



Cadbury Heath Healthcare
Cadbury Heath Health Centre

JOB TITLE:	GP Partner
REPORTS TO:	THE PARTNERS (Clinically) Managing Partner (Administratively)
SESSIONS:	4 - 8 sessions per week (Job Share considered)
ON CALL:	On call as part of a rota

Job Summary:

Lead the Practice and work collaboratively with the partnership team. Adopt a leadership role in external stakeholder management and collaborative networks. Provide personal leadership to key thematic areas of Practice development.

The post-holder will also 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.

Managerial Responsibilities:

- To work in collaboration with the other partners in order to make robust decisions regarding the future development of the practice.
- To work collaboratively with all key stakeholders
- To lead and manage specific areas of work including bespoke projects
- To lead by example and chair GP, Practice and learning Event meetings as required

Clinical Responsibilities:

- In accordance with the practice timetable, as agreed, the post-holder will make him/herself 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
- Making onward referrals to other primary or secondary care clinicians in line with practice and set guidelines
- 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
- 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, eg prescribing, confidentiality, data protection, health and safety
- A commitment to life-long learning and audit to ensure evidence-based best practice
- Contributing to the high standards of care by taking a lead in a clinical area
- Contributing to maximising QOF achievement and other local and national performance benchmarks
- 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.
- Contributing to the smooth and harmonious working of the practice by close liaison with the nursing and non clinical team

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 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
- Contribute to the practice systems and processes to monitor and improve quality including discussion of Compliments, Complaints and Significant Event monitoring
- 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.

Cadbury Heath Healthcare
March 2019

PERSON SPECIFICATION
GP Partner

	ESSENTIAL	DESIRABLE
Qualification	<ul style="list-style-type: none"> • A vocationally trained and accredited GP, preferably with MRCGP • Current registration with the GMC 	
Experience	<ul style="list-style-type: none"> • Proven ability to handle a busy and varied caseload • Ability to work as part of a multi disciplinary team • Understanding of the pressures faced by GP's and healthcare teams • Proven ability to offer support advice and guidance within a clinical team • Experience of using a wide range of IT packages 	<ul style="list-style-type: none"> • Worked as a GP for 3 years or more • Experience of leading and managing a team
Skills & Knowledge	<ul style="list-style-type: none"> • A good knowledge of and interest in general practice and primary care • A specialist interest in a particular disease management and a willingness to take a leadership role in it • A good working knowledge and interest in National Primary strategies • A good understanding of PMS contract requirements and of the QOF framework 	
Personal Qualities	<ul style="list-style-type: none"> • Innovative, motivated and creative • Respond in a flexible way to fluctuations in workload 	