

GENERAL PRACTITIONER JOB DESCRIPTION

JOB TITLE: General Practitioner (Salaried GP for first 6 months then offer of Partnership on Mutual Acceptance)

SUMMARY OF MAIN RESPONSIBILITIES

The post-holder will manage a caseload and deal with a wide range of health needs in a primary care setting, ensuring the highest standards of care for all registered and temporary patients.

SUPERVISORY RESPONSIBILITIES/POSITION IN STRUCTURE

Will report to the LMD (Clinically) and to the Practice Manager (Administration)

SPECIFIC DUTIES/RESPONSIBILITIES

Clinical Responsibilities:-

- In accordance with the Practice timetable, as agreed, the post-holder will make him/her-self available to undertake a variety of duties including surgery consultations, telephone consultations and queries, visiting patients at home, checking and signing repeat prescriptions and dealing with queries, paperwork, reports and correspondence in a timely fashion.
- Making professional, autonomous decisions in relation to presenting problems, whether self-referred or referred from other health care workers within the organisation.
- Assessing the health care needs of patients with undifferentiated and undiagnosed problems.
- Screening patients for disease risk factors and early signs of illness.
- In consultation with patients and in line with current Practice disease management protocols, developing care plans for health.
- Providing counselling and health education.
- Admitting or discharging patients to and from the caseload and referring to other care providers as appropriate.
- Recording clear and contemporaneous consultation notes to agreed standards.
- Collecting data for audit purposes and complying with QOF requirements.
- Delivering enhanced services.
- Compiling and issuing computer-generated acute and repeat prescriptions (avoiding hand-written prescriptions whenever possible).
- Prescribing in accordance with the Practice prescribing formulary (or generically) whenever this is clinically appropriate
- In general the post-holder will be expected to undertake all the normal duties and responsibilities

Other Responsibilities within the Organisation:-

- Awareness of and compliance with all relevant Practice policies/guidelines, e.g. prescribing, confidentiality, data protection, health and safety.
- A commitment to life-long learning and audit to ensure evidence-based best practice.
- Contributing to evaluation/audit and clinical standard setting within the organisation.
- Contributing to the development of computer-based patient records.
- Contributing to the summarising of patient records and Read-Coding patient data.
- Attending training and events organised by the Practice or other agencies, where appropriate.

Confidentiality:-

- In the course of seeking treatment, patients entrust us with, or allow us to gather, sensitive information in relation to their health and other matters. They do so in confidence and have the right to expect that staff will respect their privacy and act appropriately.
- In the performance of the duties outlined in this Job Description, the post-holder may have access to confidential information relating to patients and their carers, Practice staff and other healthcare workers. They may also have access to information relating to the Practice as a business organisation. All such information from any source is to be regarded as strictly confidential.

- Information relating to patients, carers, colleagues, other healthcare workers or the business of the Practice may only be divulged to authorised persons in accordance with the Practice policies and procedures relating to confidentiality and the protection of personal and sensitive data.

Health and Safety:-

The post-holder will assist in promoting and maintaining their own and others' health, safety and security as defined in the Practice Health & Safety Policy, to include:

- Using personal security systems within the workplace according to Practice guidelines.
- Identifying the risks involved in work activities and undertaking such activities in a way that manages those risks.
- Making effective use of training to update knowledge and skills.
- Using appropriate infection control procedures, maintaining work areas in a tidy and safe way and free from hazards.
- Reporting potential risks identified

Equality and Diversity:-

The post-holder will support the equality, diversity and rights of patients, carers and colleagues, to include:

- Acting in a way that recognizes the importance of people's rights, interpreting them in a way that is consistent with Practice procedures and policies, and current legislation.
- Respecting the privacy, dignity, needs and beliefs of patients, carers and colleagues.
- Behaving in a manner which is welcoming to and of the individual, is non-judgmental and respects their circumstances, feelings priorities and rights.

Personal/Professional Development:-

In addition to maintaining continued education through attendance at any courses and/or study days necessary to ensure that professional development requirements for PREP are met, the post-holder will participate in any training programme implemented by the Practice as part of this employment, such training to include:

- Participation in an annual individual performance review, including taking responsibility for maintaining a record of own personal and/or professional development.
- Taking responsibility for own development, learning and performance and demonstrating skills and activities to others who are undertaking similar work.

Quality:-

The post-holder will strive to maintain quality within the Practice, and will:

- Alert other team members to issues of quality and risk.
- Assess own performance and take accountability for own actions, either directly or under supervision.
- Contribute to the effectiveness of the team by reflecting on own and team activities and making suggestions on ways to improve and enhance the team's performance.
- Work effectively with individuals in other agencies to meet patient's needs.
- Effectively manage own time, workload and resources.

Communication:-

The post-holder should recognise the importance of effective communication within the team and will strive to:

- Communicate effectively with other team members.
- Communicate effectively with patients and carers.
- Recognise people's needs for alternative methods of communication and respond accordingly.

Contribution to the Implementation of Services:-

The post-holder will:

- Apply Practice policies, standards and guidance.
- Discuss with other members of the team how the policies, standards and guidelines will affect own work.
- Participate in audit where appropriate.

Role Requirement	Essential	Essential	Desirable
Qualifications and Training	<ul style="list-style-type: none"> • MBBS or equivalent medical degree • Full registration with GMC • Certification of Completion of Training (JCPTGP/PMETB) • Inclusion on Performers List • MRCGP • Evidence of a commitment to on-going personal & professional development 	✓ ✓ ✓ ✓ ✓ ✓	
Knowledge and Understanding	<ul style="list-style-type: none"> • Understanding the role of medical services in a wider public health agenda • Knowledge of the demographic characteristics that affect health and health care in the area • Understanding current NHS policies 		✓ ✓ ✓
Experience	<ul style="list-style-type: none"> • Experience of working in primary care in an area with significant health problems • Experience of providing primary care in and out of hours • Development of areas of clinical expertise • Experience of audit and improving care for patients 	✓ ✓	✓ ✓
Personal Skills and Qualities	<ul style="list-style-type: none"> • Ability to communicate clearly and effectively in English, both written and verbally. • Good organisational skills • Time management skills • Able to work under pressure • Working on own initiative • IT skills (including word processing and database work) as relevant to General Practice • Committed to quality and patient satisfaction • Committed to equal opportunities • Team worker 	✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓	
Other	<ul style="list-style-type: none"> • Committed to working as part of a multi-disciplinary, multi-agency primary care team • Openness to explore alternative working practices 	✓ ✓	