



Suffolk Primary Care

Job Title: Salaried General Practitioner

Base:

Sessions:

Salary:

Job Summary

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.

Clinical Responsibilities:

- As agreed in co-operative practice with colleagues, the post-holder will make themselves available to undertake a variety of duties including surgery consultations, telephone/video consultations and queries, visiting patients at home, On Call, checking and signing repeat prescriptions and dealing with queries, paperwork and correspondence in a timely fashion. To include the designated share of workflow and pathology reports.
- 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
- Engaging with activities such as the QOF, LES/DES and other additional work essential for providing a full service for patients
- 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
- 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) and the CCG whenever this is clinically appropriate
- In general the post-holder will be expected to undertake all the normal duties and responsibilities associated with a GP working within primary care.

Duty GP Responsibilities

- Responsible for overseeing the clinical workflow, triaging requests and supporting the sorting team in allocating workload appropriately
- Responding to urgent online request requests and any medical emergencies in the practice
- Supporting other clinicians in the building as needed





Other responsibilities within the organisation:

- Awareness of and compliance with all relevant practice policies/guidelines, e.g. prescribing, confidentiality, data protection, health and safety, CQC
- 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 housekeeping and updating of computer-based patient records.
- To comply with the Practice IT policy
- Contributing to 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 will have access to confidential information relating to patients and their carers, staff and other healthcare workers. They may also have access to information relating to Suffolk Primary Care 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 Suffolk Primary Care may only be divulged to authorised persons in accordance with Suffolk Primary Care policies and procedures relating to confidentiality and the protection of personal and sensitive data

Health & Safety

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

- Using personal security systems within the workplace according to Suffolk Primary Care 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 recognises the importance of people's rights, interpreting them in a way that is consistent with Suffolk Primary Care 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

The post-holder will participate in any training programme implemented by Suffolk Primary Care 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
- Monthly training sessions as necessary

Quality

The post-holder will strive to maintain quality within Suffolk Primary Care, 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 patients' needs
- Effectively manage own time, workload and resources

Communication

The post-holder should recognize 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 Suffolk Primary Care 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

Equal Opportunities

Suffolk Primary Care is an equal opportunities employer and you will be expected to comply with all relevant policies and procedures

Right to work

All applicants must have the legal right to work in the United Kingdom at the time of application and throughout the duration of employment. This includes holding a valid visa or immigration status that permits employment in the UK, if applicable.

Suffolk Primary Care is unable to employ or continue to employ individuals who do not have, or are unable to provide evidence of, their right to work in the UK.

Code of Conduct

All staff are required to work in accordance with the code of conduct for their professional group (e.g. Nursing and Midwifery Council, Health Professions Council, General Medical Council, NHS Code of Conduct for Senior Managers).

Infection control

It is the responsibility of all staff, whether clinical or non-clinical, to familiarise themselves with and adhere to current policy in relation to the prevention of the spread of infection.

Clinical staff, on entering and leaving clinical areas and between contacts with patients, must apply alcohol gel to their hands and also wash their hands frequently with soap and water. Staff are required to communicate any infection risks to the Infection Control lead.

Complaints

From time to time, complaints may occur, no matter how professional the approach of our staff. All complaints are investigated promptly, and the full co-operation of staff is required. The current guidelines amplify the above points with policies and procedures explained.





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Clinical Governance and Risk management

Suffolk Primary Care believes everyone has a role to play in improving and contributing to the quality of care provided to our patients. As an employee of the practice you are expected to take a proactive role in supporting Suffolk Primary Care's clinical governance agenda by:

- Taking part in activities for improving quality such as clinical audit
- Identifying and managing risks through incident and near miss reporting and undertaking risk assessments
- Following policies, guidelines and procedures
- Maintaining continued professional development
- Clinical staff making entries into patient health records are required to follow any Suffolk Primary Care standards of record keeping

Information Quality Assurance

As an employee of Suffolk Primary Care it is expected that you will take due diligence and care in regard to any information collected, recorded, processed or handled by you during the course of your work and that such information is collected, recorded, processed and handled in compliance with Suffolk Primary Care requirements and instructions.

Freedom of Information

The post holder should be aware of the responsibility placed on employees under the Freedom of Information Act 2000 and is responsible for helping to ensure that Suffolk Primary Care complies with the Act when handling or dealing with any information relating to Suffolk Primary Care activity.





Salaried GP – Person Specification

| Job Role | Essential | Desirable (additional to essential) |
|------------------------|--|--|
| Qualifications | <ul style="list-style-type: none"> • Full GMC registration with licence to practice • Entry on Medical Performers List • General Practice (Vocational Training Scheme) trained/Certificate of Completion (CCT) in General Practice/Certificate confirming Eligibility for General Practice Registration (CEGPR) or equivalent • Holder of MRCGP or equivalent | <ul style="list-style-type: none"> • |
| Experience & knowledge | <ul style="list-style-type: none"> • Chronic disease management • Primary prevention and screening services • Clinical governance • Delivery of QOF targets • Self-audit and reflection • Working as part of a multi-disciplinary team | <ul style="list-style-type: none"> • Working in Primary Care • Working with SystmOne • Willingness to use online platform for patient access • Interest in a particular disease area and willingness to take on a leadership role in this area |
| Skills & abilities | <ul style="list-style-type: none"> • Ability to communicate effectively and appropriately with a range of audiences • Ability to consult/triage remotely via phone • Ability to work with limited supervision • Ability to manage time and priorities, and to work under pressure • Proficient in using IT systems, including primary care clinical systems and Microsoft suite of programmes • Ability to deal with complex, sensitive and emotionally difficult situations • Awareness of safeguarding principles and ability to manage safeguarding concerns appropriately | <ul style="list-style-type: none"> • Leadership – ability to demonstrate leadership in clinical or quality improvement initiatives |
| Personal attributes | <ul style="list-style-type: none"> • Team player • Adaptable to change • Self motivated • Empathetic | <ul style="list-style-type: none"> • Innovative • Inspirational & motivational to others |
| Other | <ul style="list-style-type: none"> • Willingness to travel between sites as required • Evidence of continuous professional development • Participation in Annual appraisal & revalidation | <ul style="list-style-type: none"> • Full UK Driving Licence |





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| | | <ul style="list-style-type: none">• Willingness to contribute to and participate in peer support groups and to share learning |
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