



GP Information Pack

Introduction to Kernow Health · About Integrated Urgent Care Services
Pay scales · Benefits · Clinical work available · Shifts and locations
Documentation requirements · Application form

Apply today



About Kernow Health

Kernow Health CIC, is a community interest company owned by Cornwall's 58 GP practices.

We are committed to making a positive impact on the health and well-being of our communities.

Our mission is to deliver high-quality healthcare services that are accessible, inclusive, and responsive to the needs of the people we serve.

Warm regards,

Dr Paul Cook, Chief Medical Officer, KHCIC

Dr Manisha Cooper, GP Training and Support Lead KHCIC

About Integrated Urgent Care Services

The Integrated Urgent Healthcare Service (IUCS) represents a pivotal element of Cornwall's healthcare ecosystem, bridging gaps between GP practices, community services, acute hospital care, & ambulance services. Colleagues across the organisation play an important role in supporting this service, collaborating to deliver safe, compassionate, & efficient care.

IUCS operates 24/7 to ensure that callers to 111 with urgent, non-life-threatening conditions receive the right care, at the right time, from the right professionals. By working in partnership with Royal Cornwall Hospital Trust (RCHT) and Herts Urgent Care (HUC), we've established a comprehensive system to support our diverse communities' immediate health needs.

A core strength lies in our integrated approach. Callers connect to our local clinical team offering tailored advice & support. This might involve a phone consultation, a local treatment centre appointment, or home visit.

Clinicians collaborate closely with partner organisations to determine the most appropriate response for each patient, ensuring that resources are used effectively & patient outcomes are optimised. This flexibility is particularly beneficial for individuals who require urgent medical intervention in a home setting, as the IUCS can rapidly coordinate & deploy suitable support.

We introduced a new Single Point of Access (SPoA) service in 2024. Developed collaboratively with South West Ambulance Service (SWAST) and Cornwall Partnership Foundation Trust (CPFT), the SPoA provides a dedicated phone line for primary healthcare professionals managing urgent or complex patient needs.

By streamlining referrals & offering direct access to clinical advice, the SPoA enables healthcare professionals to make quick, informed decisions regarding the most appropriate care pathway & helps to prevent delays.

Pay scales for contract and sessional rates

Shift	Rate	GP (Contracted)	GP (Sessional)
Weekday	100%	68.64	71.01
Weekday Evening	105%	72.08	74.57
Weekday Night	115%	78.94	81.67
Friday Evening	110%	75.50	78.11
Friday Night	120%	82.37	85.21
Weekend (Sat & Sun)	110%	75.50	78.11
Weekend (Sat & Sun) Evening	120%	82.37	85.21
Weekend (Sat & Sun) Night	140%	96.09	99.41
Bank Holiday	150%	102.97	106.52
Bank Holiday Evening	150%	102.97	106.52
Bank Holiday Night	170%	116.69	120.72
Christmas Day	200%	137.28	142.02
Christmas Day Evening	200%	137.28	142.02
Christmas Day Night	250%	171.61	177.53

All pay is NHS pensionable. Contracted roles also contain holiday, study leave and sick pay, there are also enhanced scales available for lead roles on shifts.

Benefits of a contract with Kernow Health

There may be a number of reasons why you chose to be a sessional worker rather than an employee, but we would like to outline the different options available to you should you wish to consider a contract with Kernow Health.

Zero hours contract

A zero hours contract means exactly that, you are contracted for zero hours and can choose when you want to work. The shifts offered will be what is available after allocation to contracted workers. You will submit a timesheet for your hours worked or they are recorded on RotaMaster (if the hours are for IUCS). You are then paid on the 25th of each month the same way as all other employees, all deductions are made through payroll and your NHS pension is paid into your pension.

Benefits:

1. All hours are eligible for NHS Pension
 2. No self assessment paperwork
 3. No invoicing
 4. Paid annual leave is built in
-

Annualised Hours contract

An annualised hours contract is based on the average number of hours that you will work in a year but you can work these hours at any time of year. If you wish you can work during term times only, or during 8 months but not work 4, you will be paid an average monthly salary based on the total hours across the year plus annual leave regardless on if you have worked in that month.

This is perfect when you need to have a regular income to offset regular financial commitments. There is a review period built in and your hours worked will be monitored so that your payments can be adjusted if it seems likely that your hours worked in a year is going down or up. You are then paid

on the 25th of each month the same way as all other employees, all deductions are made through payroll and your NHS pension is paid into your pension.

Benefits:

1. All hours are eligible for NHS Pension
 2. No self assessment paperwork
 3. No invoicing
 4. Paid annual leave is built in
 5. Regular monthly income even if not worked in that month
 6. Can request shifts in advance across the year
-

Portfolio role contract

A Portfolio contract is when you have a contract made up of different role types, for example you can work in IUCS, a practice (or multiple practices) and the Primary Care Hub. You may already be working elsewhere but have found you are working regularly for IUCS and would like to make this more formal as a regular contract in your existing portfolio.

The commitment to each component of your Portfolio Contract is up to you. Portfolio contracts are ideal if you want a regular shift pattern which you need to keep fairly static. You are then paid on the 25th of each month the same way as all other employees, all deductions are made through payroll and your NHS pension is paid into your pension.

Benefits:

1. All hours are eligible for NHS Pension
2. No self assessment paperwork
3. No invoicing
4. Paid annual leave is built in
5. Regular monthly income
6. No rate negotiation – set rates for shift types known in advance and contracted
7. Fixed sessions and a regular routine

All of these contract types can be worked in the range of settings:

Integrated Urgent Care Service (IUCS)

We have a range of shifts which take place all over the county from our out of hours bases every evening, overnight and during the day at the weekends and bank holidays. We also offer triage shifts weekdays and some remote shifts if you are unable to work on a face to face basis.

Locum shifts in a practice through the flexible pool

We match you up to work available and agree the rates of pay for you based on the shift type, i.e. Duty Doc, remote working, Home visits etc, you get paid direct from KHCIC against your timesheet and we recharge the practice. Ideal if you want less administration. You can work as little or as much as you like.

Primary Care Hubs:

Either under a locum basis or through the flexible pool working in the primary care hubs which support pre triaged on the day minor illness patients.

You chose your shift times and location currently 10 across Cornwall. The rate is set at £225 per session and is reflective of the nature of the work

Women's Health Hubs

This is a new initiative which is not yet regular and you need to have the competencies associated with the nature of the work i.e. LOC. and a strong interest, experience in this area, the rates again are set at £300 per session or £350 if you are the clinical lead on site.

For an informal discussion about your circumstances and what works best for you, please get in contact with:

Lisa Rowe, T: 07795 426657, E: Lisa.rowe7@nhs.net.

Clinical Work Available

Telephone Triage

Triaging calls to patients across the county.

Treatment Centre

Seeing patients face to face in one of our Treatment Centres located across the county. Patients will have been assessed by a triaging clinician prior to attending an appointment which is booked centrally by our Clinical Assessment Service (CAS).

Home Visits

Visiting Patients at home, providing care and treatment as required. Patients will have been assessed by a triaging clinician prior to the home visit which is booked centrally by our Clinical Assessment Service (CAS).

Triage / Treatment Centre / Home Visits

Shifts are available that combine all three elements above, triaging a patient and arranging either a Treatment Centre appointment or Home Visit depending on the mobility of the patient and the acuity of their symptoms.

Shifts and Locations

Shift

Weekend day and evening shift lengths:

These range from 4 to 6 hours and the times vary throughout the day between 06:00 and 23:00

Overnight shift times:

Are 9 hours: 23:00 – 08:00

Locations

East Cornwall

Bodmin Hospital, Launceston Hospital, Liskeard Hospital, St. Austell Hospital, Stratton Hospital

West Cornwall

Helston Hospital, Truro Head Office, Penzance West Cornwall Hospital

As required to meet local conditions:

Falmouth Hospital and Newquay Hospital

Required Documentation

- Completed application form and a current CV including one reference
- Medical Indemnity Insurance certificate (must include OOH cover)
- Proof of current Hep B status
- PMETB / JCPTGP / CCT certificate
- DBS disclosure (Must be dated within three years). If you do not have this we can apply for you for a nominal fee (approx. fee - £50)
- Basic Life Support / Resus Certificate (Dated within last 12 months)
- Evidence of Level 3 (min) Adult Safeguarding (Dated within last 3 yrs)
- Evidence of Level 3 (min) Child Safeguarding (Dated within last 3 yrs)
- Date of last appraisal and with whom (if applicable)
- NHS e-mail address and mobile number
- Details of principal area that you would like to work in
- ID documentation and right to work documents (as applicable)
- Photo for ID badge

Application Form



Full name:

.....

NHS.net e-mail address:

.....

Mobile number:

.....

GMC number and revalidation date:

.....

Date of last appraisal and with whom (if applicable):

.....

Details of principal area that you would like to work in:

.....

Your prescribing number (if known):

.....

Smartcard number and name on card (if you have one):

.....

I confirm I am not subject to any restrictions to my practice YES / NO

I have undertaken a satisfactory appraisal within the last 12 months YES / NO

I undertake to complete a self-declaration form every 12 months YES / NO

I will inform Cornwall 111 at my earliest opportunity if any of these details change

GP Signature:

Please return this form to Kernow Health Recruitment Team, Cudmore House, Oak Lane, Truro, Cornwall, TR1 3LP, email it to kernowhealthcic.recruitment@nhs.net, or scan the QR code to complete the online form.





Kernow Health

Integrated **Urgent Care**



Cornwall 111

For further information, contact the Resources Team:

T: 01872 222400

E: kernowhealthcic.rotateam@nhs.net