

JOB PROFILE

Job details	
Job Title:	Primary Care Hub Practitioner – GP
Salary:	£236.39 - £284.04 per session (depending on hub requirements)
Hours:	Flexible hours or as part of a portfolio role based on your current availability Portfolio role in addition to current agreed hours
Contract:	Zero hours contract
Department:	Primary Care
Managerial Accountable to:	Primary Care Programme Manager
Location:	Various Hub locations throughout Cornwall

Job Summary	
Practitioner led Primary Care Hubs are being stood up throughout locations across Cornwall to provide additional capacity for on the day demand. This enables General Practice to improve continuity of care for their registered patients. As a practitioner working in the Primary Care Hub you will see, treat and advise patients seeking on the day support for minor illness presentations, who have been booked into the Hub by their GP practices. You will see age ranges from 2 years up wards who have been signposted by their practice against a referral criteria suitable to be seen at a Primary Care Hub. You must be registered General Practitioner with post graduate qualifications, or suitable equivalent experience relevant to the position. You must act within your professional boundaries, providing care for the presenting patient, working within your competencies. This will involve history taking, clinical assessment, diagnosis, treatment and evaluation of their care. You will demonstrate safe, clinical decision-making and expert care for patients within the Primary Care Hub. Working collaboratively with the local multi-disciplinary general practice and community teams where necessary to meet the needs of patients, abiding by local policy and procedures.	
Education & Qualifications	Essential / Desirable
Registration with the General Medical Council both on the main register and on the General Medical Council (GMC) GP Register without Restrictions	Essential
Minor Illness course or equivalent experience in the assessments and management of a wide array of minor illness presentations within your employment history	Essential
Clinical Assessment Level 7 or equivalent experience in undertaking whole system physical assessment	Essential
Experience in General Practice or a role with minor illness exposure (3 Years minimum)	Essential
Primary duties and responsibilities	
Key Duties and Responsibilities: Clinical Care	

- Act as an expert practitioner, demonstrating clinical competence and a sound knowledge base.
- Utilise the medical model of history taking to identify diagnoses and differential diagnoses for patients presenting with unspecified presentations.
- Undertake systems based physical assessment of patients in order to diagnose and manage conditions autonomously.
- Undertake appropriate assessment, diagnosis, treatment or referral of patients booked into the minor illness clinic initiating any treatment as required and ensuring robust safety netting conversations are undertaken with each patient (or the patients carer).
- Make direct referrals to primary, secondary and social services within locally agreed pathways, guidance and protocols where appropriate.
- Ensure that patients receive high quality clinical care, delivered in a timely manner.
- Ensure complete and accurate documentation of each and every patient contact.
- Work as an independent practitioner, in order to ensure patient's needs are met.
- Ensure that professional standards are maintained and within the guidance of the Department of Health and professional accountable bodies.
- Maintain clear and accurate communication with patients own practice regarding onward care.

Professional

- Adhere to own professional body requirements and always work within the scope of professional practice.
- Ensure that professional practice adheres to organisational policies, procedures and guidelines.
- Maintain a professional manner and act as a role model for others.
- Maintain confidentiality with regard to information pertaining to patients and staff.
- Ensure that the service interfaces with other partner organisations where necessary in a professional and productive manner.

Communication

- Communicate effectively with patients and families regarding complex information about their care.
- Taking a Health Coaching approach provide advice and information to patients, carers and their families where appropriate.
- Communicate effectively and work collaboratively with medical, nursing and allied health professionals, to ensure delivery of a co-ordinated service.
- Ensure accurate documentation and record keeping, in line with local policies and own professional body guidelines.
- Promote and demonstrate effective communication networks within the organisation, with partner organisations and other service providers.

Clinical Governance and Freedom to act

- Work autonomously making complex clinical decisions with limited supervision within local and national policies, being responsible for how these policies are interpreted.
- Adhere to Primary Care Hub, operating procedures and guidelines.

Service Improvement

- Contribute to quality improvement within the service through the identification and initiation of changes, which lead to better evidence-based practice and improved standards of care.
- Participate in clinical audit, identifying areas of best practice and areas for improvement.
- Contribute to the setting and monitoring of standards of care.
- Help develop the services available to the urgent care population to reflect identified needs.
- When in a senior position act as a mentor /supervisor of staff as appropriate.

Educational/Personal Development

- Contribute to the development and maintenance of an excellent learning environment.
- Adhere to professional registration requirements.
- Participate in defining your own developmental plan to maintain and develop own clinical skills and ensure own professional development.
- Ensure completion of all statutory and mandatory training.

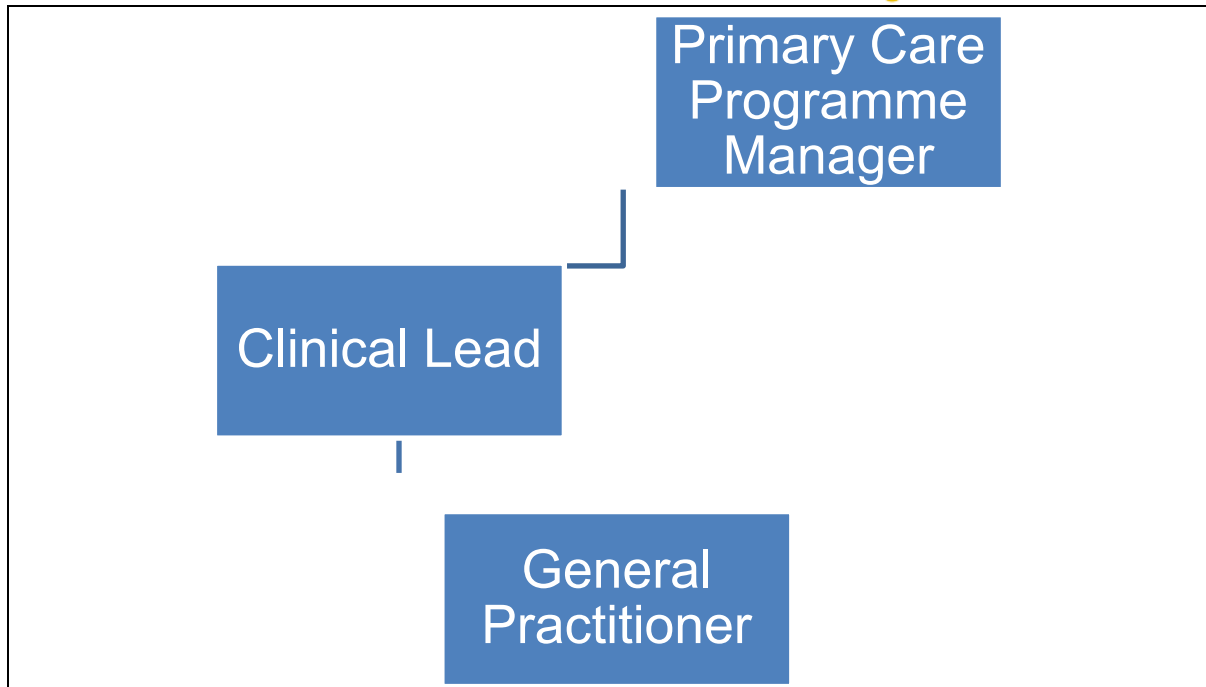
General

- Demonstrate commitment to flexible working patterns, to meet the needs of the service and staff
- Actively contribute to the Organisation's values and behaviours ensuring that relevant processes are open and transparent and encourage the confidence of staff, patients, partner organisations, the public and other agencies.
- Promote a positive organisational image.
- Promote own personal and others health, safety, and security, taking the appropriate action to report risk in accordance with policy.
- Ensure that equipment and resources are managed effectively to reduce waste and promote cost efficiency.
- Ensure the safe keeping and maintenance of equipment in accordance with policy, reporting defect or loss.
- Maintain personal development to meet the changing demands of the job, participate in an annual appraisal and appropriate training activities.
- Ensure compliance with all Kernow Health CIC statutory and mandatory training requirements, policies and protocols.

You will be expected to carry out any other duties that may reasonably be required in line with your main duties, as directed by your line manager.

Job Competency Framework Requirements	
KHCIC Behaviours	Level Required
KHCIC Values	One Level Only
Achieving Results	Level 1
Driving Improvements	Level 1
Working with Colleagues	Level 1
Supporting Colleagues	One Level Only

Working with Stakeholders	Level 1
Use of Information Technology (N365 software)	Level 1
Use of Information Technology (specialist software)	Level 2a
Managing Self	Level 2
Patient Care and Clinical Competencies	Level Required
Clinical Areas worked	Level 3
Triage Competency	Level 3
Medicine Management	Level 4
Emergency Situations	Level 3
Clinical Assessment and Decision Making	Level 1
Clinical Care and Patient Management	Level 1
Clinical Management Minor Injuries	One Level Only
Clinical Procedures	One Level Only
Clinical Education	N/A
Clinical Research	N/A
Clinical Leadership	Level 1
Management Behaviours	Level Required
Managing People and Performance	Level 1
Supporting and Developing self and others	Level 1
Managing Resources and Delivery	Level 1
Managing and Demonstrating processes	Level 1
Inter-agency Management operations	Level 1
Escalation Management Framework	Level 1
Leadership Behaviours	Level Required
Sound Judgement	Level 1
Thinking ahead	Level 1
Inclusive Leadership	Level 1
Managing own emotions	Level 1
Statutory Requirements and Responsibilities	Level Required
Driving	N/A
Safeguarding	Level 2
Reporting of Adverse Incidents	Level 2
Health & Safety Environment	Level 2
Smoking and Vaping	One Level Only
Equality, Diversity & Inclusion	Level 2
Confidentiality	One Level Only
Organisational Chart	
Where my role fits within the organisation	



The attached job description has been agreed by the post holder(s), where appropriate, as an accurate reflection of the roles and responsibilities of the post.

Postholder Name:	
Postholder Signature:	
Date:	

The attached job description has been agreed by the line manager.

Line Manager's Name:	
Line Manager's Signature:	
Date:	