Job Description – Salaried General Practitioner

Job Title: Salaried General Practitioner

Reports to Clinically: Partners

Reports to Administratively: Practice Manager

Hours: Full Time

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 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 handwritten prescriptions whenever possible)
• Prescribing in accordance with the Practice 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, e.g. 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
• Oversee clinical areas within specified portfolio
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

To ensure that safe systems of work are practiced and that the agreed health and safety policies are carried out. To be aware of the responsibility of every employee to have regard for safety for him or herself and others at work in the health and safety at work act.

• 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.

• Actively reporting of health and safety hazards and infection hazards immediately when recognised.

• Keeping own work areas and general/patient areas generally clean, assisting in the maintenance of general standards of cleanliness consistent with the scope of the job holder’s role.

• Undertaking periodic infection control training (minimum annually).

• 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

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 and work within the guidelines and policies of the practice
- Discuss with other members of the team how the policies, standards and guidelines will affect own work
- Participate in audit where appropriate

Any other delegated duties considered appropriate to the post