

# Mereside Medical

## Lead GP

### **About Us**

Mereside Medical is a flourishing group of three East Cambridgeshire practices in Soham, Ely, and Haddenham. We believe in clinical excellence, and that general practice is the cornerstone of well-being in our community. Our goal is to deliver on the ambitions laid out in the GP forward view in a way that is locally relevant, valued by patients, and satisfying for our staff. As a group, we've grown rapidly and now employ more than 140 people across the three practices.

In addition to our core general practice work we run a large trials unit. We are the lead practice for one of the two local PCNs and are represented in both. We work closely with the Cambridgeshire & Peterborough ICB to develop innovative ways to improve the local service provision.

Each of our clinical areas has a career development framework and the GP structure consists of three tiers beneath Partner level: Lead GP, Senior GP and Salaried GP. The purpose of these tiers is to offer GPs career progression, opportunities for professional development, and to formally recognise the many and varied additional responsibilities, both clinical and non-clinical, that GPs contribute to the quality of the care that we deliver.

We are now looking for an additional Lead GP to join the existing team.

### **General Practice at Mereside**

Our approach is innovative and forward-looking, and dedicated to excellent clinical outcomes.

We want you to be able to do the best work of your career, confident in your care and proud of the outcomes you achieve for your patients. We work hard to ensure that our GPs are motivated and engaged in contributing to a supportive culture of mutual learning. Mereside practices are well-regarded for GP, student and Nurse training. We enjoy weekly clinical meetings, quarterly half day closures, and daily coffee meetings for clinical discussions and case sharing.

We are purposeful in our efforts to manage GP workload and ensure sustainability, having developed a diverse and large team of support staff over recent years. Admin teams process letters, enact medication changes, and undertake medication reviews. We have clinical support from a large Nursing team and a newly expanded Advanced Practitioner team. The duty team consists of a duty GP supported by Advanced Practitioners and Nurses working together in the same room, creating a collaborative, supportive environment in which to manage the on-the-day workload together.

We embrace technology to enable more effective and efficient ways of working. All practices use AskMyGP for managing patient queries, meaning our waiting time for appointments is zero and our accessibility rating is excellent. We use MS Teams extensively to enable regular video meetings across sites and facilitate more rapid collaborative working.

## Lead GP

The Lead GP role is the most senior role below Partner and involves taking on a mixture of responsibilities within the organisation, with a greater degree of autonomy and responsibility for areas of greater complexity. You would be responsible for ensuring a typically Group-wide approach to one or more particular areas, both clinical and non-clinical, implementing improvements as necessary to deliver ever better outcomes. The precise nature of these responsibilities can to a large degree be tailored to suit your personal interests and professional aspirations, within the context of the overall needs of the organisation.

This role is particularly well suited to those salaried GPs who enjoy mentoring and supporting other GPs as well as demonstrating leadership across the organisation, and have an interest in contributing to the wider health aspirations for our community as a whole. It may also be of interest if you're thinking about looking for a partnership role in the future.

### Supplementary responsibilities

In addition to your day-to-day role as a GP, the Lead GP is paid for an additional clinical session (4.5 hours per week) to undertake the following.

1. Mentoring a small team of Salaried / Senior GPs focussing on the quality of care and GP welfare, effectiveness, and professional development, as follows:
  - a. Enable improvements in consistency and quality of care and service across the organisation
  - b. Provide mentoring and pastoral care at the individual level
  - c. Support individuals to identify and fulfil their professional development goals, including revalidation and annual appraisals
  - d. Build a sense of cohesion and foster a culture of wider collaboration across the organisation.
2. Organisational leadership in a combination of clinical and non-clinical areas, as identified and agreed mutually by you and Mereside. We would typically be looking for you to take on an 'Accountable' and / or 'Responsible' role in two or more clinical areas, and a 'Supportive' role in one or more, ideally non-clinical, area. However, the exact configuration of this is intended to be flexible, open to discussion, and based on your interests, the size and complexity of the areas, and the needs of the organisation. Any combination that constitutes a meaningful and comparable contribution will be welcome.
  - a. Accountable: as an Accountable person, under the guidance of the Lead Partner, you would have decision-making authority over the design and resourcing of a (typically) Group-wide approach to a particular issue or topic
  - b. Responsible: as a Responsible person, under the guidance of the Lead Partner and Accountable person, and drawing on the wider team for that area, you would be responsible for the implementation of a (typically) Group-wide approach to a particular issue or topic
  - c. Supportive: as a Supportive person, you will work under the direction of the Responsible person(s) and lend time, effort, expertise and insight to ensure any service improvements are implemented effectively.

## Support framework

In order that you enjoy and feel well-equipped and supported to take on these additional responsibilities, we are also putting in place a support framework for you, consisting of:

1. Direct mentoring from a GP partner. You will have a direct relationship with one of the five partners, and enjoy regular (at least monthly) 121 meetings with them to discuss any issues arising, either for yourself or within your team
2. Peer support from other Lead GPs. The intention is that Lead GPs would form their own peer group to support and learn from each other informally as needed
3. Operational support from the Group Head of Clinical Operations and the Group Head of People and Culture
4. Training. We have a package of individual and team-based coaching and training around key skillsets, including mentoring and project management.

## Who we are looking for

We are looking for someone who believes in our vision for high quality, locally relevant primary care, at scale, and who wants to actively engage in our delivery of that. Whatever stage you're at in your career, you will have a passion for medicine, for learning, and for finding solutions or new ways of working. You will be excited by the prospect of embracing new technologies and keen to transform the way we deliver care. You will be the kind of GP who thrives in a collaborative team, are confident to seek support when you need it and supporting of your peers when they do. You will seek learning from challenge, and humour from life.

We understand how important it is to offer genuinely flexible working, and are always open to a conversation about what working arrangements would suit your personal circumstances. If you're the right fit for us, then we'll do our best to be the right fit for you.

We offer competitive rates (circa £97,000 wte + MDU, with additional earnings opportunities) along with a 'golden hello' of £1,000 per session, and a contribution to relocation costs.

To join our team please send your CV and covering letter to:

[cpicb.mereside-recruitment@nhs.net](mailto:cpicb.mereside-recruitment@nhs.net)

For informal enquiries please contact:

Dr James Howard ([jhoward11@nhs.net](mailto:jhoward11@nhs.net)) or

Dr Antoinette Hadida Savvas ([antoinette.hadidasavvas@nhs.net](mailto:antoinette.hadidasavvas@nhs.net))

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