Join a Supportive & Innovative Thinking Practice in the Heart of the Forest of Dean!

Voted the top place to live in June 2025 taking into account factors such as property prices, crime rates, education outcomes and NHS waiting times.

**We warmly welcome informal visits so you can experience our team dynamic and work culture firsthand.** Apply early—applications may close once we find the right candidate!

**Why join us?**

* **Flexible working options** - Up to 6 clinical sessions per week with the choice of 10 or 15 minute consultations.
* **Support for Newly Qualified GPs -** Induction, mentorship, and funding for the **Newly Qualified GP Fellowship Scheme**. The **SPARK programme** is supported and encouraged.
* Strong Team Culture **– Weekly practice meetings, catch-ups, and regular social events.**
* **Proven Patient Satisfaction** – In 2024, **92% of patients gave positive feedback** in our Friends & Family data.
* Commitment to Sustainability **– We are proud recipients of the** Green Impact for Health Scheme – Bronze Award**.**

**What We Offer:**

* **Competitive Salary** – Aligned with your experience and skills.
* **8 Weeks Annual Leave (Pro Rata) including Bank Holidays** – Supporting a healthy work-life balance.
* **NHS Pension Scheme & Fully Paid Medical Indemnity** – Financial security and peace of mind.
* **Opportunity to Undertake Enhanced Access Shifts** – Additional earning potential.
* **Ongoing Professional Development** – Regular practice education sessions.

**Our Facilities**

* **State-of-the-Art Premises** – Purpose-built facilities designed with patients and staff in mind.
* **Multiple Locations –** Access to full services at our branch sites inRuardean and Westbury**.**

**About Us**

Our team includes GP partners, salaried GPs, ANPs, prescribing nurses, a clinical pharmacist, and dedicated clinical and non-clinical teams. We also host an increasing number of Primary Care Network (PCN) roles, including a Mental Health Practitioner, Pharmacy Technicians, and Physiotherapists.

Nestled in the stunning Forest of Dean, we care for 11,900+ patients across Cinderford and the surrounding rural communities. The area offers beautiful woodland walks, mountain biking, and rich heritage, with excellent transport links to Gloucester, Bristol, Birmingham, and London. Families will benefit from top-rated secondary schools, leisure centres, and thriving sports teams.

At Cinderford Surgery, we embrace innovation and collaboration. Our dedicated in-house clinical coding and pharmacy teams help reduce administrative workload, and we hold regular clinical meetings and team-building events to foster a supportive environment.

**Main Duties of the Job**

The post-holder will undertake all standard duties and responsibilities of a General Practitioner in primary care, including but not limited to:

**Clinical Responsibilities**

* Conducting surgery consultations, handling patient queries, and triaging cases.
* Home visits for patients when required.
* Managing emergencies and urgent care needs.
* Performing telephone consultations and signing repeat prescriptions.
* Reviewing patient test results, medical reports, and examinations on behalf of the Practice.
* Preparing NHS referral letters and other correspondence as needed.

**Administrative & IT Responsibilities**

* Recording clear and contemporaneous consultation notes using the IT system.
* Issuing acute and repeat prescriptions electronically (avoiding handwritten prescriptions when possible).
* Ensuring compliance with all practice policies and guidelines, including prescribing, confidentiality, data protection, and health & safety.
* Supporting the annual QOF assessment of the Practice.

**Quality & Development**

* Contributing to clinical audits, evaluations, and standard-setting within the organisation.
* Attending training sessions, practice meetings, and external events relevant to the role.

At Forest Health Care, we are a welcoming and innovative practice, committed to providing high-quality patient care while fostering a supportive and collaborative work environment.

**Our Team & Approach**

* A democratic partnership of three GPs, supported by three salaried GPs, ANPs, prescribing nurses, a clinical pharmacist, and a dedicated clinical and non-clinical team.
* Hosting an increasing number of Primary Care Network (PCN) roles, including a Mental Health Practitioner, Pharmacy Technicians, and Physiotherapists.
* Encouraging and supporting specialist clinical interests.

**Work-Life Balance & Professional Development**

* Balanced mix of telephone & face-to-face appointments, with pro rata duty and patient list allocation.
* Regular admin time and breaks built into schedules.
* Monthly PLT (Protected Learning Time) sessions, combining formal and informal training within the practice and across the PCN.
* Regular social events and proactive staff wellbeing initiatives, including workload management support

**Our Services & Facilities**

* Fortnightly sexual health clinic.
* Dispensing practice, providing accessible medications for our patients.
* Providing GP services for our local community hospital, housed in a brand-new, purpose-built facility in Cinderford.
* Active participant in the Forest of Dean PCN, fostering collaboration across the region.
* Operating on TPP SystmOne for efficient patient management.

**Commitment to Excellence & Sustainability**

* Good CQC rating (August 2022).
* Bronze Award for the Green Impact for Health Toolkit, actively working to reduce our carbon footprint.

**Clinical Responsibilities**

As part of the practice team, the post-holder will be expected to undertake a variety of general practice duties, in accordance with the agreed practice timetable. These include:

**Patient Consultations & Care**

* Conducting surgery consultations, telephone consultations, and handling patient queries.
* Visiting patients at home when clinically required.
* Assessing and managing patients with undifferentiated and undiagnosed conditions.
* Screening for disease risk factors and early signs of illness.
* Developing individualised care plans in consultation with patients, in line with disease management protocols.
* Providing counselling and health education to support patient wellbeing.
* Admitting or discharging patients and referring to other care providers when appropriate.

**Prescribing & Medication Management**

* Reviewing, checking, and signing repeat prescriptions in a timely manner.
* Issuing computer-generated acute and repeat prescriptions (avoiding handwritten prescriptions where possible).
* Prescribing in accordance with the practice formulary (or generically) where clinically appropriate.
* Assisting GP partners with prescription queries, re-authorisations, and signatures.

**Clinical Documentation & Governance**

* Recording clear and contemporaneous consultation notes, adhering to agreed standards.
* Collecting data for audit purposes and contributing to quality improvement initiatives.
* Making professional, autonomous clinical decisions for self-referred patients or those referred by other healthcare professionals.

In general, the post-holder will be expected to fulfil all standard duties and responsibilities of a GP working within primary care, ensuring high-quality, patient-centred care

**Other Responsibilities Within the Organisation**

**Compliance & Governance**

* Ensuring awareness of and adherence to all relevant practice policies and guidelines, including:
* Prescribing protocols
* Confidentiality and data protection (GDPR compliance)
* Health and safety regulations

**Continuous Professional Development**

* Committing to life-long learning and professional development to ensure evidence-based best practice.
* Attending training sessions, practice meetings, and external events as appropriate.

**Quality Improvement & Audit**

* Contributing to clinical audits, evaluations, and the setting of clinical standards.
* Assisting in the development and improvement of computer-based patient records.
* Supporting the summarising and read-coding of patient data for efficient record-keeping.

The post-holder will play an active role in enhancing practice efficiency, patient care quality, and professional development within the organisation.

**Confidentiality & Information Governance**

**Patient Confidentiality**

* Patients entrust us with sensitive health and personal information. This must be handled with the utmost confidentiality, professionalism, and respect.
* Patients have the right to expect that all staff will safeguard their privacy and act appropriately.

**Access to Confidential Information**

* The post-holder may have access to confidential information relating to:
  + Patients and their carers
  + Practice staff and other healthcare professionals
  + Business and operational aspects of the practice
* All such information—regardless of its source—must be treated as strictly confidential.

**Data Protection & Disclosure**

* Confidential information may only be shared with authorised persons, in line with practice policies, GDPR, and data protection regulations.
* Any disclosure of sensitive information must comply with the practice’s confidentiality and information governance procedures.

Failure to maintain confidentiality may result in disciplinary action and could constitute gross misconduct.

**Health & Safety Responsibilities**

The post-holder will be responsible for ensuring compliance with the practice’s Health & Safety and Infection Control policies, promoting a safe and clean working environment for patients and staff. This includes:

* Personal & Workplace Safety: Using security systems, PPE, and adhering to infection control procedures.
* Infection Control & Hygiene: Managing infection risks, ensuring proper specimen handling, and maintaining hand hygiene standards.
* Incident Management: Handling accidental exposures, reporting hazards, and implementing corrective actions.
* Training & Compliance: Staying updated on national standards, providing infection control guidance, and ensuring adherence to protocols.
* Clean & Safe Environment: Overseeing facility cleanliness, safe waste disposal, and sterile work practices.

Regular training and active monitoring will ensure ongoing compliance with health, safety, and infection control regulations.

**Equality & Diversity**

The post-holder will promote equality, diversity, and inclusivity by:

* Respecting individual rights in line with practice policies and current legislation.
* Upholding privacy, dignity, and personal beliefs of patients, carers, and colleagues.
* Maintaining a welcoming, non-judgmental approach, ensuring all individuals feel valued and respected.

A commitment to fairness and inclusivity is essential in providing compassionate, patient-centred care.

**Personal/Professional Development**

The post-holder will:

* Participate in annual performance reviews and maintain a record of personal and professional development.
* Take responsibility for their own learning, growth, and performance, and share skills with others in similar roles.
* Engage in any relevant training programs provided by the practice to support ongoing development.

A focus on self-improvement and knowledge-sharing is key to ensuring continued excellence in care.

**Quality**

The post-holder will strive to maintain and improve quality within the practice by:

* Identifying quality issues and alerting the team to potential risks.
* Assessing their own performance, taking responsibility for actions, and seeking supervision when needed.
* Contributing to team effectiveness by reflecting on activities and suggesting improvements.
* Collaborating effectively with external agencies to meet patient needs.
* Managing time, workload, and resources efficiently to ensure high-quality care.

Commitment to quality improvement and team collaboration is essential for continuous growth.

**Communication**

The post-holder will prioritize effective communication by:

* Collaborating well with team members to ensure smooth workflows.
* Engaging clearly with patients and carers, ensuring understanding and support.
* Recognising the need for alternative communication methods and adapting as required.

Effective communication is key to fostering team collaboration and providing patient-centred care.

**Contribution to the Implementation of Services**

The post-holder will:

* Apply practice policies, standards, and guidelines in daily tasks.
* Collaborate with the team to discuss how these policies and standards impact their work.
* Participate in audits when appropriate to ensure continuous improvement.

### Essential Criteria

* Fully qualified GP with GMC full registration.
* Eligible to work in general practice in the NHS.
* Registered on the Performers List.
* MBChB and MRCGP qualifications.