

## JOB DESCRIPTION

### Post: General Practitioner for the GP Urgent Assessment Service (GPUAS)

<b>Salary:</b>	£12,500-£14,000 per annualised clinical session
<b>Hours of Work:</b>	Flexible options available
<b>Location:</b>	GP Urgent Assessment Service (GPUAS)
<b>Accountable To:</b>	Clinical Director / Clinical Lead

### JOB SUMMARY

The GP Urgent Assessment Service (GPUAS) is a new and innovative primary care service, providing rapid clinical assessment for acutely unwell patients, supported by enhanced diagnostic testing and opportunities for a period of observation. This service aims to reduce pressure on General Practice, whilst simultaneously reducing footfall through emergency departments and ambulance transfers for those not needing resuscitation or specialist hospital input.

Patients are offered assessment within a purpose-designed facility within their local community, providing care closer to home. Patients who are housebound or too unwell to travel will be offered home-based assessment. Continuity of care is supported by access to shared medical records and use of an integrated primary and community care workforce.

The post holder will be working within a unique and supportive multi-disciplinary team environment, with shared training and learning, providing high standards of individualised patient care. Working within their professional boundaries, they will provide care for the presenting patient, including clinical assessment, diagnostics, management and plans for ongoing input to meet their holistic needs. They will demonstrate safe, clinical decision-making with a strong evidence basis, for patients within the same day urgent care (SDUC) setting, in accordance with published clinical pathways, policies and protocols. They will support and where appropriate, provide leadership for the multi-disciplinary team, ensuring the delivery of a safe, efficient and high-quality service.

### Principle Duties and Responsibilities:

- The post-holder will provide general medical services managing a caseload and deal with a wide range of health needs in the SDUC setting, ensuring the highest standards of care for all registered and temporary patients living within the boundary of South Somerset West Primary Care Network (SSW PCN).
- The GP Urgent Assessment Service will provide bookable appointments within the team base, as well as urgent home visits for those too unwell or infirmed to attend. The post holder will work with the multi-disciplinary team to ensure that patients are treated by the most appropriate healthcare worker within the most appropriate clinical setting to meet their holistic needs. This may include a mixture of on- and off-site consultations, telephone, digital and video consultations.
- Additionally, the post holder will be required to undertake aspects of clinical administration including, but not confined to; laboratory results, tasks, radiology results, and hospital

communications, issuing and signing prescriptions, and dealing with administration queries, paperwork and correspondence in a timely fashion.

- Make professionally autonomous decisions in relation to presenting problems, whether self-referred or referred internally within the Service.
- Record clinical information in the GPUAS Service computerised clinical software systems.
- Receive patients with undifferentiated and undiagnosed problems and make assessment of their health care needs.
- Communicate effectively with patients and carers, recognising the need for alternative methods of communication to overcome different levels of understanding, cultural background, disability and preferred ways of communicating.
- Anticipate barriers to communication and take action to limit their impact.
- Maintain effective communication within the service environment, including other team members and external stakeholders.
- Understand and apply legal issues that support the identification of vulnerable and abused children and adults and be aware of local guidance for the management of vulnerable people.
- Manage patients with chronic disease or complex problems, and palliative/terminal care needs.
- Screen patients for disease risk factors and early signs of illness.
- Develop care plans for health in consultation with patients and in line with latest clinical evidence, local and national protocols.
- Provide clinical counselling and health education.
- Actively support the attainment of QOF and IIF targets, as well as any locally agreed KPIs or service targets.
- Prescribe in accordance with the NHS Somerset prescribing formulary whenever this is clinically appropriate.
- Admit or discharge patients to and from caseload and refer them to other care providers internally or externally as appropriate.
- Comply with relevant Service policy/guidelines, e.g., Child Protection, confidentiality issues etc.
- Be committed to lifelong learning, audit and evidence based best practice, supported by designated CPD internal and external sessions.
- Attend GPAUS Service meetings. Where meetings are regularly held outside of working hours, time to attend meetings with either be paid as additional hours or may be taken as time in lieu.
- Attend external meetings where relevant, including Clinical Forum meetings organised by Symphony Healthcare Services.
- Act as a consultant and supervisor to, and monitor consultations carried out by, other members of the MDT (e.g., ANPs, ECPs, PAs, Pharmacists); check notes and discuss

with staff any areas of concern and be available at all times (when at work) to support the MDT workforce.

- Work with the Clinical Director and Clinical Lead to support provision of training, education and supervision sessions for other staff and trainees.
- Provide support and where appropriate, leadership of clinical research and audit programmes, supporting service quality improvement.

## **EDUCATIONAL AND SERVICE DEVELOPMENT**

- Be a reflective, self-critical learner, exploring opportunities for personal and professional development in alignment with the GMC *Duties of a Doctor*
- The Clinical Director +/- Clinical Lead for the GPUAS Service will set a number of objectives in consultation with the post holder which should be achieved over the following 12 months, with a review at the end of this period. These will be set within the context of the annual appraisal process. Appraisals are a professional process of constructive dialogue, in which the doctor being appraised has a formal structured opportunity to reflect on his/her work and to consider how his/her effectiveness might be improved.
- The GP is expected to maintain their own education at the level required to provide professional medical services within the SDUC setting of the GPUAS Service.
- The GP is expected to stay up to date with mandatory aspects of training.
- The GP is expected to make themselves aware of relevant professional guidelines and follow those guidelines in practice and ensure that they are aware of updates to professional guidelines.
- Actively promote the workplace as a learning environment, encouraging everyone to learn from each other and from external good practice.
- The GP will be expected to maintain appropriate professional indemnity cover at all times.
- The GP will participate in a programme of clinical audit. This programme will be coordinated by the Clinical Director / Lead.

## **TERMS AND CONDITIONS OF SERVICE**

The post holder will be offered a Flexible contract of employment with Symphony Healthcare Services.

Salary is dependent on the skills, knowledge and experience of the post holder.

There is also an attractive and comprehensive benefits package, including support for professional development, relocation expenses, full NHS Pension, and a range of other benefits.

Roles can either be based wholly within the GPUAS Service or can be developed as portfolio roles incorporating more traditional General Practice or other specialities. There are potential opportunities for extended roles in clinical research, leadership, training and education, for those with appropriate aptitude and / or experience.

## PERSON SPECIFICATION

	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• A medical practitioner whose name is included in the General Practitioner Register under article 10 of the General and Specialist Medical Practice Order 2003</li> <li>• Not subject to suspension under section 41A of the Medical Act 1983</li> <li>• Qualified General Practitioner (completed certificate of Completion of Training CCT)</li> <li>• Currently on a performers list and not suspended from that list or from the medical register</li> <li>• Accredited as a member of the Royal College of General Practitioners (MRCGP)</li> <li>• MBChB or equivalent medical degree</li> <li>• Up-to-date Basic Life Support (BLS) certificate</li> </ul>	<ul style="list-style-type: none"> <li>• PGCert / MSc or higher-level qualification in Urgent &amp; Emergency Care</li> <li>• Intermediate (ILS) or Advanced Life Support (ALS) certification</li> <li>• GP Trainer Qualification</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• In practice as a General Medical Practitioner / locum practitioner</li> <li>• Commitment to and experience of working as part of a multi-disciplinary team with variation in skills and background knowledge</li> <li>• Experience of working to achieve standards within the Quality and Outcome Framework (QOF) and Impact &amp; Investment Fund (IIF)</li> <li>• Experience of working in primary care in an area with significant health problems</li> <li>• Development of areas of clinical expertise</li> <li>• Awareness and understanding of the specific pressures and common clinical presentations within the setting of same day urgent care (SDUC)</li> <li>• Experience of prescribing within evidence-based guidelines</li> <li>• Experience of audit and improving care for patients</li> </ul>	<ul style="list-style-type: none"> <li>• Recent experience working within the same day urgent or emergency care setting</li> <li>• Experience of leading a clinical MDT</li> <li>• Involvement with clinical research</li> <li>• Experience of teaching, mentoring or professional training</li> </ul>
<b>Personal skills and Qualities</b>	<ul style="list-style-type: none"> <li>• Commitment to ongoing personal and professional development</li> <li>• Commitment to education and training</li> <li>• Ability to support and mentor healthcare trainees and other allied Health Professionals</li> </ul>	<ul style="list-style-type: none"> <li>• Competent user of EMIS Web and AccuRX medical software packages</li> </ul>

	<ul style="list-style-type: none"> <li>• Ability to communicate clearly and effectively in English, both written and verbally, including the breaking of bad news</li> <li>• Strong interpersonal skills</li> <li>• Strong team player</li> <li>• Good organisational skills and ability to work on own initiative</li> <li>• Excellent record keeping skills</li> <li>• Time management skills</li> <li>• Problem solving ability</li> <li>• Good IT skills as relevant to General Practice</li> <li>• Committed to quality and patient satisfaction</li> <li>• Committed to equal opportunities</li> <li>• Committed to working as part of a supportive multi-disciplinary, multi-agency team</li> <li>• Ability to work under pressure in an environment with varying clinical presentations and acutely unwell patients of all ages</li> <li>• Specific practical skills related to urgent care setting, to include:             <ul style="list-style-type: none"> <li>○ Assessment and basic resuscitation of unstable patient</li> <li>○ Venesection / phlebotomy and intravenous cannulation</li> <li>○ Interpretation and utilisation of blood results to inform clinical management</li> <li>○ Sampling and interpretation of blood gases</li> <li>○ Interpretation of ECGs</li> <li>○ Basic interpretation of medical imaging (chest and abdominal x-ray)</li> <li>○ Urethral catheterisation</li> <li>○ Minor surgical procedures (e.g., lancing abscess)</li> </ul> </li> <li>• Ability to prescribe effectively, in accordance with local and national guidelines</li> </ul>	<ul style="list-style-type: none"> <li>• Strong leadership skills</li> <li>• Advanced resuscitation skills</li> <li>• Gynaecological examination, emergency contraception / fitting of intrauterine coils</li> <li>• Advanced near-patient imaging e.g., ultrasound scanning</li> <li>• Confident in interpretation of range of medical imaging</li> <li>• Teaching &amp; presentation skills</li> </ul>
<b>Knowledge and Understanding</b>	<ul style="list-style-type: none"> <li>• Broad knowledge of evidence-based clinical care, across adult and paediatric specialities, including common presentations within the SDUC setting and management of chronic disease</li> <li>• Understanding of the specific challenges when managing patients with complex needs</li> </ul>	<ul style="list-style-type: none"> <li>• Completion of advanced training in urgent and emergency medical care</li> </ul>

	<ul style="list-style-type: none"><li>• Knowledge of the demographic characteristics that affect health and healthcare within the area and how these impact the wider public health agenda</li><li>• Knowledge of legal responsibilities and mechanisms that support the identification of vulnerable and abused children and adults</li><li>• Awareness and understanding of current NHS policies</li><li>• Understanding of the current issues and challenges facing acute and emergency services and primary care</li></ul>	
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