



Herefordshire General Practice

Taurus Healthcare

BECOME A TAURUS GP





We are looking for GPs to join us. And if you already work for us in the bank, might you consider joining our flexible salaried team?

We offer a 'Herefordshire HR passport', which is one set of pre-employment checks to enable you to work across all Taurus services and to be part of a flexible GP pool offering locum-style support to Herefordshire practices.

All staff joining the flexible pool will have access to Herefordshire and Worcestershire Training Hub resources to support their individual CPD requirements. This includes access to the Flexible GP Champions who are able to advise, signpost and offer peer support. Access to the Training Hub Learning Management system will be made available to facilitate access to live events, pre-recorded training and e-learning packages. The Flexible GP Champions will deliver peer support sessions/forums alongside access to other educators within the Training Hub team. This will include but not be limited to action learning sets, networking sessions and access to coaching and mentoring systems.

We offer weekly lunchtime and monthly evening training sessions and access to Teamnet for all the tools needed to work in Herefordshire, plus flexible access to mentorship and peer support.

With competitive in and out of hours rates, a range of services across the week and all services on EMIS, you can retain flexibility and variety, accruing annual leave, with one employer, one time sheet and without IR35 issues, tax returns, accountants and the need to battle NHS pension logistics!

1

FLEXIBLE WORKER

Locum bank

2

FLEXIBLE WORKER

Engaged by Taurus on a casual basis with no fixed sessions, pick from the rota each month

3

PORTFOLIO ROLE

Salaried with fixed sessions per week/month in one or more of our services.

Potential to work in a Herefordshire practice too.

You can work with us in three ways:

WHO IS TAURUS HEALTHCARE?

We are the Herefordshire GP Federation and are clinically led; all GP practices in the county are shareholders. Although we are a limited company, we operate as a community interest company

Taurus Healthcare does three things:

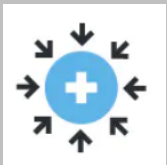


We deliver clinical services on behalf of practices to improve provision across the county.

Together with our member practices, we provide 24-hour General Practice, making the patient journey easier and every contact count.



We support practices to be safe, effective, efficient and resilient



We provide strategic leadership for Herefordshire GP practices



OUR SERVICES - ALL ON EMIS

	Hours	Location
<p>Improved Access Evenings</p> <p>Remote telephone/video management for patients with routine issues booked via their surgery</p>	Monday to Friday:1830-2030	Work from home
<p>Improved Access Weekends</p> <p>Telephone/video/face to face management of patients with routine issues booked via their surgery</p>	Saturday and Sunday: 0800-1200, 1200-1600	Hereford, Ross, Leominster, Kington, Bromyard, Ledbury
<p>Out of Hours</p> <p>Urgent care via 111. Telephone/video management first, with face to face (F2F) at our Hereford base or home visits (car and driver supplied)</p>	<p>Monday to Friday: 1830-0000, 2000-0800, 0000-0800</p> <p>Saturday and Sunday and Bank Holidays: 0800-2000, 0900-1700, 0900-2100, 2000-0800, 0000-0800</p>	Station Medical Centre, Hereford
<p>Virtual GP / COVID Management</p> <p>Proactive remote support to patients unwell in the community as a step up from usual General Practice, support for community integrated team, advice to paramedics</p>	<p>Monday to Friday: 0830-1330 1330-1830</p> <p>Saturday and Sunday: 0830-1630</p>	Work from home

OUR SERVICES - ALL ON EMIS / BENEFITS

	Hours	Location
Flexible pool 'Locum style' ad hoc cover for Herefordshire practices with ease of flexible arrangement (see separate info)	Monday to Friday, various sessions	In a Herefordshire practice
Zero tolerance Care for patients currently removed from a practice list	Ad hoc	Remote or at South Wye Medical centre with security

BENEFITS

Benefits	Locum Pool	Flexible Worker	Portfolio Role
Employment status	Self-employed	Engaged on a casual basis	Salaried
Tax	GP responsible	PAYE	PAYE
Pension	Not NHS pensionable	Option for NHS Pensionable – Taurus contributes 20%	Option for NHS Pensionable – Taurus contributes 20%
National Insurance	GP responsible	Taurus pays employer's National Insurance Contribution	Taurus pays employer's National Insurance Contribution

BENEFITS (CONTINUED FROM PREVIOUS PAGE)

Benefits	Locum Pool	Flexible Worker	Portfolio Role
Sick pay/Maternity pay	None	Accrued benefits	In line with Taurus salaried GP contract
Flexibility	Work when you wish, NB: Rota offered to salaried team first.	Work in a flexible way – rota offered to you once the fixed salaried sessions are allocated	Work an agreed number of sessions per year, additional shifts available. Rota available to you first.
Annual Leave	None	Accrued	38 days annual leave pro rata (2 days expected to work bank holiday) Enhanced pay for these sessions will be included in the salary offer.
Mileage paid	None	45p per mile from your home to the practice up to a maximum of £40 per day of work.	45p per mile from base
Relocation expenses	None	None	To be considered
Access to free training	Weekly in hours session Monthly OOH session	Weekly in hours session Monthly OOH session	Weekly in hours session Monthly OOH session
Paid CPD time	No	No	One week per year. Newly qualified: 3 hours per month
Bluestream online mandatory training	Freely available	Freely available	Freely available

WORKFORCE INCENTIVES

GPs who commit for a period of three months:	<p>1-3 shifts per week (equates to 4.5 to 13.5 hours) = £100 4-6 shifts per week (equates to 18 to 27 hours) = £150 7-10 shifts per week (equates to 31.5 to 45 hours) = £250</p> <p>Retained payments will be paid every three months</p>
Other incentives include:	<p>Travel expenses (£40 or 96 miles return trip per session) Lunch voucher (£5.00) per shift when committed to shifts for a period of three months or more Technology asset allocation and support Compliance and training support Link to GP Champions</p>
How to claim:	<p>Flexible GPs - via your monthly claim form Locums - via invoice to practice or Taurus healthcare (as agreed)</p>
Introduction fee:	<p>£50 introduction fee to any GP recommending a friend - the recommended GP needs to register for the Herefordshire Work Pool and do three shifts within three months</p>

NEW TAURUS GP RATES: BASED ON 37.5 HOURS PER WEEK

In hours	Face to face: £85-88,000 depending on experience	Remote: £80-83,000 depending on experience
Out of hours	Face to face: £102- £106,250 depending on experience	Remote: £95-100,000 depending on experience

**If you are interested in becoming a Taurus GP, we'd love to discuss further.
Please contact workforcepool@taurushealthcare.co.uk to arrange a chat.**



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March 2022 v4

