

**Person Specification**

<b>Job Title:</b>	<b>Full-time General Practitioner</b>		
<b>Salary:</b>	<b>£65,000 Pro Rata</b>		
	<b>Key Requirements</b>	<b>Rating</b>	<b>Measured</b>
<b>Qualifications</b>	GMC Registration	1	Application/Certificate
	Full Driving Licence	1	Provided
	Eligible for Performers List	1	Application/Registration
	nMRCGP	1	Application/Certificate
	DRCOG	2	Application/Certificate
	DCH	2	Application/Certificate
	FPC	2	Application/Certificate
<b>Fitness to Practice</b>	Is up to date and fit to practice safely	1	Registration/Certificate
<b>Experience</b>	Previous general practice experience	1	Application/Interview
	Knowledge of practice area	2	Interview/Application
<b>Clinical skills</b>	Capacity to apply sound clinical knowledge & awareness to full investigation of problems and to communicate effectively with colleagues	1	Interview/ References
	Ability to demonstrate effective clinical skills	1	Interview
<b>Skills Knowledge and Abilities</b>	Excellent Communication skills both written and oral	1	Application/Interview
	Flexibility	1	Interview
	Personal Development	1	Application/Interview
	Organisation Skills	1	Interview
	IT Literate	1	Application
	Management of others	1	Application
<b>Personal Attributes</b>	Organised	1	Interview
	Copes well under pressure	1	Interview
	Team worker	1	Interview
	Well Motivated	1	Interview

Key: 1 = Essential requirement                      2 = Desirable

## **Job Description**

**Job Title: Full-time General Practitioner**

**Starting Date: August/September 2015**

### **Job Purpose**

You will be expected to provide medical services over 3 sites, these are:

Wychbury Medical Centre  
Chapel House Surgery  
Cradley Road Medical Practice

Providing 5 - 8 surgery sessions each week, each session being of 3 hours duration, appointments at 10 minute intervals

The practice area covers approximately 6 square miles.

### **Principle duties required**

- Undertaking patient consultations in person or via telephone
- Providing a fair share of extended hours which may include evenings and weekends
- Taking a fair share of home visit requests on a daily basis
- Undertaking a fair share of on call duties, this entails providing emergency cover between the hours of 8.00am and 6.30pm and triage of patients.
- Involvement with clinics which provide care for patients with chronic diseases and other specialist services
- Undertaking administration duties, including referrals, dealing with incoming post, completion of statutory forms, prescriptions, etc.
- Support of peers and other staff members
- Training of staff members and students
- Maintaining own personal development
- Attendance at relevant meetings
- Involvement with supporting targets required to achieve quality indicators set for the practice

**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 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
- Compiling and issuing computer-generated acute and repeat prescriptions (avoiding hand-written prescriptions whenever possible)
- Prescribing in accordance with the agreed 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 associated with a GP working within primary care.

**Other Responsibilities within the Organisation:**

- Awareness of and compliance with all relevant practice policies/guidelines, eg 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.
- Attend and participate in practice meetings as required

### **Additional Information**

These duties and responsibilities outlined in this job description are intended to be indicative but not exhaustive of the responsibilities of the post holder. The job description will be reviewed and updated in discussion with the post holder.

### **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 & 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 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
- Recognize 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.