**ARRs Newly qualified GP job description & person specification**

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| **Job Title** | Salaried ARRs Newly Qualified GP |
| **Line Manager** | The Partners |
| **Accountable to** | The Partners |

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| **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/APMS 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. |

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| **Generic Responsibilities** |
| All staff at Wickhambrook (Guildhall Clare and Glemsford) practice/s have a duty to conform to the following:  **Equality, Diversity & Inclusion**  A good attitude and positive action towards ED&I creates and environment where all individuals are able 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 to 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.  **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 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 regarding policy and procedure.  **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**  Staff are required to dress appropriately for their role. Administrative staff will be provided with a uniform whilst clinical staff must dress in accordance with their role.  **Leave**  As per the standard BMA contract for salaried GPs, six weeks pro rata leave each year with an additional one week (pro-rata) of CPD. Staff are encouraged to take all of their leave entitlement. |

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| **Primary Responsibilities** |
| A normal working day will be:   * Average 25 patient appointments (mix of phone call and F2F) and occasional home visits as necessary, plus all associated paperwork. * Review and action of blood results. * Completion of tasks/scanned paperwork sent to you for review and action. * Support and guidance to clinical colleagues and trainee GPs as required.   On-call sessions   * Usually a half day either 8-1pm or 1pm to 6.30pm. * Reduced pre-booked appointments to allow for more on the day urgent appointments * Attend to urgent matters related to GPs / GP trainees tasks / administrative work who are not in on that day.   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:   1. The delivery of highly effective medical care to the entitled population 2. The provision of services commensurate with the GMS/APMS contract 3. Generic prescribing adhering to local and national guidance 4. Effective management of long-term conditions 5. Processing of administration in a timely manner, including referrals, repeat prescription requests and other associated administrative tasks 6. On a rotational basis, undertake telephone triage and duty doctor roles 7. Maintain accurate clinical records in conjunction with good practice, policy and guidance 8. Working collaboratively, accepting an equal share of the practice workload 9. Adhere to best practice recommended through clinical guidelines and the audit process 10. Contribute to the successful implementation of continuous improvement and quality initiatives within the practice 11. Accept delegated responsibility for a specific area (or areas) of the QOF 12. Attend and contribute effectively to practice meetings as required 13. Contribute effective to the development and maintenance of the practice including; clinical governance, training, financial management and HR 14. Ensure compliance with the appraisal process 15. Prepare and complete the revalidation process 16. Commit to self-learning and instil an ethos of continuing professional development across the practice team 17. Support the training of medical students from all clinical disciplines 18. Support the partners in achieving the strategic aims of the practice, making recommendations to enhance income and reduce expenditure 19. Review and adhere to practice protocols and policies at all times 20. Encourage collaborative working, liaising with all staff regularly, promoting a culture of continuous improvement at all times |

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| **Secondary Responsibilities** |
| In addition to the primary responsibilities, the salaried GP may be requested to:   1. Participate in practice audits as requested by the audit lead 2. Participate in local initiatives to enhance service delivery and patient care 3. Participate in the review of significant and near-miss events applying a structured approach i.e. root cause analysis (RCA) |

The person specification for this role is detailed overleaf.

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| **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** | | |
| 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 ICB 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, Outlook and MS Teams |  |  |
| Systmone user skills |  |  |
| 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 on-going 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, ICB 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.