration and diversification has occurred in recent years, allowing the town to retain a vibrant and stable feel. Last year, Prestatyn was a finalist in the national Great British High Street awards.

The population of Prestatyn is relatively stable, although with the increase in population in summer months associated with many coastal towns. There is a wide range of housing, within the town and neighbouring villages, some of which commands fantastic coastal, mountain and countryside views.

The service runs from large, fully redesigned premises in the centre of town, which opened in 2017, providing high quality facilities from which to work.



▪ Llys Meddyg

Situated on the High Street in the vibrant walled town of Conwy, Llys Meddyg surgery is a small practice housed within Georgian premises with commanding views over the Conwy Estuary.



Within a few hundred metres is Conwy Castle, a UNESCO World Heritage Site, and the gateway to Snowdonia, and area of breath taking natural beauty.

Conwy is a very popular area, with good housing and excellent road links.



- **Rysseldene**

Rysseldene

Rysseldene is a medium sized practice, situated in the coastal town of Colwyn Bay.

 **A BCU Health Board Practice**  General Medical Practice
New College
University Health Board



The practice has recently moved into West End Medical Centre, a converted school that has been renovated and extended to create a modern Health Care facility shared with a neighbouring practice, community services and community pharmacy.

Built on a coastal hillside, Colwyn Bay has spectacular views across the Irish Sea, excellent schools, and good transport links.

Leisure opportunities are of a high standard, with a purpose built watersports centre, high performance sport facilities, and excellent public leisure services.



Research and Innovation

Joining the team means joining a service that places a high value upon research and innovation. We have an established track record within the UK, and so whatever your experience in research and innovation there is room for you to develop a personal interest or to contribute to one of the areas already being researched.

Existing interests include

- the redevelopment of the Primary Care model;
- the development of multidisciplinary teams fully embedded within the primary care team;
- prudent healthcare & de-prescribing; and
- the replacement of medical models of care with a more social model of care.

Within these spheres, we are a founder partner within an Academic Collaborative in Wales alongside University partners, and facilitated by David, our Bangor University Researcher in Residence.

Alongside our own research interests, the service contributes to a large portfolio of national Primary Care research trials, with the service's Clinical Director being the Principal Investigator across North Wales for all Primary Care portfolio studies.

Our research and innovation continues to contribute to shaping UK Primary Care policy.

**Active local research
programme**

**Strong portfolio of national
research studies**

**Lead Principal Investigator
experience**

**Researcher in Residence in
conjunction with Bangor
University**

Training

Developing the future primary care workforce is a key aim to our study, and a number of our GPs and other clinicians have protected time to dedicate to teaching and training. We're always looking to expand our capacity, and so applicants wanting to develop a teaching/training role will be supported to do so.

Over the course of the last year we have had

- Resident **medical students** from three UK universities
- A **Physicians Assistant** placement programme in partnership with Bangor University
- **Postgraduate medical** trainee placements
- A training programme for Primary Care **Nurse Practitioners**
- Traineeships for **Practice Nurses**
- Training placements for **Occupational Therapists**
- **Student Nurse** placements in Primary Care

We regularly advertise traineeships with a view to creating a broad, primary care workforce.

medical students • physicians assistants placement programme • **postgraduate medical** training • **practice nurse** training
primary care nurse practitioner training programme • **occupational therapist** placements • **student nurse** placements

Remuneration & Terms and Conditions

As the Health Board directly runs these practices, we directly employ our GPs and other professionals, on permanent, salaried contracts.

Terms and conditions are transparent, and in line with the BMA model salaried terms and conditions.

Pay is commensurate with GPs of equivalent experience in independent practices.

Whilst full time is 37.5 hours per week we welcome applicants interested in full-time, part-time, flexible or portfolio roles.

GPs working for our salaried service have negligence indemnity included.

CPD and study-leave allowance is favourable.

Job plans can be devised to include additional responsibilities (for example leadership roles, research, teaching) and these may include protected time, or attract additional payment, negotiated as far as possible to meet personal preference.

Available GP roles

To meet vacancies that will arise due to retirement, and to accommodate a growing patient population, we are now recruiting for GP's.

We welcome applications for GPs at any stage of their career – a willingness to work in a co-productive way as part of a wider team is at least as important as years of experience as a qualified GP.

Full-time, part-time, flexible or portfolio roles are available.

An enthusiasm to proactively contribute to developing solutions for a sustainable and vibrant future NHS Primary Care service is essential.

The service is a high-profile, vanguard development and provides a fantastic opportunity for ambitious GPs who recognise the opportunities that a different model could deliver for patient care as well as for their professional development.

As a minimum all applicants must be able to demonstrate that they are (or are eligible for inclusion) on the GMC specialist register for General Practice, and the Wales GP medical performers list. We will provide support to those applicants who are not yet on the Wales GP medical performers list.