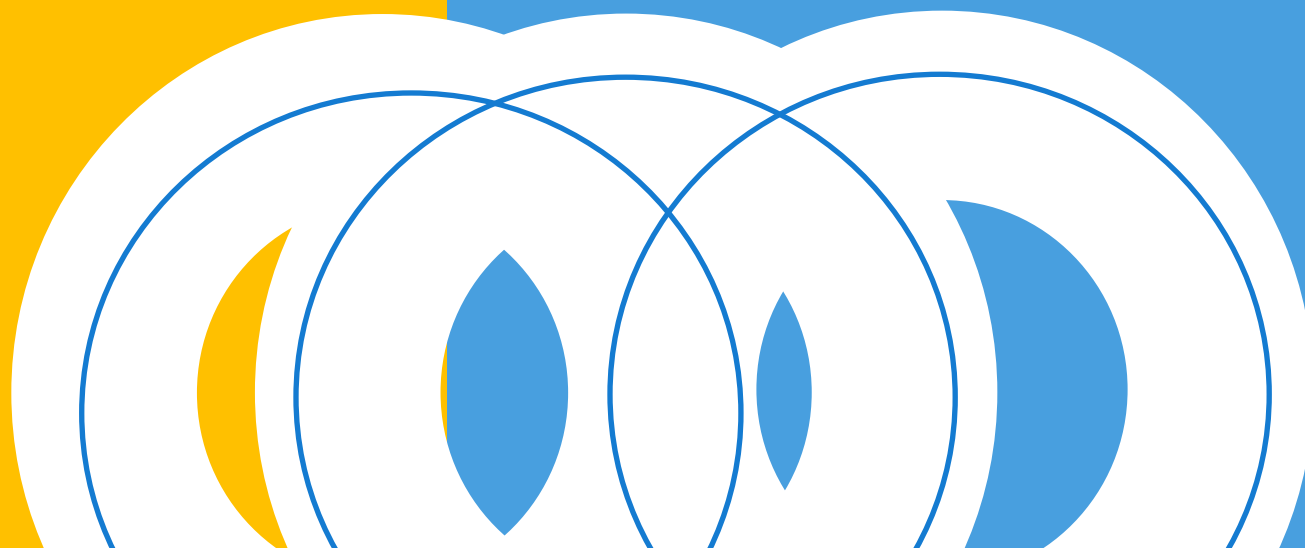




**Herefordshire General Practice**

**Taurus Healthcare**

**HEREFORDSHIRE GP POOL:  
PRACTICE MANAGERS' FREQUENTLY ASKED QUESTIONS**



## FLEXIBLE POOLS: PRACTICE MANAGER FAQs - AND ANSWERS

**Thank you for your interest in Herefordshire flexible pools.**

<b>Who is Taurus Healthcare?</b>	<p>We are the Herefordshire GP federation and are clinically led; all GP practices in the county are shareholders. We are a limited company but operate as a community interest company.</p> <p>Taurus Healthcare does three things:</p> <ul style="list-style-type: none"><li>• We deliver clinical services on behalf of practices to improve provision across the country. Together with our member practices, we provide 24-hour General Practice, making the patient journey easier and every contact count</li><li>• We support practices to be safe, effective, efficient and resilient</li><li>• We provide strategic leadership for Herefordshire GP practices.</li></ul>
<b>What is the purpose of the pool?</b>	<p>To strengthen the resilience of 24-7 General Practice by having a workforce pool, that is happy, well supported and trained and that is easily accessible to practices.</p> <p>Our aim is to create a pool of well trained and supported GPs, offering those that want to work flexibly a way to be part of a stable Herefordshire workforce. Our model aims to be less subject to the market pressures of a traditional locum bank.</p> <p>The primary care flexible staff pool arrangements reflect the People Plan commitment to establish GP banks, and replaces the Locum Support Scheme commitment made in 'Update to the GP Contract Agreement 2020/21-2023/24' for 2020/21.</p> <p>The flexible workforce pools will support the primary care networks to increase capacity in general practice and create a new offer for local GPs wanting to work flexibly. It is expected that practices and PCNs will benefit from reduced burden in accessing temporary staff with the potential to build better relationships with pool members.</p>

## FLEXIBLE POOLS: PRACTICE MANAGER FAQs - AND ANSWERS

<b>What is the ethos behind the pool?</b>	<p>To provide:</p> <ul style="list-style-type: none"><li>• One recruitment process to give GPs a 'HR passport' to work in the general practice system</li><li>• A simple mechanism for GPs to pick up some additional hours to support a neighbouring practice or Herefordshire General Practice, even if this isn't a regular part of their income</li><li>• Those that want or need to work flexibly, can still have a fulfilling and supported role and feel a valued part of the Herefordshire General Practice workforce.</li></ul>
<b>Who can join the pool?</b>	<p>GPs who may be a partner, salaried to Taurus or a practice, or a locum. These may be experienced or newly qualified less experienced GPs.</p>
<b>How do I meet the GPs working within the pool?</b>	<p>Each GP working within the Workforce Pool provides a bio for the Herefordshire General Practice website. See: <a href="https://www.herefordshiregeneralpractice.co.uk/gpworkforce">https://www.herefordshiregeneralpractice.co.uk/gpworkforce</a>.</p>
<b>What is the benefit of working in the pool for our GPs?</b>	<p>Provision of:</p> <ul style="list-style-type: none"><li>• HR passport</li><li>• Online, remote and face-to-face training and mentorship – covering mandatory areas, system priorities</li><li>• All the tools equipped to work in Herefordshire including Herefordshire EMIS templates and Teamnet training where all Herefordshire pathway/information is and a local induction</li><li>• 360 feedback – rate the practice, rate the flexible worker.</li></ul>

## FLEXIBLE POOLS: PRACTICE MANAGER FAQs - AND ANSWERS

### What is the Herefordshire HR Passport?

If you use a GP in our flexible GP pool you can be reassured they are compliant with our HR checks. The following is included in their Herefordshire HR passport:

- Proof of identify and Right to Work in the UK – If on a visa the visa is checked
- Current GP registration
- In date medical indemnity
- Is registered with the GMC
- Is on the National Performers List
- References (last five years of employment)
- Recent Enhanced DBS check (Issued no longer than six months from start date and checked on a three year basis)
- Clinical Occupational sign off – which includes all immunisations checked
- Clinical COVID19 Risk assessment (identifying low, medium or high risk)
- Emergency contact details on file
- A full employment history, together with a satisfactory written explanation of any gaps in employment.

It would also include that they are up to date with these mandatory training requirements:

#### Statutory

COSHH Awareness	Infection Prevention and Control
Equality and Diversity	Patient Handling (Clinical Staff)
Fire Safety	Mental Capacity Act (MCA)
GDPR	Prevent
Information Governance	Risk Assessment
Health & Safety	

## FLEXIBLE POOLS: PRACTICE MANAGER FAQs - AND ANSWERS

### Mandatory

Bullying and Harassment	Resuscitation
Conflict Resolution	Safeguarding Children Level 3
Counter Fraud	Safeguarding Adults Level 3
Display Screen Equipment (DSE)	

### Role specific

Anaphylaxis	Privacy and Dignity
Child and Adult Basic Life Support	

### How much will it cost for a GP through the Workforce Pool?

If you are provided with a locum through the Workforce Pool then it will be up to you to agree a rate and the working arrangements with the locum yourself.

If you are provided with a GP who is a flexible worker - current rates (including on-costs) at 1<sup>st</sup> September 2021 depend on the experience of the GP and the work required:

Face-to-face	Remote
Newly qualified - £72.64 per hour Experienced - £75.15 per hour Clinical Leadership - £79.81 per hour	Newly Qualified - £68.45 per hour Experienced - £70.96 per hour

Newly qualified GPs are supported, as you would expect, through the usual clinical supervision processes within Taurus Healthcare. Invoices for practices are raised via the Taurus Healthcare Finance Team on a monthly basis.

## FLEXIBLE POOLS: PRACTICE MANAGER FAQs - AND ANSWERS

<b>If I use a flexible worker, will I incur any additional costs?</b>	On-costs are included in the flexible worker rates as above. However for longer term cover arrangements (eg maternity, sickness, annual leave) this will be provided under a Medical Services Contract. These workers will accrue annual leave the same as any other employee and there may be times when this leave will be taken at a time when they are scheduled to work in the practice. Unfortunately cover will not be provided for this absence <u>OR</u> Where a Medical Services Contract has been agreed the GP will give an undertaking not to take any annual leave whilst working for the practice.
<b>How do I make a request to the Workforce Pool?</b>	Practices can make requests <a href="#">online</a> to the Workforce Pool for additional GP workforce to deliver sessions within their organisation. The Workforce Pool Co-ordinator will make contact with all available staff to fill the vacancy. If the GP is a flexible worker then the Workforce Pool Co-ordinator will confirm with the practice that the session is booked and an invoice will be raised by Taurus for the service. If the GP is a locum the practice will be introduced to the locum and the next steps are determined by the practice and the locum.  Up to five sessions can be requested on each form for any mixture of individual sessions, whole days or
<b>How do I feedback on the practice to the Workforce Pool?</b>	After the session has been completed, the Practice has the opportunity to feedback on the GP to the Workforce Pool via a short <a href="#">questionnaire</a> and the GP also has the opportunity to feedback on their experience at the Practice.
<b>When will the ANP/Nurse and Non-Clinical Workforce pools be available?</b>	It is anticipated that the ANP/Nurse and Non-Clinical Workforce Pools will come on line in the late autumn, 2021.
<b>Who do I contact if I have any further questions?</b>	Please contact the Workforce Pool Co-Ordinator by email <a href="mailto:workforcepool@taurushealthcare.co.uk">workforcepool@taurushealthcare.co.uk</a> .







**Herefordshire General Practice**

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