

<b>Job Title</b>	General Practitioner		
<b>Department</b>	Health and Social Services	<b>Section</b>	Primary Care
<b>Reports to</b>	Chief Medical Officer		
<b>Salary</b>	Fixed rate - £125,000 p.a.	<b>Job Code</b>	TBC
<b>Purpose of the Role</b>			
<p>To provide general practitioner services to the Falkland Islands' resident population and visitors within the Primary Care Department of the King Edward VII Memorial Hospital. With a particular focus on improving systems and outcomes for chronic disease management, the post-holder will use up-to-date and evidence-based medical practices to ensure that the resources available in a remote location are efficiently used to promote the best possible patient outcomes.</p>			
<b>Main Accountabilities</b>			
<p><b>Key Clinical Responsibilities</b></p> <ul style="list-style-type: none"> <li>❖ Provide full general practice care to the population following recognised evidenced based medicine frameworks, (such as the UK's National Institute for Clinical Excellence (NICE) &amp; the Scottish Intercollegiate Guidelines Network (SIGN) guidelines) etc and follow in-house prescribing guidelines and referral practices.</li> <li>❖ In conjunction with the wider health and social care team, monitor, maintain and promote the health of the population, undertaking chronic disease management clinics and auditing of healthcare targets.</li> <li>❖ Working with the multi-disciplinary team and in liaison with the Chief Medical Officer, ensure that systems, policies and protocols for chronic disease management are reviewed and refined.</li> <li>❖ Provide urgent and emergency GP clinic reviews to visiting foreign nationals (mostly fishermen), tourists, military personnel and their dependents, treating medical problems ranging from minor to severe in the general practice setting.</li> <li>❖ Examine patients to certify fitness for work, insurances, immigration, pension purposes etc.</li> <li>❖ Keep patients (and/or their carers if appropriate), informed about their condition and involve them in decision making about their treatment.</li> <li>❖ Keep accurate, legible contemporaneous and complete records of all consultations within the patient's medical records in accordance with good professional practice and the requirements of the FIG health service.</li> <li>❖ Carry out a range of work related administrative tasks, as well as preparing letters and reports as required.</li> <li>❖ Contribute to the development of medical and hospital practice by participating in continuing professional development, teaching, encouraging learning and promoting good practice.</li> <li>❖ Participate in clinical governance activities including clinical audit, quality improvement processes, clinical risk management and delivery/development of evidence-based practice.</li> </ul>			

<b>Job Title</b>	General Practitioner
<b>Main Accountabilities continued</b>	
<p><b>Key Clinical Responsibilities continued</b></p> <ul style="list-style-type: none"> <li>❖ Participate in the planning, development and evaluation of service improvements.</li> <li>❖ Deputise for absent colleagues as necessary.</li> <li>❖ Maintain professional standards and obligations as set out from time to time by the UK's General Medical Council, (GMC), (or other FIG recognised registering body) and comply in particular with the GMC's guidance on 'Good Medical Practice' as amended or substituted from time to time.</li> </ul> <p><b>General Responsibilities</b></p> <ul style="list-style-type: none"> <li>❖ Adherence to, and compliance with, all relevant Practice policies/guidelines/procedures, e.g. prescribing, child protection, health and safety, confidentiality etc.</li> <li>❖ Adherence to, and compliance with FIG and DHSS IT and data management policies and procedures, including contributing to the housekeeping and accurate updating of computer-based patient records.</li> <li>❖ Effectively manage own time, workload and resources and 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.</li> <li>❖ Ensure continuing membership of a medical defence organisation and maintenance of registration with the UK's GMC, (or FIG recognised equivalent body).</li> </ul> <p><b>The job description is not an exclusive or exhaustive definition of your duties. You shall undertake such additional or other duties as may reasonably be required by FIG commensurate with your role and grade.</b></p>	
<b>Additional Information:</b>	
<p>The FIG Health and Social Services Department provides comprehensive primary, secondary and community services to a resident population of about 3,700 persons, plus short-term residents and visitors. The KEMH provides all secondary care to the military base at Mount Pleasant (35 miles away).</p> <p>All healthcare is based in a 24-bed GP-led hospital in the Islands' capital, Stanley. There is a permanent surgical team comprising of an anaesthetist and general surgeon as well as theatre practitioners. The service is supported by a wide range of allied health professionals and a Social Services Department.</p> <p>Our population is diverse in origin, with the largest component being of British ancestry. Our health service follows UK practices and standards of care (e.g. NICE/SIGN/NHS), modified to meet local needs and circumstances. Preference will be given to the UK's GMC registered GPs who are familiar with working to UK best practices owing to the integration of the Islands' health system with the NHS. GPs with remote and rural experience from other similar healthcare systems internationally will also be considered.</p> <p>This post is for a full-time GP position working 10 sessions a week, 7 of which are clinical and 3 are administrative. There is no on-call requirement for this role. Professional indemnity insurance is provided.</p> <p>To ensure that professional development requirements for appraisal and revalidation by the UK's GMC, (or other equivalent professional body recognised by FIG for this purpose), FIG provides study leave of up to two weeks per annum. The Director of Health and Social Services may approve additional periods of overseas study leave subject to operational requirements necessitating this.</p>	

## **Criminal Records Checks (this post is regarded as sensitive)**

All applicants for Government posts will be asked to disclose convictions upon application. Criminal records will only be considered for recruitment purposes when the conviction record is relevant. Having an 'unspent' conviction will not necessarily bar a candidate from employment. This will depend on the circumstances and background to the offence(s).

Any information given will be completely treated as confidential and will be considered only in relation to the post to which the application refers.

Failure by a candidate to reveal information that is directly relevant to the post applied for could lead to the withdrawal of an offer of employment.

Person Specification	General Practitioner		
Criteria	Essential	Desirable	Assessment Method
<b>Education and Qualifications</b>			
Registered and licensed to practice as a GP with the UK's GMC, (or with another professional body recognised by FIG as an equivalent).	✓		A/I
Certificate of Completion of Training (CCT) in General Practice/Certificate Confirming Eligibility for General Practice Registration (CEGPR), or equivalent recognised by FIG for this purpose.	✓		A/I
Full valid driving licence.	✓		A
Relevant postgraduate qualifications (e.g. MRCP, DRCOG, MRCP) and/or other relevant diplomas.		✓	A/I
Relevant further training (e.g. ALS/ATLS or special interest).		✓	A/I
<b>Knowledge, Skills &amp; Experience</b>			
5 years' recent experience working as a General Practitioner, preferably within the UK's NHS, (or in a public healthcare system recognised by FIG to be an equivalent).	✓		A/I
Familiarity with up-to-date, evidence-based treatment pathways for chronic disease management, with a focus on improving patient outcomes.	✓		A/I
Ability to reflect on, review and improve GP services and ensure up-to-date clinical practices are observed, using audit and performance metrics where necessary.	✓		A/I/R
Experience of working effectively in a multi-disciplinary team.	✓		A/I/R
Proficient in use of standard IT software i.e. word processing, databases.	✓		A/I
Proficient in the use of GP clinical electronic patient record systems to enter and retrieve data.	✓		A/I/R
Excellent interpersonal skills including the ability to appropriately constructively challenge as part of an open culture of improvement.			
Excellent organisational and time management skills.	✓		A/I/R
Excellent communication skills, both verbal and written and the ability to effectively prepare and present reports and case studies.	✓		A/I/R
Excellent problem-solving abilities, with the ability to devise bespoke solutions, which may be required in a remote environment.	✓		A/I/R
Ability to identify and effectively manage clinical risk.	✓		I
Experience of remote and rural medical practice.		✓	A/I/R
Evidence of having worked in high pressure situations.		✓	A/I

Person Specification	General Practitioner		
Criteria	Essential	Desirable	Assessment Method
<b>Personal Attributes</b>			
Strong, reliable team player and supportive of colleagues.	✓		I/R
Adaptable approach, with a friendly, co-operative attitude.	✓		I/R
Capacity to be decisive and assertive, yet sensitive and sympathetic to the needs and abilities of others.	✓		I/R
Ability to maintain absolute confidentiality in the context of a small community at all times.	✓		I/R
Respect for, and understanding of, other professional groups.	✓		I/R
Calm under pressure and when working to competing demands.	✓		I/R
Perceptive and supportive.	✓		I/R
Ability to rapidly analyse the needs of others and react accordingly.	✓		I/R
Possesses resourcefulness, stamina, positive motivation and perseverance.	✓		I/R
Aligns with FIGs Core Values – Diverse, Professional, Resilient & Resourceful.	✓		I/R
<b>Note to Applicants: Please ensure that you demonstrate your ability to meet the requirements of the job in your application form by giving clear, concise examples of how you meet each criterion.</b>			

**Method of Assessment:** A – Application Form I – Selection Interview R – Reference