



Waterside PCN

The Waterside Primary Care Network

(The Red & Green Practice, Forestside Medical Practice & Waterfront & Solent Surgery)

Proud to be
NHS

Salaried GP Job Description

Job Title: Salaried GP

Location: The Waterside Primary Care Network

Contract: 2 year Fixed Term Contract

Salary: Up to £80,000 depending on experience

Hours: Full and part time sessions available

Start Date: As soon as possible

Job Overview:

There has never been a more exciting time to work in primary care, and The Waterside Primary Care Network (PCN) is expanding its Clinical Team.

We are seeking to recruit a positive, caring, and self-motivated individual to take on the new and exciting role of Lead GP for our new 'Proactive Care Team'. This new team creates a dedicated multidisciplinary team, allowing us to deliver standardised, high-quality care for care home residents, thereby reducing inefficiencies and enhancing proactive healthcare services. This approach aligns with our vision of proactive, patient-centred care.

The Waterside PCN are looking for an enthusiastic GP to join our team on a fixed term basis of 2 years. The role will be part of the GP Resilience Scheme (Enhanced Service) and may have the potential to be extended beyond 2 years however this is subject to NHS funding and guidance.

This role would suit a relatively newly qualified GP, typically having qualified within 2 years and with an interest in setting up a new team of Clinicians in support of our housebound patients, with support and mentorship from an existing and experienced GP Partner from within our PCN practices.

The role will be based across several sites: our local care homes across the Waterside area, our three Practices within the PCN and in our Urgent Care Centre at Hythe Hospital.

We are flexible with the number of sessions and would welcome all applications.

About the Waterside Primary Care Network

The Waterside PCN is hugely successful in providing proactive and coordinated care to 43,000 patients and we would love for you to be a part of that! We have a strong focus on health promotion and personalised care, supporting people to make informed decisions about their health and social care.

We are a dynamic, friendly, and supportive PCN with significant experience in training healthcare professionals and offering new models of care utilising a diverse skill mix of professionals. We also have some fun along the way and are confident that if you join us, you will be warmly welcomed and soon feel a firm part of our amazing team!



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Main Responsibilities:

Clinical Duties:

- Being the GP Clinical Lead for a multidisciplinary Proactive Care Team consisting of a GP (this role), Pharmacist or Pharmacy Technician, District Nurse and Paramedic.
- Responsible for overseeing medical decision-making, conducting regular health assessments and managing complex care home/housebound patients.
- Provide face to face and telephone consultations for care home and housebound patients.
- Conduct patient home visits either in care home settings or individual personal homes.
- Manage patient care including investigating and reviewing results, developing care plans, and making the necessary referrals.
- Issue and sign repeat prescriptions, adhering to national and local guidelines.
- Administer and manage care home and housebound patient queries, test results, referral letters and any other duties as required in a timely manner.
- Make clear consultation notes and records using EMIS.
- Ensure safe, evidence based and cost-effective care in line with Practice disease management protocols and NICE guidelines.
- Independently prescribe medications within your scope of practice.
- Review and manage care home and housebound patient medications following the appropriate policies and local clinical guidelines.
- Actively lead MDT and care conference meetings as required.
- Be prepared to be flexible and to provide cover as required in our Urgent Care Centre or for our reactive home visiting team as demand requires, e.g. in response to increased winter pressures.

Health Promotion and Patient Support:

- Regularly screen for lifestyle factors and support patients in adopting health promotion strategies and self-care principles.
- Contribute to the delivery of anticipatory care plans.

Professional Development:

- Maintain awareness of clinical practice developments.
- Attend PCN wide meetings and clinical meetings.
- Participate in performance reviews and take responsibility for your personal development.
- Engage in mandatory training and attend courses as required.

Team Collaboration:

- Provide clinical support and guidance to both clinical and administrative staff to maintain the highest care standards.
- Collaborate with health and social care providers to deliver an integrated, safe service.

Risk Management and Compliance:

- Adhere to all practice policies and procedures, including those related to prescribing, confidentiality, and data protection.
- Apply infection control measures and manage risks in compliance with local and national guidelines.



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- Contribute to clinical governance through audits, peer reviews, and significant event analysis.

Patient Safety and Confidentiality:

- Ensure patient and carer confidentiality, in line with practice policies.
- Manage patient data securely, only disclosing it to authorised persons.

Required Skills and Qualifications:

- Must be fully registered with the General Medical Council.
- Clinical Systems Knowledge: Experience with EMIS.
- Communication Skills: Excellent written and verbal communication skills with the ability to make confident decisions.
- Professional Conduct: Ability to work within professional codes of conduct, ensuring safe and effective patient care.
- Organisational Skills: Ability to manage time, workload, and patient-related administration efficiently.
- Team Player: Willingness to work across multiple practices and collaborate with other multidisciplinary teams.

Personal/Professional Development:

The post-holder will participate in any training programme implemented by the PCN as part of this employment, such training may include:

- Keeping abreast of national and local guidance.
- Participation in an individual performance review, including taking responsibility for maintaining a record of own personal and/or professional development.

Quality and Governance:

The post-holder will strive to maintain quality within PCN 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.
- Work effectively with individuals in other agencies.
- Effectively manage own time, workload, and resources.

Confidentiality:

- While 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 carer's, staff, and other healthcare workers. All such information from any source is to be regarded as strictly confidential.
- Information relating to patients, carers, colleagues, other healthcare workers may only be divulged to authorised persons in accordance with Practice policies and procedures relating to confidentiality and the protection of personal and sensitive data.



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Health & Safety:

The post-holder will assist in promoting and maintaining their own and others' health, safety and security as defined in the PCN Health & Safety Policy, to include:

- 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

Safeguarding:

The post-holder will assist in promoting and protecting against any safeguarding concerns relating to patients, to include:

- To recognise and report to the appropriate authorities any concerns regarding Vulnerable Adult issues to include social care and mental health.
- All staff must comply with mandatory training requirements and ensure that adult safeguarding is embedded as an essential part of their daily practice.
- Postholder to understand duties in relation to the Mental Capacity Act.

Equality and Diversity:

The post-holder will support the equality, diversity and rights of 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 the PCN 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-judgmental and respects their circumstances, feelings priorities and rights.

The above is not an exhaustive list of duties and you will be expected to perform tasks as necessitated by your changing role within, and the overall objectives of, the organisation agenda. Discussions on any major changes will be held with the postholder.

Additional Information:

- Confidentiality: Strict adherence to patient and practice confidentiality policies.
- Health and Safety: Commitment to maintaining a safe working environment for staff and patients.
- Flexibility: Ability to work flexibly across local care homes, individual homes and PCN sites.

How to Apply:

Please submit your applications through NHS jobs outlining your suitability for the role.

We reserve the right to close the role early if we receive sufficient applications.

If you would like to discuss the role further, please contact the PCN's GP Clinical Lead and Chief Information Officer Simon Sherwin via email on simon.sherwin@nhs.net or Clinical Director Jessica Pickford, via email on jessica.pickford@nhs.net



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General

You will be required to have access to independent means of transport for work purposes to travel between Care Homes, individual residences and our three Practices

The Waterside PCN is committed to creating a diverse and inclusive environment. We welcome applicants from diverse backgrounds, including race, disability, age, sex, gender identity, sexual orientation, religion and belief, marriage and civil partnership, pregnancy and maternity, and caring responsibility.

Closing Date: 30 January 2026.