

**Unity
Health**

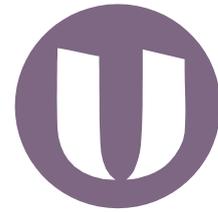
GP PARTNER OR SALARIED GP APPLICATION PACK

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**Unity
Health**

**GP PARTNER
OR
SALARIED GP REQUIRED
Student and family health GP Practice
YORK
Up to 8 sessions per week
Option for term time only**

We're looking for a committed, enthusiastic Salaried GP to join our innovative multi-disciplinary team based in York's newest purpose-built primary care facility.

As the successful candidate, you will be a key part of our three Partner practice and will work alongside a growing team that includes 1 Managing Partner, 2 GP Partners, 5 salaried GP's, 6 Practice Nurses, 3 HCA's, phlebotomist, 2 pharmacists and mental health practitioner.

You will be responsible for delivering healthcare to people who live and work in York, as well as staff and students at the University of York.

Unity Health operates two surgeries to the South and East of York, close to excellent local amenities. We are a consistently high QOF achiever, a supportive member of the Vale of York CCG and an active member of the Student Health Association (SHA).

Further information www.unityhealth.info

Please send CV and covering letter to Louise Johnston, Managing Partner on email lou.johnston@nhs.net

Informal visits welcomed

Closing date

13th January 2020

Interviews

22nd January 2019

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December 2019

Dear Applicant

Thank you for your interest in our vacancy for a GP Partner or salaried GP.

Please find enclosed a Practice profile and job description, which we hope give you an insight into our work in the beautiful cathedral city of York. If, after reading these documents, you would like to apply for this vacancy, you should submit a covering letter and curriculum vitae by 5pm, 13th January 2020. Unfortunately we will be unable to consider any late applications.

Your covering letter should describe how you meet the criteria of the job description and why you are applying for this post. You should also include details of your current salary and the period of notice that you are required to give to your current employer.

Applications should be returned by email [to lou.johnston@nhs.net](mailto:lou.johnston@nhs.net) before the closing date. Please address your application to Mrs Louise Johnston, Managing Partner.

We will contact all applicants shortlisted by email. If you have not heard from us by 31st January 2020 then please assume that you have not been shortlisted for interview on this occasion.

If you would like further information about this post, or to arrange an informal visit, then please email Louise Johnston at the address above.

I would like to thank you again for your interest and look forward to receiving your completed application.



Louise Johnston
Managing Partner



Unity Health

ABOUT US

Unity Health is a York-based GMS Practice, serving more than 18,000 patients. It has a long history of family medicine dating back over 60 years. It also has over 30 years' experience in student health, providing healthcare to the University of York.

The Practice, part of the Vale of York CCG which serves a population of around 350,000, has recently (March 2018) opened a large purpose-built surgery in an easy-to-access location on the outskirts of the city.

Clinicians benefit from the wide range of conditions presented by a variety of patients coming into the Practice. It is recognised as a good learning ground for professionals wishing to progress.

60% of patients are between 16-24 years of age, with a high international student population from the University of York. Other patients include families and elderly people who present different challenges in terms of family health and long-term conditions.

PRACTICE ETHOS

The Practice is stable, led by a strong Partnership supported by a loyal team of staff. We offer a full range of services, with the provision of high quality care and enhanced patient experience being at the heart focus of our Practice Development Plan.

In the 2019 national GP Survey 97% of patients felt they were involved in decision about their care and treatment. Our 2019 Patient Survey found 94% were satisfied with the care they received from our nurse team and 74% with the service from their GP, above Vale of York CCG and National averages.

In July 2019 the Practice retained its' Good rating from the CQC.



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JOB DESCRIPTION

SALARIED GP

Sessions: up to 8 Sessions

Overview

The post-holder will 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 rota, as agreed, the post-holder will make themselves available to undertake a variety of duties, including face to face, telephone, video and e-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 healthcare 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 the 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.
- 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, information governance, safeguarding, 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.



Unity Health

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 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 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-judgemental 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.
- Work effectively with individuals in other agencies to meet patients' 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 audit where appropriate.

Person Specification – Salaried GP			
	Essential	Desirable	Evidence
Qualifications & Training	<ul style="list-style-type: none"> Fully qualified GP with GMC registration Annual appraisal and revalidation (when appropriate) General practice (Vocational Training Scheme) trained On a PCT medical performers list UK driving licence UK work permit (if required) Medical defence union cover 	<ul style="list-style-type: none"> Evidence of continued professional development MRCGP Enhanced CRB check Current CPR certificate 	<ul style="list-style-type: none"> Application Reference Interview Certification
Experience & Skills	<ul style="list-style-type: none"> Chronic disease management Primary prevention & screening services Clinical Governance Delivery of QoF targets Self-audit and reflection Organised and efficient in record keeping and completion of paperwork Time management – being able to prioritise 	<ul style="list-style-type: none"> Experience of working EmisWeb clinical software systems Adaptability to change Service Development 	<ul style="list-style-type: none"> Application form Interview

	<p>work and work under pressure</p> <ul style="list-style-type: none"> • Computer literacy 		
Aptitude & Abilities	<ul style="list-style-type: none"> • Willingness to share and collaborate across entire primary health team • Ability to develop and maintain effective working relationships with mutli disciplinary teams • Ability to work flexibly • Ability to recognise own limitations and act upon them appropriately • Willingness to learn new skills and to problem solve on a daily basis • An understanding, acceptance and adherence to the need for strict confidentiality 	<ul style="list-style-type: none"> • Ability to input to strategic and Practice development requirements • Desire to develop specialist skills • Ability to challenge traditional models of working and to suggest improvements for change in a positive and inclusive manner 	<ul style="list-style-type: none"> • Application • Interview
Motivation	<ul style="list-style-type: none"> • Commitment to primary prevention and health improvement • Addressing health inequalities • Patient empowerment • Patient advocate • Excellent communicator 		<ul style="list-style-type: none"> • Interview