

Working as a GP at Vocare



Thank you for your recent inquiry in working for Vocare. This pack is designed to provide you with the information you will need in deciding if Vocare could be your next career move.



Who are Vocare?

The Vocare Group provides innovative, high quality healthcare services to patients and commissioners, delivered through effective partnerships.

Vocare provides urgent care services to ten million patients across the UK through urgent care centres, GP out-of-hours services, integrated urgent care centres and the NHS 111 service.

Our mission is to provide clinically-led services and 24/7 urgent care in hospitals, at our centres and at home, as well as leadership around care policy development and service regulation.

Our healthcare professionals deliver safe and efficient clinical healthcare services in communities across the UK in close collaboration with the NHS.

We pride ourselves on:

Being **reliable** – we understand that the NHS needs a ‘safe pair of hands’ to deliver care that supports GP practices and hospitals.

A **quality** service – when it comes to patient care, quality cannot be compromised and **consistency** is key.

Respect – a true partnership with the NHS and local healthcare providers is the recipe for success.

Being an organisation you can **trust** – our track record of delivering high quality care has seen our services expand across the UK.

Integrity – we have exceptionally robust governance arrangements with transparency and openness at their heart.

Timeliness – we are adept at mobilising new services in a timely manner. We see ourselves as part of the solution in providing clinically-led services and 24/7 urgent care when patients need it.

Innovation – our unique and highly innovative systems and processes ensure a wholly integrated approach.

We offer competitive salaries, excellent working environments, flexible working hours and being part of a supportive and innovative team with scope for progression.



Right People, Right Place, Right Time

About Vocare



**FOUNDED
1996**



**£83
MILLION**

**GROUP
TURNOVER**



**2600 PEOPLE
EMPLOYED**



**10
MILLION**

**PATIENTS
ACROSS THE UK**



**20
YEARS**

20 YEARS OF SERVICE GROWING STRONG
1996 - 2016



REGIONS

- NORTH EAST
- YORKSHIRE
- STAFFORDSHIRE
- LEICESTERSHIRE
AND RUTLAND
- SOUTH WEST
- WEST MIDLANDS

What can I expect from working with Vocare?

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- All roles are a tri-role, meaning you will treat patients through centre visits, home visits (with a dedicated Driver) and telephone triage.
- You would be covered by the Vocare Medical Indemnity Scheme, meaning you do not have to take additional MDO cover to work with us.
- On call support 24/7 from our team of Local Clinical Directors.
- Earn extra earnings per shift if you supervise a GPR.
- Full and concise Induction Process into the business, including shadowing sessions where appropriate
- Full governance support – internal investigations, all calls and notes are recorded and securely filed.
- Option form a number of different contracts to engage through.



What contract options do I have?

Salaried GP – Contract of employment

As a Salaried GP you will enjoy the following benefits:

- Taxable pay, paid through the payroll system.
- Fixed Rota (at least an average of 1 session per week) or Annualised Hours at 150 hours per annum.
- Prioritised shift selection.
- Guaranteed Salary (providing you work your full contracted hours).
- Contribute to the NHS Pension scheme (subject to satisfying certain criteria), the Vocare Stakeholder Pension Scheme or Opt out of contributing to a pension scheme.
- Full cover in the Group Medical Indemnity Scheme for all OOH and UCC sessions worked with Vocare.
- 6 weeks Annual Leave allowance (FTE)
- 1 week Study Leave allowance (FTE)
- Statutory Sick Pay entitlement.

You are an employee of Vocare.

Sessional GP – Contract for services

The Sessional GP arrangement will provide you with:-

- Gross Pay, paid through the Time Sheet generated by Net Master into your personal bank account.
- Full cover in the Group Medical Indemnity Scheme for all OOH and UCC sessions worked with Vocare.

No other benefits are provided when working as a Sessional GP. You will not be an employee or worker of Vocare.

Personal Service Company

We will contract with your Personal Service Company for your services.

- Gross Pay, paid through the Time Sheet generated by Net Master into your company bank account.
- Full cover in the Group Medical Indemnity Scheme for all OOH and UCC sessions worked with Vocare.

No other benefits are provided when engaged through a Personal Service Company. You will not be an employee or worker of Vocare.

NB: Only one type of contract can be applied to your employment with Vocare.

Employee Benefits

Not available to Sessional GPs

Salary sacrifice

- Cars
Save money on new cars with lower prices and tax savings. All you need to do is add fuel.
- Childcare Vouchers
Save up to £1000 a year by using Childcare Vouchers to pay for all forms of registered childcare.
- Cycle to Work
Save up to 39% on the cost of a new bike. This covers almost all retailers in the UK, from independent stores, to big-name chains.
- Technology
All the tech on offer comes with exclusive pricing to start with. Choose from the latest phones, laptops, tablets and more.



Vocare now offers a range of exciting staff benefits.

In partnership with [Perkbox](#), Vocare employees are entitled to discounts and offers on cinema tickets, restaurant meals, online and high street shopping. Salary sacrifice is a clever way of saving money on bigger purchases like cars, technology, childcare vouchers and cycle to work schemes.

A day in the life of an OOH/UCC GP

A normal OOH shift involves the opportunity to telephone triage together with seeing patients at centre and home visits. Vocare have a flexible working policy so we have the chance to practice each OOH discipline – at busy times there is also a dedicated triaging shift from our main office base. As I am a salaried GP, I have a variety of shifts available to book into as regular 'locked in' shifts, there are also many other shifts to book into on an as and when basis as a Sessional GP.

A typical shift involves managing a wide variety of clinical presentations, the most common being acute paediatrics, elderly medicine, palliative care and mental health presentations. The initial contact is normally by phone and telephone triage itself is the foundation of our OOH care.

Face to face interactions are either held by appointment at our centres or by the allocation of a home visit. Each centre has a trained receptionist who works alongside us on a shift and are a very useful resource for non-clinical advice. There is also a dedicated driver who will take us from visit to visit, supporting us when we are out of home visits. We have a team of operational support at our main office base, who are there to run the shift and the workload – the Despatchers and Team Leaders within the team are always at the other end of a phone to support us when on shift.



Vocare are extremely supportive and offer clinical support from the 24/7 on-call service and strive to support us at all times. The rota team are extremely approachable and will work with us to organise shifts that suit our lifestyles. Vocare have also given me the opportunity to be a member of the telephone triage review service for the region, which they provided me with training for. This service reviews a number of our clinician's triaging calls each year to provide them with feedback and highlight and good practice or practice in need of improvement. Overall I feel that Vocare provides me with an opportunity for flexible working as part of a team of clinical and non-clinical staff. Seeing a wide variety of acute presentations excites and challenges me on each and every shift, with no two shifts being the same.

Dr David Fenwick
OOH GP – Somerset Doctors Urgent Care