

Cowley Road Medical Practice Oxford

PC

Growing practice looking to invest up to £10K per session in a full time GP.

Up to £1000 contribution to indemnity fees, 6 weeks' annual leave, 1 week's study leave.

HPC

The practice is taking a positive step forward in its development by partnering with a local federation. This will secure our future and allow our team to focus even more on patient care and less on the burdens of ever-more complicated NHS commissioning and governance structures.

The landscape in primary care is changing and whilst we value what additional roles practitioners contribute, we know that providing a core service delivered by GPs able to offer continuity of care is safer and better for our patients and our team.

We recognise the importance of GP leadership within the practice and welcome applications from those seeking more senior roles and responsibilities.

You may be a GP partner looking for a shift in focus towards clinical care and leadership and away from HR, finance and unlimited liability. You may be a salaried or locum GP looking for a partnership role – we can provide you with the clinical responsibilities and decision-making of a partner without the stress and burden of administrative, legal and contractual obligations. Equally, you may be looking for a fully clinical role and we welcome this too.

Ideas

We're full of good ones and we'd welcome more.

Concerns

The NHS provides a challenging context within which to offer excellent patient care.

Expectations

The addition of a motivated, bright, dynamic, full-time GP will introduce more ideas, less concern and reduce our need for locum cover and therefore provide our patients with more continuity of care.

PMH

We have grown from being a small practice of 5000 patients to now having over 10,500 patients. We cherish our small-practice roots and work actively to maintain the informal, close-knit, non-hierarchical relationships we have within the team as well as the personal service we offer patients. When you call us, you still get through to a human, not a switchboard.

As we've grown, we have been able to improve our systems and are currently focusing on the clinical administration workload of our GPs. Specifically, we are up-skilling our administrative staff to reduce the number of documents GPs process; changing how we prescribe to reduce the number of prescriptions GPs sign; and reducing the number of laboratory results for long-term conditions going to GPs. We already have excellent support from our medicines management team meaning that medication queries and changes required from hospital in- and out-patient letters are not processed by GPs.

DH

Lowest prescribers of antibiotics in Oxfordshire. Always perform well in the local prescribing incentive scheme.

FH

The family has grown as we've got bigger and includes (in numerical order):

- A medical secretary
- 2 Clinical pharmacists
- 2 Healthcare assistants
- 2 In-house counsellors
- 2 Practice nurses
- 3 Managers
- 9 Patient care co-ordinators
- 11 GPs

The extended family includes midwives, an addiction nurse, social prescribers, physician associates, a physiotherapist as well as new roles provided by our PCN.

We welcome medical, nursing and midwifery students and have been a GP training practice for many years. We are involved in teaching medical students across the whole six-year course. We have a nurturing culture and receive very good feedback from our learners, including our medical students who consistently report an increase in the attractiveness of general practice as a career after having had their placement with us.

SH

We have a mixed, multicultural population, on the younger side, more deprived than average, more grateful and less worried well. We are not a university practice and so have few patients who are students. We are housed in purpose-built, modern premises in East Oxford within short walking distance of the historic centre. We have access to underground parking for bikes and cars.

The GPs share lunch in the kitchen every day and use the time for social catch-ups and discussing patients.

We have all-team meetings (lunch provided) most weeks – every voice in the practice counts. There are two or more social events each year funded by the practice, most recently a boat trip along the Thames to celebrate the retirement of one of our GPs.

Recognising that some of our patients need extra time, we moved to 15-minute appointments 3 years ago.

O/E

Healthy, growing practice. Warm, good eye contact from everyone.

Plan

If you are motivated by delivering high quality care within a supportive, sociable, thoughtful team, apply to work with us. You're very welcome to come and visit us first. We can offer a position straight away but will also wait for the right person.

If you are interested in finding out more, please contact Andreas Kyrris (GP and Managing Partner) by email andreas.kyrris@nhs.net or phone 07884374034.