

## **1. GENERAL INFORMATION**

Job Title: Assistant Financial Accountant

Location: Shrewsbury

Responsible To: Payroll, Pension & Accounts Manager

Hours: 37.5 hours per week

---

## **2. JOB SUMMARY**

Working within a very small team to provide financial services to the organisation. These services may include, but are not limited to; reporting and control, income management, financial reporting, annual accounts preparation and debt management.

---

## **3. KEY TASKS AND RESPONSIBILITIES**

### **3.1 Sales Ledger**

- 3.1.1 Raise monthly customer invoices in a timely manner.
- 3.1.2 Control credit and chase aged debt.

### **3.2 Purchase Ledger**

- 3.2.1 Set up direct debits and input regular payments onto the banking system.
- 3.2.2 Input supplier invoices into the Purchase Ledger.
- 3.2.3 Set up new suppliers in the Purchase Ledger.
- 3.2.4 Pair up delivery/despatch notes to invoices.
- 3.2.5 Reconcile the company credit card monthly.
- 3.2.6 Action invoice query file regularly.

### **3.3 Additional Responsibilities**

- 3.3.1 Assist in the preparation of schedules for the year end statutory audit.
- 3.3.2 Assist with the maintenance of the fixed asset register.
- 3.3.3 Prepare and file quarterly VAT returns for Shropdoc and its subsidiary.

- 3.3.4 Keep abreast of developments in VAT regulations.
- 3.3.5 Manage the company ledgers and Chart of Accounts.
- 3.3.6 Deal with customer and supplier queries in a timely and appropriate manner.
- 3.3.7 Completing daily bank reconciliations.
- 3.3.8 Provide a high quality, premium service to customers and suppliers via telephone and email.
- 3.3.9 Assist and support with any other administrative and general housekeeping functions as required including but not limited to, filing, scanning, answering the telephone and producing reports.

#### **4. PROBATIONARY PERIOD**

This post is subject to the requirements of a six month probationary period for new staff only.

#### **5. STANDARDS OF BUSINESS CONDUCT**

The post holder will be required to comply with Shropdoc Policies and Procedures and, at all times, deal honestly with Shropdoc, with colleagues and all those who have dealings with Shropdoc including patients, relatives and suppliers.

All Shropdoc staff may be involved directly or indirectly with people who are receiving a health service. Therefore, Shropdoc is exempt from the Rehabilitation of Offenders Act (1974) and this post may be subject to a Criminal Records Bureau disclosure.

#### **6. PROFESSIONAL REGISTRATION**

- i. If you are employed in an area of work which requires membership of a professional body in order to practice (e.g. Nursing & Midwifery Council for Nurses), it is a condition precedent of your employment to maintain membership of such a professional body. It is also your responsibility to comply with the relevant body's code of practice. Your manager will be able to advise you on which, if any, professional body of which you must be a member.
- ii. You are required to advise Shropdoc if your professional body in any way limits or changes the terms of your registration.
- iii. Failure to remain registered or to comply with the relevant code of practice may result in temporary downgrading, suspension from duty and/or disciplinary action which may result in the termination of your employment.
- iv. If you are required to have registration with a particular professional body or to have specific qualifications you must notify your manager on appointment of such fact and provide him or her with documentary evidence of them before

your employment commences or, at the latest, on your first day of employment. Furthermore throughout your employment with Shropdoc, you are required on demand by your manager to provide him or her with documentary evidence of your registration with any particular professional body or in respect of any required qualifications.

## **7. CONFIDENTIALITY and INFORMATION GOVERNANCE**

All staff may have access to confidential information about patients, staff or any Shropdoc or Health Service business. On no account must such information be divulged to anyone who is not authorised to receive it. Confidentiality of information must be preserved at all times whether at or away from work. Any breach of such confidentiality is considered a serious disciplinary offence, which is liable to dismissal and/or prosecution under statutory legislation (Data Protection Act) and Shropdoc's Disciplinary Procedure.

All staff must act within legislation, policies and procedures relating to information governance

## **8. DATA PROTECTION AND THE DATA PROTECTION ACT 1998**

If you have contact with computerised data systems you are required to obtain, process and/or use information held on a computer or word processor in a fair and lawful way. To hold data only for the specific registered purpose and not to use or disclose it in any way incompatible with such purpose. To disclose data only to authorised persons or organisations as instructed.

All staff who contribute to patients' health records are expected to be familiar with, and adhere to, Shropdoc's Records Management Procedure. Staff should be aware that patients' records throughout Shropdoc will be subject to regular audit.

## **9. HEALTH AND SAFETY**

All staff must act within legislation, policies and procedures relating to Health and Safety.

All staff must attend statutory/mandatory training as instructed.

All staff must be familiar with Shropdoc's Health and Safety Policy, including a thorough understanding of personal responsibilities for maintaining own and the health and safety of others.

## **10. RISK MANAGEMENT**

All Shropdoc employees are accountable, through the terms and conditions of their employment, professional regulations, clinical governance and statutory health and safety regulations. Staff are responsible for reporting incidents, handling patient

feedback and complaints appropriately, being aware of the risk management strategy and emergency procedures, and attendance at any relevant training as required.

The post holder will ensure compliance with Shropdoc's risk management policies and procedures. These describe Shropdoc's commitment to risk management, the recognition that our aim is to protect patients, staff and visitors from harm and stress and that all staff have a responsibility to minimise risk.

## **11. INFECTION CONTROL**

All staff are required to be familiar with Shropdoc's infection control policies and procedures and national guidance in relation to infection control. All staff whose normal duties are directly or indirectly concerned with patient care must ensure that they complete mandatory infection control training and are compliant with all measures known to be effective in reducing Healthcare Associated Infections.

## **12. SAFEGUARDING**

Shropdoc is committed to ensuring the safeguarding of vulnerable adults and children in our care. All employees are required to be familiar with their responsibilities and to raise any concerns as appropriate. An overview of Safeguarding is covered during induction and staff will be required to attend additional training regarding Safeguarding relevant to their position and role.

## **13. EQUALITY, DIVERSITY AND HUMAN RIGHTS**

The post holder will treat all colleagues, service users and members of the public with respect and dignity regardless of their gender, age, race, religious beliefs, religion, nationality, ethnic origin, social background, sexual orientation, marital status, disability, criminal background and Trade Union status. Shropdoc has a policy on Equality and Diversity and it is the responsibility of all staff to ensure that it is implemented and contribute to its success.

## **14. HARASSMENT AND BULLYING**

Shropdoc condemns all forms of harassment and bullying and is actively seeking to promote a workplace where employees are treated with dignity, respect and without bias. All staff are requested to report any form of harassment and bullying to their line manager or to the Personnel Manager or any other Manager within Shropdoc.

## **15. QUALITY**

It is the responsibility of all staff to adhere to company procedures as defined in the Quality Manual, ensuring high quality in patient care at all times. Shropdoc conducts its patient care and related services:

- Through a commitment to good patient care and to the quality of its clinical practices
- By ensuring that all patient care and related services are conducted according to established protocols and specified requirements;
- By requiring all personnel to be familiar with and trained in the quality policy, the quality management system and related documentation, practices and administration
- Through commitment to provide patients, Member GPs and associated LHBs and PCTs at all times with a service that confirms to Shropdoc's quality management system.

## **16. TRAINING**

All staff must attend statutory /mandatory training as instructed.

## **17. NO SMOKING POLICY**

There is a smoke free policy in operation in Shropdoc. In accordance with this policy smoking is discouraged and is not permitted anywhere within the buildings or within 15 metres of Shropdoc main buildings.

## **18. REVIEW OF THIS JOB DESCRIPTION**

The above duties and responsibilities are intended to represent current priorities and are not meant to be an exhaustive list. The post holder may from time to time be asked to undertake other reasonable duties and responsibilities. The Job Description will be reviewed at least annually in conjunction with the post holder. Any changes will be made in discussion with the post holder according to service needs.

## **19. JOB DESCRIPTION AGREEMENT**

Post Holders Name: .....

Post Holders Signature: ..... Date: .....

Line Managers Name: .....

Line Managers Signature: ..... Date: .....

**PERSON SPECIFICATION**  
**Assistant Financial Accountant**  
**(Supporting our Policy on Equal Opportunities in Employment)**

Shropshire Doctors Co-Operative has declared its commitment to equality of opportunity in employment and set standards which enhance individual rights protected at law. These are set out in the written Policy document which is freely available to applicants for employment and to existing staff.

**The under mentioned are the job-related requirements for this post**

<b>Requirement</b>	<b>Essential</b>	<b>Desirable</b>	<b>Evidenced by</b>
<b>Education and qualifications</b>	Good standard of education (e.g. 5 GCSE's or equivalent including Maths and English)  AAT Level 4 Qualified	Evidence of continuous professional development  ECDL	Application form  Interview
<b>Experience</b>	Financial Accounts Experience  Experience of aged debt and credit control as well as maintaining the Fixed Asset Register  Running a computerised accounts system  Ability to prioritise, plan and focus on deadlines  Ability to perform the role in a high pressure environment  Sage 50 Accounts		Application form  Interview
<b>Skills/Abilities</b>	Excellent communication and interpersonal skills  Ability to manage high volumes of workload under pressure within time constraints  Ability to deal sensitively with confidential information with complete discretion and integrity		Application form  Interview

	Ability to deal tactfully and efficiently with members of staff and the public with accountancy queries in relation to credit control etc, verbally, and by email		
<b>Knowledge</b>	Competent in the usage of all Microsoft Office applications; excellent Excel skills essential  Knowledge and understanding of Information Governance and GDPR principles		Application form  Interview
<b>Other attributes</b>	Methodical, excellent attention to detail, and accurate  Enthusiastic and self-motivated  Confident  Flexible , proactive attitude to work  Good problem solving ability, initiative		Application form  Interview
<b>Other general requirements</b>	Flexibility to cover sickness and holidays of other team members  Able to work as part of a team  Maintaining a professional image at all times		