

Horizon Healthcare

Job Description and Person Specification

Job Title	Salaried GP
Line Manager	The Partners
Accountable to	The Partners
Hours per week	6 sessions per week

Job Summary

To work as an autonomous practitioner, responsible for the provision of medical services to the practice population, delivering an excellent standard of clinical care whilst complying with the GMS contract. Furthermore, the post-holder will adhere to the GMC standards for good medical practice, contributing to the effective management of the practice, leading by example, maintaining a positive, collaborative working relationship with the multidisciplinary team.

Generic Responsibilities

All staff at Horizon Healthcare have a duty to conform to the following:

Equality, Diversity & Inclusion

A good attitude and positive action towards ED&I creates an environment to achieve their full potential. Creating such an environment is important for three reasons: it improves operational effectiveness, it is morally the right thing to do, and it is required by law.

Patients and their families have the right to be treated fairly and be routinely involved in decisions about their treatment and care. They can expect to be treated with dignity and respect and will not be discriminated against on any grounds including age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation. Patients have a responsibility to treat other patients and our staff with dignity and respect.

Staff have the right to be treated fairly in recruitment and career progression. Staff can expect to work in an environment where diversity is valued and equality of opportunity is promoted. Staff will not be discriminated against on any grounds including age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation. Staff have a responsibility to ensure that you treat our patients and their colleagues with dignity and respect.

Safety, Health, Environment and Fire (SHEF)

This practice is committed to supporting and promoting opportunities for staff to maintain their health, well-being and safety. You have a duty to take reasonable care of health and safety at work for you, your team and others, and to cooperate with employers to ensure compliance with health and safety requirements. All personnel are to comply with the Health and Safety at Work Act 1974, Environmental Protection Act 1990, Environment Act 1995, Fire Precautions (workplace) Regulations 1999 and other statutory legislation.

Confidentiality

This practice is committed to maintaining an outstanding confidential service. Patients entrust and permit

us to collect and retain sensitive information relating to their health and other matters, pertaining to their care. They do so in confidence and have a right to expect all staff will respect their privacy and maintain confidentiality at all times. It is essential that if, the legal requirements are to be met and the trust of our patients is to be retained that all staff protect patient information and provide a confidential service.

Quality & Continuous Improvement (CI)

To preserve and improve the quality of our output, all personnel are required to think not only of what they do, but how they achieve it. By continually re-examining our processes, we will be able to develop and improve the overall effectiveness of the way we work. The responsibility for this rests with everyone working within the practice to look for opportunities to improve quality and share good practice.

This practice continually strives to improve work processes which deliver health care with improved results across all areas of our service provision. We promote a culture of continuous improvement, where everyone counts and staff are permitted to make suggestions and contributions to improve our service delivery and enhance patient care.

Induction Training

On arrival at the practice all personnel are to complete a practice induction programme; this is managed by the Practice Business Manager's Assistant.

Learning and Development

The effective use of training and development is fundamental in ensuring that all staff are equipped with the appropriate skills, knowledge, attitude and competences to perform their role. All staff will be required to partake and complete mandatory training as directed by the training coordinator, as well as participating in the practice training programme. Staff will also be permitted (subject to approval) to undertake external training courses which will enhance their knowledge and skills, progress their career and ultimately, enable them to improve processes and service delivery.

Collaborative Working

All staff are to recognise the significance of collaborative working. Teamwork is essential in multidisciplinary environments. Effective communication is essential and all staff must ensure they communicate in a manner which enables the sharing of information in an appropriate manner.

Service Delivery

Staff at Horizon Healthcare must adhere to the information contained with practice policies and regional directives, ensuring protocols are adhered to at all times. Staff will be given detailed information during the induction process on how to access policies and procedures.

Security

The security of the practice is the responsibility of all personnel. Staff must ensure they remain vigilant at all times and report any suspicious activity immediately to their line manager. Under no circumstances are staff to share the codes for the door locks to anyone and are to ensure that restricted areas remain effectively secured.

Professional Conduct

At Horizon Healthcare, staff are required to dress appropriately for their role.

Primary Responsibilities

The following are the core responsibilities of the salaried GP. There may be on occasion, a requirement to carry out other tasks; this will be dependent upon factors such as workload and staffing levels:

- a. The delivery of highly effective medical care to the entitled population
- b. The provision of services commensurate with the GMS contract
- c. Generic prescribing adhering to local and national guidance
- d. Effective management of long-term conditions
- e. To clinically examine and assess patient needs from a physiological and psychological perspective and plan clinical care accordingly referring patients to other services/agencies in a timely manner, utilising Practice and any other local guidelines
- f. Prioritise health problems and intervene appropriately to assist the patient in complex, urgent or emergency situations, including initiation of effective emergency care
- g. To support patients to adopt health promotion strategies that promote healthy lifestyles and apply principles of self-care
- h. Processing of administration in a timely manner, including referrals, repeat prescription requests and other associated administrative tasks
- i. Review medications following the appropriate policies, NICE/local clinical guidelines and local care pathways
- j. Support the delivery of anticipatory care plans
- k. On a rotational basis, undertake telephone triage and duty doctor roles
- l. Maintain accurate clinical records in conjunction with good practice, policy and guidance
- m. Working collaboratively, accepting an equal share of the practice workload
- n. Adhere to best practice recommended through clinical guidelines and the audit process
- o. Contribute to the successful implementation of continuous improvement and quality initiatives within the practice
- p. Accept delegated responsibility for a specific area (or areas) or the QOF
- q. Attend and contribute effectively to practice meetings as required
- r. Contribute effectively to the development and maintenance of the practice including; clinical governance, training, financial management and HR
- s. Be aware of your duties and responsibilities regarding current legislation and adhere to practice policies and procedures on Safeguarding Adults and Safeguarding Children
- t. Ensure compliance with the appraisal process
- u. Prepare and complete the revalidation process to remain fit to practice
- v.
- w. Prepare and complete the revalidation process
- x. Commit to self-learning and instill an ethos of continuing professional development across the practice team
- y. Support the training of medical students from all clinical disciplines
- z. Support the partners in achieving the strategic aims of the practice, making recommendations to enhance income and reduce expenditure
- aa. Review and adhere to practice protocols and policies at all times
- bb. Encourage collaborative working, liaising with all staff regularly, promoting a culture of continuous improvement at all times
- cc. To be an integral part of the general practice team as well as supporting the wider network and multi-disciplinary team
- dd. There may be, on occasion, a requirement to carry out other tasks, this will be dependent upon factors such as workload and staffing levels

Secondary Responsibilities

In addition to the primary responsibilities, the salaried GP may be requested to:

- a. Participate in practice audits as requested by the audit lead
- b. Participate in local initiatives to enhance service delivery and patient care
- c. Participate in the review of significant and near-miss events applying a structured approach i.e. root cause analysis (RCA)
- d. Participate in the spectrum of clinical governance processes
- e. Participate in formal training events promoting best practice in area of expertise Provide leadership and education for members of the multi-disciplinary team, providing guidance and support when necessary

Person Specification – Salaried GP		
Qualifications	Essential	Desirable
Qualified GP	✓	
MRCGP	✓	
Vocational Training Certificate or equivalent JCPTGP	✓	
General Practitioner (Certificate of Completion of Training CCT)	✓	
Eligibility	Essential	Desirable
Full GMC Registration	✓	
National Performers List registration	✓	
Appropriate defence indemnity (MPS/MDU)	✓	
Eligibility to practice in the UK independently	✓	
Experience	Essential	Desirable
Experience of working in a primary care environment	✓	
Experience of continued professional development	✓	
Experience of QOF and clinical audit	✓	
Minimum of two years as a salaried GP		✓
Experience of medicines management		✓
Experience of CCG initiatives		✓
General understanding of the GMS contract	✓	
Clinical Knowledge & Skills	Essential	Desirable
Outstanding level of clinical knowledge and skills commensurate with that of an experienced GP	✓	
Skills	Essential	Desirable
Excellent communication skills (written and oral)	✓	
Strong IT skills	✓	
Clear, polite telephone manner	✓	
Competent in the use of Office and Outlook	✓	
SystemOne	✓	
Effective time management (Planning & Organising)	✓	
Ability to work as a team member and autonomously	✓	
Excellent interpersonal skills	✓	
Problem solving & analytical skills	✓	

Ability to follow clinical policy and procedure	✓	
Experience with audit and able to lead audit programmes	✓	
Experience with clinical risk management	✓	
Personal Qualities	Essential	Desirable
Polite and confident	✓	
Flexible and cooperative	✓	
Motivated, forward thinker	✓	
Problem solver with the ability to process information accurately and effectively, interpreting data as required	✓	
High levels of integrity and loyalty	✓	
Sensitive and empathetic in distressing situations	✓	
Ability to work under pressure / in stressful situations	✓	
Effectively able to communicate and understand the needs of the patient	✓	
Commitment to ongoing professional development	✓	
Effectively utilises resources	✓	
Punctual and committed to supporting the team effort	✓	
Other requirements	Essential	Desirable
Flexibility to work outside of core office hours	✓	
Disclosure Barring Service (DBS) check	✓	
Occupational Health Clearance	✓	
Project lead as required with CQC, CCG and QOF	✓	

This document may be amended following consultation with the post holder, to facilitate the development of the role, the practice and the individual. All personnel should be prepared to accept additional, or surrender existing duties, to enable the efficient running of the practice.