**Job Description & Personal Spec**

**SALARIED GP**

**REPORTS TO** Partners (Clinically)

**HOURS** 4 sessions per week

**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**

* In accordance with the Practice timetable, as agreed, the post-holder will make themselves available to undertake a variety of duties including F2F surgery consultations including duty doctor sessions, telephone consultations and queries, home visits where necessary as we also have a home visiting team, checking and signing repeat prescriptions and dealing with queries, paperwork and correspondence in a timely fashion.
* Make 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 management.
* 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, using the clinical computer system,
* Participating in QOF related work.
* Compiling and issuing computer generated acute and repeat prescriptions.
* Prescribing in accordance with the Practice prescribing formulary (or generically) whenever this is clinically appropriate.
* Use clear language appropriate for the patients.
* Perform appropriate skilled examinations with consideration for the patient.
* Respect patients right to confidentiality.
* Respond rapidly to emergencies.
* Ensure up to date emergency equipment and drugs used if required.
* Ensure up to date with developments in clinical practice and regularly review

 knowledge and performance

* Use reviews to develop Personal Development plan.
* Be aware and comply with practice clinical policies and protocols.

**Other Responsibilities**

* Awareness of and compliance with all relevant Practice policies / guidelines e.g. prescribing, confidentiality, data protection, health and safety.
* A commitment to lifelong learning and audit to ensure evidence based best practice.
* Contributing to evaluation/audit and clinical standard setting with the practice.
* Contributing to the summarising of patients records and read coding patient data.
* Attending training and events organised by the practice or other agencies, where appropriate.

**Confidentiality:**

* While 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 recognises 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:**

The post-holder will participate in training programmes 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.
* Attending monthly Quest training sessions and logging all training in a timely manner on GP Team Net.

**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 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 audits where appropriate.