

# GP First

Nurturing tomorrow's future for primary care

With the current NHS reforms, never before has the role of the GP been more pivotal to patient care and to the wider scope of health and well-being.

The Hurley Group have developed an innovative and flexible work scheme for newly qualified General Practitioners. Now in its 3<sup>rd</sup> year, **GP First** is a pioneering programme designed to address the need to develop leadership and management skills for newly qualified GPs.

## About Us

### The Hurley Group

The Hurley Group is a leading primary care provider in London. We run 15 practices across the capital, as well as seven Urgent Care Centre sites. We are specialists in inner city general practice, and many of our sites are in areas with high substance misuse and mental health burden.

We also run the Practitioner Health Programme; an independent service looking after the health of 27,000 doctors and dentists across London; this free confidential service deals with clinicians who have mental or physical health concerns and/or addiction problems.

### Key facts:

- We are an organisation wholly led by GPs
- We remain a NHS GP partnership
- We provide career development opportunities at all levels of our organisation
- We look after 100,000 registered patients
- We also see over 300,000 walk in patients per year
- In all, we conduct over ½ a million consultations per year



hurley group

This group want to work flexibly to experience the full repertoire of General Practice and additionally be provided with mentorship and career progression opportunities.

The **GP First** scheme will support the new generation of general practitioners to fulfil their potential.

## GP First Scheme

### The Scheme

We are seeking to recruit enthusiastic GPs within their first three years of qualification to join the Hurley Group team. Employment to be on a salaried basis with flexible working opportunities and portfolio development prospects.

We offer a competitive salary scale, with 6 weeks annual leave, 1 week study leave and full NHS pension. Additional scheme opportunities include:

- Potential for a flexible working week
- A mentor from within the Hurley Group leadership team (clinical or managerial)
- Facilitated monthly peer-support meetings (young practitioner group)
- Access to our Clinical Communities IT platform where you can send clinical questions to over 100 GPs for an immediate live answer mid-consultation
- Access to protected training budget
- Participation in innovative projects in areas of interest including non-clinical aspects: managerial, IT, communications, finance, new bids
- Access to the staff intranet including all policies and guidelines and the online clinical support network
- Hurley Group social and networking events



## **Dr Ben Shankland** **Lead GP and GP Trainer**

*“As a GP Trainer, I know how critical those first few years are for a new GP. We are confident that this scheme will allow GPs to experience different types of general practice – from small to large practices, from ‘conventional’ to ‘walk in’ services, even urgent care. It allows GPs to build on VTS training and ensure a smooth transition into independent practice. This exposure to variety can be achieved with all the security that employment within a single team brings, in an environment that nurtures talent and encourages career progression”*

### **Flexible working**

You will get the opportunity to work across our sites, which include both large and smaller GP practices, training practices, GP Walk in Centres and Urgent Care Centres.

The rota is flexible and allows you to vary your working pattern to suit or to work regular fixed days if you prefer. You can book sessions online weeks or even months in advance. In 2013/14 our GP First doctors fixed 4 sessions/week and rotated for 4 sessions, which provided a good balance.

### **Beyond GP First**

We aspire to nurture and support the talents of future GPs with a view to career progression both within the Hurley Group and beyond our organisation. GP First will be the stepping-stone for recently qualified GPs searching for a supportive and integrated clinical environment, where career progression and leadership development is actively fostered.

Beyond the scheme GPs may have various options open to them:

- Grow with us, as we continue to grow. Several years ago our team was 25 people strong - we are now over 250.
- Explore opportunities for career development within the Hurley Group as a Lead GP – we now have 22 Lead GPs working with us across the Group
- We also encourage you developing your own portfolio career within the Group
- Be supported in applications to pursue roles outside of the Hurley Group

### **Contact Us**

For more information about the Hurley Group and our practices visit [www.hurleygroup.co.uk](http://www.hurleygroup.co.uk)

For an informal discussion, please contact us via [nishma.shah@nhs.net](mailto:nishma.shah@nhs.net) or [bshankland@nhs.net](mailto:bshankland@nhs.net)

To apply for the scheme please send your CV and covering letter to [lamccg.hurleygroup@nhs.net](mailto:lamccg.hurleygroup@nhs.net)