

# Salaried GP – Haddenham Surgery and Staploe Medical Centre, Soham

**4-8 sessions per week**

**£11.3k – £13.6k per session DOE (prior to DDRB increase)**

## About Us

Mereside Medical is a flourishing group of three East Cambridgeshire practices in Ely, Haddenham and Soham, together serving over 42,500 patients. As a group, we've grown rapidly and now employ more than 140 people across the three practices. We are people-centred in our approach to work and believe that every contact that a patient has with our staff is as valuable as the next in the patient journey. We believe in clinical excellence, and that general practice is the cornerstone of well-being in our community. We are innovative and forward-looking, and we embrace technology to enable more effective, efficient, and connected ways of working to deliver ever better outcomes for our patients.

Our goal is to deliver on the ambitions laid out in the GP forward view in a way that is locally relevant, valued by patients, and satisfying for our staff. In addition to our core general practice work we run a large clinical research trials unit and we work closely with the ICB to develop innovative ways to improve local service provision. We are the lead practice for one of the two local PCNs and are represented in both.

## General Practice at Mereside

Our approach is innovative and forward-looking, and dedicated to excellent clinical outcomes.

We want you to be able to do the best work of your career, confident in your care and proud of the outcomes you achieve for your patients. We work hard to ensure that our GPs are motivated and engaged in contributing to a supportive culture of mutual learning. Mereside practices are well-regarded for GP, student and nurse training. We enjoy weekly clinical meetings, quarterly half day closures, and daily coffee meetings for clinical discussions and case sharing.

We are purposeful in our efforts to manage GP workload and ensure sustainability, having developed a diverse and large team of support staff over recent years. Admin teams process letters, enact medication changes, and undertake medication reviews. We have clinical support from a large nursing team and Advanced Practitioner team. The duty team consists of a duty GP supported by Advanced Practitioners and nurses working together in the same room, creating a collaborative, supportive environment in which to manage the on-the-day workload together.

We embrace technology to enable more effective and efficient ways of working. All practices use SystmOne and AskMyGP for managing patient queries, meaning our waiting time for appointments is zero and our accessibility rating is excellent. We use MS Teams to enable regular video meetings across sites and facilitate more rapid collaborative working.

## Who we are looking for

We are looking for colleagues to join both the Haddenham Surgery and Staploe Medical Centre; respectively these serve in the region of 7,500 and 23,500 patients. You will be someone who believes in our vision for high quality, locally relevant primary care, at scale, and who wants to actively engage in our delivery of that vision. Whatever stage you're at in your career, you will have a passion for medicine, for learning, and for finding solutions or new ways of working. You will be excited by the prospect of embracing new technologies and keen to transform the way we deliver care. You will be the kind of GP who thrives in a collaborative team, are confident to seek support when you need it and supporting of your peers when they do. You will seek learning from challenge, and humour from life.

In addition to the benefits outlined below, we offer mentoring and support on-going career progression via our GP framework. We understand how important it is to offer genuinely flexible working, and are always open to a conversation about what working arrangements would suit your personal circumstances. If you're the right fit for us, then we'll do our best to be the right fit for you.

The career progression framework for salaried GPs is designed to accommodate different levels of experience and lifestyle choices. The framework provides for mentoring from senior clinicians and a structured career path for those who wish to progress further within general practice.

We are looking to employ salaried GPs to fill these sessions at either:

- GP-1 – 13 clinical contacts, £11.3k per session; or
- GP-2 – 15 clinical contacts, £12.5k per session; or
- GP-3 – 17 clinical contacts, £13.6k per session (session rates are prior to the 2025 DDRB review)
- Patient list sizes are also relative to level.

We offer the following benefits:

- Competitive salary (see above)
- Mentorship from a Partner or Lead GP
- Medical Defence Organisation fees paid
- Six weeks holiday plus bank holidays and one week study leave (pro-rated)
- Flexible working arrangements to balance your commitments in and outside of work
- Tier 2 Visa sponsor
- GP career progression framework.

To join our team please send your CV and covering letter to: [cpicb.mereside-recruitment@nhs.net](mailto:cpicb.mereside-recruitment@nhs.net)

For informal enquiries please contact:

- Dr James Howard ([jhoward11@nhs.net](mailto:jhoward11@nhs.net)), or
- Dr Antoinette Hadida Savvas ([antoinette.hadidasavvas@nhs.net](mailto:antoinette.hadidasavvas@nhs.net))