



**Unity  
Health**

# **SALARIED GP APPLICATION PACK**

## **CONTENTS**

- **Copy of Advertisement**
- **Letter to Applicants**
- **Practice Profile**
- **Job Description**

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# Unity Health

## **SALARIED GP REQUIRED** **Student and family health GP Practice**

### **YORK**

## **Up to 8 sessions per week** **Permanent & 12 month** **Maternity Cover Contracts**

We're looking for a committed, enthusiastic person 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 two Partner practice and will work alongside a growing team that includes 9 GPs, 1 nurse practitioners, 4 practice nurses, 2 HCAs, 1 Trainee ACP, 1 Trainee Nursing Associate and a Phlebotomist.

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 and in return we will offer you NHS Pension Scheme membership, Childcare, Cycle to Work and eyecare voucher schemes and 25 days annual leave plus Bank Holidays.

Unity Health is proud of a CQC 'Good' rating.

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

*Further information [www.unityhealth.info](http://www.unityhealth.info)*

Please submit an application form and covering letter to Lou Johnston, Managing Partner, on email [admin.unityhealth@nhs.net](mailto:admin.unityhealth@nhs.net)

Informal visits	04.08.21, 11.08.21, 18.08.21 1pm - 2pm
Closing date	27.08.21
Interviews	01.09.21





# Unity Health

Dear Applicant

Thank you for your interest in our vacancy for a Salaried GP.

Please find enclosed a Practice profile and job description, which we hope gives 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 application form by 27.08.21. 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 admin.unityhealth@nhs.net](mailto:admin.unityhealth@nhs.net) by post or hand to our Kimberlow Hill Surgery, Kimberlow Rise, York YO10 5LA before the closing date.*

**Please address your application to Lou Johnston, Managing Partner.**

We will contact all applicants shortlisted by email. If you have not heard from us by 03.09.21 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 Lou 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



## 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.



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

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



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- Patient advocate
- Excellent communicator