

## JOB DESCRIPTION

<b>Job Title</b>	Quality and GP Educator Expansion Clinical Lead
<b>Remuneration</b>	£257.50 per 4-hour session
<b>Sessions</b>	2 sessions per week worked flexibly
<b>Terms</b>	Contract for Service
<b>Tenure</b>	Up to 31 <sup>st</sup> March 2025
<b>Responsible to</b>	Head of Primary Care Workforce
<b>Accountable to</b>	Training Hub Senior Responsible Officer

## Background

The Mid and South Essex (MSE) Integrated Care System comprises the Integrated Care Board (ICB), which is the statutory body for the NHS, and the Integrated Care Partnership (ICP), which is a committee of the ICB, and brings together key health, care, community, and voluntary sector organisations across the area.

The ICS has a bold ambition to deliver improved outcomes for our 1.2m population through our four Alliances, and we are placing clinical and professional leadership and the voice of our residents at the heart of realising this ambition.

Funded by NHSE Workforce, Training and Education (WTE) and the ICB Primary Care Training Hub is part of the MSE ICB People function and is the 'go to' place for any information about primary care workforce, education, and development. The Training Hub plays a pivotal role in supporting the recruitment and retention of primary care staff this includes : Implementation of a wide range of recruitment and retention initiatives and career support for all staff in primary care from new to practice to mid and late career; increasing the number of GP Practices taking on learners and the number of learners and qualified clinicians coming to work in Primary Care and PCNs with the breadth of workforce planning and embedding new roles through the Additional Roles Reimbursement Scheme (ARRS). The training hub also procure and develop education and training for the primary care staff.

## Role Overview

The NHS Long Term Workforce Plan, June 2023 set a clear strategic focus on increasing the number of GP training places by 50% to 6000 by 2031 amongst other strategies, with a pledge that the first 500 GP Speciality Training (GPST) places would be available by September 2025.

To support this the Training Hub works closely with WTE Quality Team and Primary Care School (PCS) to prioritise the expansion of educational capacity and ensure the quality of learning environments as well as the performance of educators for the range of professions. Our responsibilities include:

- Managing the approval process for the assessment of Learning Environments within MSE ICB and providing evidence-based recommendations to NHS England Quality Team and the Primary Care School about whether the Learning Environment meets required standards.
- Reporting and managing any quality concerns about a Learning Environment, utilising the Intensive Support Framework (ISF) for escalation and de-escalation of concerns
- Ensuring that all Supervisors working within the Learning Environment have received appropriate training and are delivering good quality supervision to learners.
- Leading on increasing the number of approved educators to improve the uptake of programmes that meet workforce plans.
- Leading on and further developing the now established Educator training programme for MSE, supporting the development and sign off of new Tier 2 and tier 3 GP educators.

## Job Purpose

The Post holder will join a talented, multi-disciplinary team that forms the MSE Training Hub, to deliver workforce initiatives. This work forms part of a wider programme looking to attract new GPs to area, retain GPs through developing portfolio career opportunities and develop a network of high-quality learning environments for all primary care clinical roles.

The post holder will work closely with training programmes, practices and PCNs to grow the number of GP trainee placements and maintain the quality of placement provision through responding to feedback on the quality of the training pathway and working supportively to address any concerns or issues.

The post holder will also work closely with NHS England quality team, NHS England Primary Care School, HEIs and Learning Environments to make sure that the medical training pathway and placement provision across MSE is fair to everyone, creates equality of opportunity and is built on the principles of equality, diversity, and inclusion.

## Main Duties and Responsibilities

- Lead the Quality approval process for the organisations (practices and PCNs) and learners.
- Assess and evaluate learning environments against the quality standards and advise on improvement plans.
- Support practices and PCNs to achieve the required quality standards to deliver high quality placements, utilising the Intensive Support Framework (ISF) for escalation and de-escalation of concerns.
- Support developing diversity in our educator workforce, raising awareness with learning environments around differential attainment, connecting educators with NHS England support and identifying system changes required to avoid differential attainment (DA) impacting learners.
- Develop and expand the capacity of high-quality learning placements at undergraduate and postgraduate levels, including provision, training, and development of a faculty of multi-professional educators.
- To work with Mid and south Essex Training Hub, -WTE and local GP Educators to increase supervisory capacity and improve the quality of supervision.
- To actively market Mid and South Essex Training Hub and engage the GP Workforce in its ongoing development.
- Facilitate the delivery of the mid and south Essex Aspiring Educator Training Programme
- Plan and ensure support for those delivering the new educator peer group sessions. the peer group sessions for .
- Develop initiatives to support with the retention of our Educator Workforce
- Working with out of hours providers to ensure high quality supervision for all trainees to meet their out of hours objectives.
- Contribute and represent the Educator workforce in the Training Hub GP workstream.

Please note that this is not an exhaustive list of duties and responsibilities due to this being a new role. It is expected that the role and responsibilities of the post-holder will change as the programme of work evolves over time.

The post-holder will also have access to development opportunities relevant to the role.

**Date last reviewed:** March 2024

**Date to be reviewed:** March 2025

**PERSON SPECIFICATION**

**JOB TITLE:** Quality and GP Educator Expansion Clinical Lead

<b>ESSENTIAL</b>	
<b>QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>Qualified doctor included on the GMC GP Register.</li> <li>Post-graduate qualification in medical education or another relevant subject.</li> <li>GP Educator</li> </ul>
<b>KNOWLEDGE, TRAINING &amp; EXPERIENCE</b>	<ul style="list-style-type: none"> <li>Experience of working within Primary Care.</li> <li>In-depth clinical knowledge and understanding of the principles of evidence based healthcare.</li> <li>An understanding of how general practice works.</li> <li>Experience of working with a wide range of stakeholders.</li> <li>Knowledge of current issues for profession within the health service provision.</li> <li>Understanding of strategies for improving Services.</li> <li>Knowledge and experience of working with HEIs and education providers.</li> <li>Knowledge and understanding of factors that contribute to differential attainment and effective approaches to address</li> <li>Knowledge and experience of developing and expanding capacity of high-quality clinical learning placements and leading educational and new educator training.</li> <li>Previous educator or leadership experience</li> <li>Currently working as a GP or educator in the MSE system.</li> <li>In depth understanding of educator theory and running and developing educator programmes</li> </ul>
<b>SKILLS &amp; ABILITIES</b>	<ul style="list-style-type: none"> <li>Excellent communication skills, listening, written and verbal.</li> <li>Good organisational and planning skills.</li> <li>Excellent prioritisation skills and the ability to work to tight deadlines.</li> <li>Skilled and sensitive communicator, confident in dealing with a range of stakeholders at all levels and with issues that may be contentious.</li> <li>Ability to influence, persuade and motivate others to gain acceptance for</li> </ul>

	recommendations for workforce development initiatives
<b>PERSONAL QUALITIES</b>	<ul style="list-style-type: none"><li>• Accepts responsibility and accountability for own work</li><li>• Can work autonomously and as part of a team</li><li>• Recognises the limits of own authority within the role</li><li>• Seeks and uses professional support appropriately</li><li>• Understands the principle of confidentiality</li><li>• Self-motivated with a 'can do' attitude and can motivate others.</li></ul>