

JOB DESCRIPTION	
Job title:	Salaried Primary Care GP
Team/Department:	Primary Care
Location:	Main place of work as agreed
Hours of work:	As agreed, and in accordance with the contract of employment
Job title the post holder will report to:	Director of Primary Care
Job titles reporting to the post holder:	None applicable
Date the role profile was revised:	September 2023
<p>JOB PURPOSE</p> <p>To provide comprehensive Primary Care services to registered list as part of a multi professional team.</p>	
<p>KEY RESPONSIBILITIES AND ACCOUNTABILITIES</p> <ul style="list-style-type: none"> • Work as part of the multi-disciplinary innovative team of doctors and nurses to provide friendly accessible and proactive primary care including home visits and clinical administration. • Participate in health promotion in line with local initiatives. • Work within a stable rota system. • Work with the management team, together with other work colleagues, to maximise effective and efficient delivery of care to patients. • Undertake appropriate educational courses to ensure that the team can between them deliver the full range of services specified in the contract. • Promote close teamwork between colleagues and to continually strive to improve the service. • Work within the prescribing formulary taking account of current treatment guidelines. • Ensure that all appropriate patient information is distributed to colleagues as necessary and communicate effectively within Primary care team. • Ensure that patient care is of the utmost concern in all actions performed. • Answer and manage any enquiries as and when necessary. • Maintain and continuously improve the quality service to our patients. • Perform any other relevant duties that may be dictated by the changing needs of the service. 	

Quality Standards and Clinical Governance

- Ensure that you work within the clinical governance structures of IC24 to ensure the highest standards of patient care.
- Ensure that you complete and maintain all required essential learning in a timely manner.
- In conjunction with Practice management, design and implement patient related audits to improve care and safety.
- Be conversant with GMC Code of professional Conduct and any associated national guidelines and abide by their guidance.
- Maintain CPD and demonstrates self-development.

Financial

- Awareness of local and service budgets and revenue.
- Assist the management team in identifying savings and increased revenue within the region and help to implement appropriate changes.

Planning Service Development and Performance Management

- Undertake face to face and virtual assessments as appropriate and initiate management in accordance with the relevant protocols and guidelines.
- Contribute to QOF, ES and LCS achievement, implementation, and development.
- Refer patients to an alternative care setting or treat and discharge as appropriate.
- Identify areas of work for collaboration and joint working with other organisations to ensure continuity of care.
- Contribute to team meetings and update on best practice.

Organisational Development

- Create a culture within IC24 based on shared values, mutual respect and the care and welfare of patients and colleagues.
- Promote a learning environment, which exploits opportunities to develop innovative approaches to meeting specific needs.
- Develop own knowledge of local and national guidance in relation to contracts, primary and urgent care.
- Strive to build excellent working relationships with other IC24 employees and partners.

COMMUNICATION AND KEY WORKING RELATIONSHIPS

The post holder must be able to demonstrate excellent communication and interpersonal skills at all times and build and maintain good working relationships with all stakeholders, including the following:

- Practice team members
- Patients
- PPG
- IC24 clinical and admin teams
- PCN members
- ICS contacts

ENVIRONMENT

IC24 is a major not for profit Social Enterprise company currently providing innovative primary care services designed to deliver quality and affordability. IC24 is solutions-focused, providing a comprehensive portfolio of services aimed at improving access and reducing the demand on secondary care services by helping to avoid unnecessary admissions and facilitating early discharge.

Going forward, the company is committed to supporting and enabling better integration between health and social care and more effective alliances between partners from different sectors as essential to delivering seamless services. IC24 has considerable experience of working in complex, demographically challenged environments and the Board is keen for the organisation to be proactive in improving standards of care and patient safety, while delivering value for money too in the health economies it which it operates. Critical to this is building strong professional relationships and alliances with third parties; working with them in a way that maximises the benefits of their involvement.

We are proud of our status as an NHS primary care social enterprise, and how we deliver social value to the communities we serve and contribute to the wider NHS plans to deliver carbon 'Net Zero' and sustainability. To find out more on this and to view our Social Impact Report, please click [here](#).

HEALTH AND SAFETY

The post holder will be required to comply with the duties placed on employees of IC24 as set out in the Health and Safety at Work Policy and related procedures. The post holder has a legal obligation to make positive efforts to maintain their own personal safety and that of others by taking reasonable care, carrying out requirements of the law and following recognised codes of practice.

All Colleagues

You have a duty to take care of your own health and safety and that of others who may be affected by your actions at work. You must cooperate with managers and other colleagues to help everyone meet their legal requirements under health and safety law, and not to interfere with or misuse anything that's been provided for your health, safety, or welfare.

Managers

You must ensure you know and understand your responsibilities as defined in our health & safety policies and associated guidance documents. You must identify and assess any risks to people, property, or the environment and ensure all colleagues you have responsibility for, are aware of all our health and safety policies, understand issues arising from risk assessments, site inspections etc. and deal with any associated concerns. You must ensure that all accidents or incidents involving colleagues within your responsibility, are properly reported, and investigated and that regular inspections are undertaken and recorded to eliminate potential hazards and minimise risks.

Directors

You must ensure that all colleagues and teams within your region and/or department(s), effectively manage health and safety in line with all our health & safety policies and guidance documents.

EQUALITY AND DIVERSITY

IC24 has a Diversity and Inclusion Policy to ensure that no job applicant or employee is discriminated against either directly or indirectly on the grounds of disability, marital status, sex, race, colour, nationality, ethnic or national origin, sexual orientation, age, religion or political opinion, whilst attracting talented recruits and retaining experienced employees.

IC24 is committed to promoting equal opportunities and diversity and will keep under review its policies, procedures and practices to ensure that, in addition, all users of its services are treated according to their needs.

INFORMATION GOVERNANCE

Information is vitally important for the safe clinical management of patient care and the efficient administration of services and resources, including our workforce. Information Governance is a framework to enable IC24 to handle personal and corporate information appropriately.

It is the responsibility of our entire workforce, regardless of employment status, to ensure they abide by the requirements of Information Governance as set out in the Data Security & Protection Policy.

SAFEGUARDING CHILDREN AND VULNERABLE ADULTS

IC24 is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All colleagues and volunteers are therefore expected to behave in such a way that supports this commitment. You will be responsible for safeguarding the interests of children and adults who you come into contact during your work. To fulfil these duties, you will be required to attend training and development to recognise the signs and symptoms of abuse or individuals at risk, to follow local and national policy relating to safeguarding practice and to report and act on concerns you may have appropriately.

DISCLOSURE AND BARRING SERVICE CHECKS

IC24 will require a DBS check for appropriate roles which is a mandatory requirement and a condition of the employment offer.

All posts are assessed on their eligibility for the post holder to be required to undertake a DBS check. For posts that have been assessed as exempt from the provisions of the Rehabilitation of Offenders Act 1974, IC24 will require the post holder to undertake an enhanced DBS check with barred list checks. For posts that have been assessed as being in a position of trust, IC24 will require the post holder to undertake a basic DBS check.

This post has been assessed as requiring an enhanced DBS check with barred list checks.

REHABILITATION OF OFFENDERS ACT 1974

Some posts have been assessed as being exempt from the provisions of the Rehabilitation of Offenders Act 1974 and in these cases IC24 will require the post holder to disclose all convictions, whether spent or unspent.

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PERFORMANCE AND DEVELOPMENT REVIEW

This job description will be used as a basis for conducting an individual Performance and Development Review between the post holder and the manager.

VARIATIONS

This job description describes the main purpose and key responsibilities and accountabilities of the post. The post holder may be required to undertake any additional duties or responsibilities as may reasonably be required.

This job description is a guide to the nature and main duties of the post as they currently exist, but it is not intended as a wholly comprehensive or permanent schedule and it is not part of the contract of employment.

To reflect changing needs and priorities, some elements of this post may be subject to change and where required, any appropriate communication or consultation with the post holder will be undertaken prior to making any changes.

PERSON SPECIFICATION

Requirements	Essential	Desirable	How identified
Qualifications and training	<p>GP with unblemished GMC record</p> <p>Inclusion on national performers list</p> <p>Appropriate membership of a medical indemnity organisation</p> <p>Evidence of continuing professional development and education</p> <p>DBS</p> <p>Current BLS certificate</p> <p>Using on initiative and working autonomously and independently</p> <p>Effective communication with all levels of staff</p> <p>Management of confidential information within GMC guidelines</p> <p>Creation of accurate contemporaneous records</p> <p>Controlling and de-escalating difficult situations</p> <p>Competent IT and keyboard skills</p> <p>Effective time management</p>		Application, Certificates & Interview

Requirements	Essential	Desirable	How identified
	<p>Use clinical judgement to formulate and action a plan of care for the patient</p> <p>Ability to give evidenced based health promotion and education to patients</p>		
Experience	Telephone triage	<p>Management</p> <p>Audit</p>	Application & Interview
General	<p>Ability to work as part of the organisational team</p> <p>Willingness to participate in clinical supervision and assessments</p> <p>Ability to work flexibly within the business needs of the organisation</p> <p>Commitment to attend meetings and training as required</p>		Application & Interview