

Rediscover the Joy of General Practice in Scotland

Are you passionate about delivering high quality care and want flexibility in how you work? We are looking for highly motivated GPs with a passion for excellence.

Following success in recruiting 33 GPs to our Highlands and Islands Rural GP Support Team, we are expanding the project across Scotland. **Project Joy** is an NHS Scotland collaboration focussing on the values that brought many of us into General Practice:

- Care and compassion
- Dignity and respect
- Openness, honesty and responsibility
- Quality and teamwork

We are creating flexible ways of working to suit GPs at different stages of career and family life; providing opportunities for you to work differently. It recognises that individuals have different skills and motivations, but that satisfaction comes from being empowered to improve systems and the lives of individuals.

Through collaboration, empowerment and quality improvement, General Practice can be made sustainable and we can address many of the challenges facing the NHS together. Happy GPs tend to be good GPs. By providing supportive, connected teams we believe we can help you to experience and spread joy in Primary Care.

We currently have two main opportunities:

1. Join our **Scotland GP Support Team** and contract to provide 6, 12, 18 (or more) weeks/year, to provide cover in GP practices across Scotland for 1-4 week periods. Travel from a Scottish city and accommodation is funded. You are free to choose your attachments and may work in

one practice or across several. As disparate GPs you will come together as a team through a WhatsApp group and weekly videoconference meetings, designed to provide mutual support, share learning and drive quality improvement.

The salary is £85,000 pro-rata with study and annual leave allocations built in. Indemnity cover is provided.

These posts may particularly appeal to portfolio GPs or those considering retirement. The posts also provide the opportunity to work in practices with vacancies, allowing you to find a substantive post that suits you.

2. **Wanderers and Adventurers** is a new, developing scheme allowing GPs to contract for up to 18 weeks/year of unpaid leave. GPs with a similar philosophy of care will be matched to form a "nuclear team." Nuclear teams will be embedded in practices with a similar outlook. The team provides a consistent service to the practice, organising themselves to take their unpaid leave at appropriate times. The practice commits to regular educational and quality improvement sessions to help ensure inclusiveness and a vehicle for development.

These posts may particularly appeal to GPs wishing to work for periods in low or middle income countries, to travel or undertake other activities eg expedition medicine; but still be committed to Scottish General Practice. The salary scale is dependent on

experience, reaching £85,000 pro-rata with study and annual leave allocations built in.

Visit: www.srmc.scot.nhs.uk/joy-project/ to find out more about the jobs and our philosophy.

HOW TO APPLY

Please feel free to call our HR Hub based in NHS Shetland on **01595 743000 ext 3467** to discuss what you are looking for, the opportunities we can provide and the ways we can support you to make a change. Alternatively you can email shet-hb.hrhub@nhs.net

Those interested in applying for these positions should forward a CV, along with a covering letter with your GMC number and outlining the type of role you are looking for marked for the attention of Sue Imrie, email shet-hb.hrhub@nhs.net.

Closing date for applications midnight 16 February 2020.

Short listed applicants will be invited to a selection weekend on 21/22 March 2020 in Glasgow. This will be a series of workshops designed to allow you to contribute to the development of this evolving project and to begin bringing the team together. If you are unable to attend, videoconference interviews can be arranged at other times.

