Shropdoc

Recruitment pack and information for candidates

Salaried GP

Presteigne Medical Centre, Powys

Our mission

"To keep patients at the heart of all we do."

Presteigne Medical Centre is seeking a Salaried General Practitioner to join our friendly, well-established rural practice in Mid-Wales. We welcome applications from GPs at all career stages – including newly qualified GPs, experienced clinicians and GPs relocating from elsewhere in the UK or overseas.

Serving a population of approximately 3,600 patients, and as part of the Mid-Powys Primary Care Cluster, we offer the opportunity to practice high-quality, relationship-based general practice within a supportive multidisciplinary environment.

Aligned with NHS Wales values, our focus is on person-centred care, collaboration, sustainability and staff wellbeing. We offer flexible working arrangements, support for portfolio careers, access to professional development and a genuine commitment to work–life balance.

If you are looking for a role where you can make a meaningful difference to a community while enjoying the benefits of rural living, we would be delighted to hear from you.

Where meaningful medicine, professional fulfilment and quality of life come together

Welcome from the Leadership Team

Thank you for considering Presteigne Medical Centre as the next step in your GP career.

Working in rural Powys offers something increasingly rare in modern general practice: The time and space to practice medicine thoughtfully, to know your patients well and to feel part of the community you serve.

At Presteigne Medical Centre, we are proud of our strong local roots, stable team and commitment to delivering high-quality, person-centred care in line with the principles of NHS Wales.

Our leadership style is inclusive, supportive and collaborative. We recognise that GPs bring different strengths, experiences and aspirations, and we actively support colleagues to shape roles around their interests and career stage.

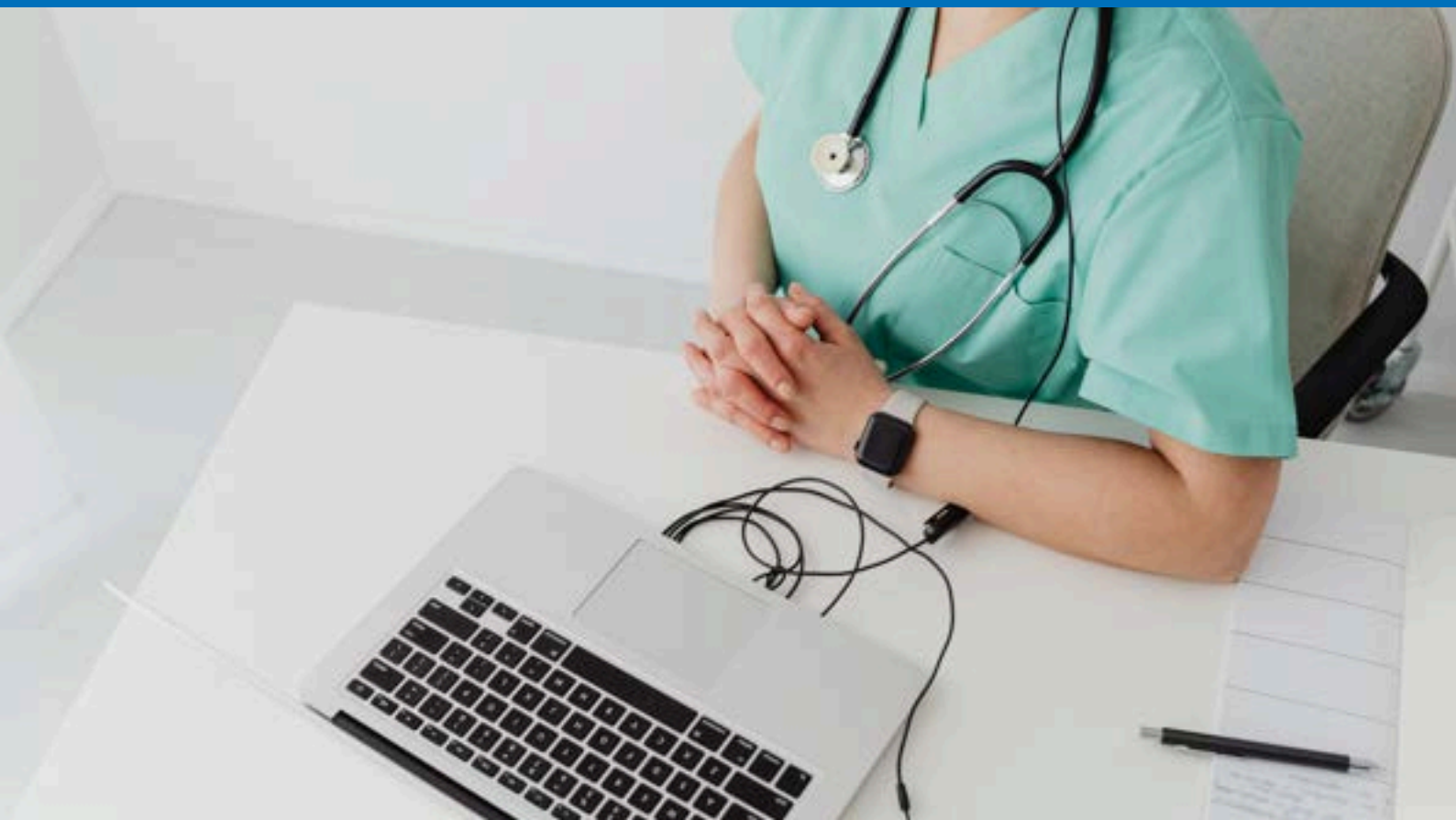
Whether you are just starting out, looking to develop a portfolio role, or seeking a more sustainable pace of practice, we aim to offer a role where you can thrive professionally and personally.

Dr Simon Chapple, Medical Director, Shropdoc

Natalie McLaughlin, Head of Primary Care, Shropdoc

Shropdoc

The Role Salaried GP



About the Role

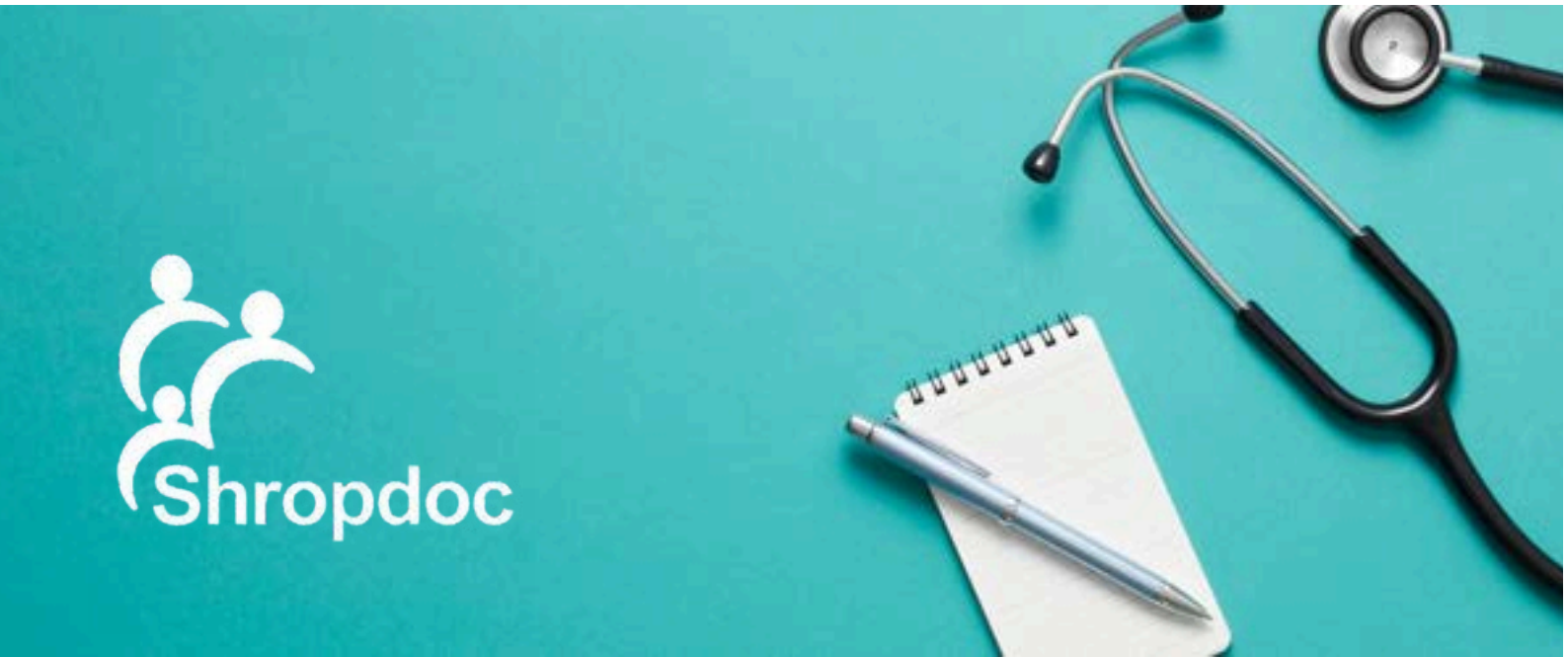
This is a substantive Salaried GP position, with flexibility around the number of sessions and job planning. We are happy to discuss full-time or part-time working, as well as tailored roles that support portfolio careers.

Core Responsibilities

- GP consultations (face-to-face, telephone and triage)
- Home visits where clinically appropriate
- Management of acute presentations and long-term conditions
- Prescribing in line with national and local NHS Wales guidance
- Participation in clinical governance, audit and quality improvement activity
- Contribution to multidisciplinary team working, leadership and mentoring

We aim to maintain realistic appointment numbers and sustainable workloads, supported by effective triage systems and MDT input.

The practice is actively working towards becoming an accredited GP Trainer Practice and would welcome applications from experienced GPs, particularly those with a background in training, education, supervision, or mentoring. Successful applicants will have the opportunity to contribute to the development of our future training programme and help shape the next generation of General Practitioners.



JOB DESCRIPTION

Job Title: Salaried General Practitioner (GP)
Location: Presteigne Medical Centre, Presteigne, Powys
Reports To:

- Head of Primary Care (Managerial)
- Medical Director (Professionally)

Clinical Sessions: Several Sessions available

Shropdoc is a trusted, not-for-profit healthcare provider dedicated to delivering exceptional primary care services across England and Wales. Our mission is simple: to ensure every patient receives safe, responsive, and compassionate care when they need it most.
We provide a wide range of services, including Out of Hours GP care, urgent care triage, home visits, and face-to-face clinical support. Beyond urgent care, we proudly operate medical practices in Powys, strengthening access to high-quality healthcare for rural communities. Working in close partnership with the NHS and other health organisations, we are committed to innovation and collaboration that truly makes a difference.

As a GP in Presteigne, you will deliver patient-centred General Medical Services and help shape new models of rural primary care. This is more than a clinical role - it's an opportunity to be part of a forward-thinking team enhancing primary, urgent care in rural settings. You'll play a vital role in supporting practice resilience, continuity of care, and improving health outcomes for local communities.

As we aspire to become a GMC teaching practice, this role offers an exciting opportunity for a GP who is keen to develop their career, contribute to clinical education, and help shape a supportive learning environment for future doctors.

The successful candidate will also have the opportunity, if desired, to become a GP Member at Shropdoc, supporting career development through the delivery of Out-of-Hours GP care across our wider service.

The responsibilities outlined below are intended to provide an overview of the role and are not an exhaustive list. The post holder may be required to undertake other reasonable duties and responsibilities in line with the nature of the role, as requested by their line manager or senior leadership. This flexibility is essential to meet the changing needs of the organisation and to support the effective delivery of services.

Key Tasks and Responsibilities

1. KEY RESPONSIBILITIES

- To provide General Medical Services to residents in Presteigne, Mid Powys and to provide service, support and advice aimed at developing excellence in general medical services to the community.

This role will provide Salaried GP cover which will consist of:

GP/Clinical Practice & Operational Delivery

- Deliver a first-class clinical service, ensuring safe, effective, and compassionate care.
- Provide direct clinical care through triage, face-to-face consultations, telephone/video consultations, and home visits.
- Promote evidence-based practice and clinical excellence.
- Contribute to innovative solutions for rural and urgent and emergency care within Powys.
- Embrace and promote the multidisciplinary team model, including remote consultation options.
- Take delegated responsibility for specific areas within the Quality Improvement Framework.
- Ensure compliance with National guidelines, National Planning Frameworks, and professional standards.
- Adhere to all Shropdoc and Practice policies and contractual requirements.

Prescribing

- Prescribe in line with local and national guidance, following Powys Teaching Health Board protocols.
- Promote generic prescribing wherever clinically appropriate.

Long-term Condition Management

- Provide effective management of long-term conditions (LTCs).
- Offer clinical supervision for other staff involved in LTC reviews and management.

Admin Tasks / Record keeping

- Complete administrative tasks promptly, including referrals, repeat prescriptions, and associated duties.
- Maintain accurate clinical records in line with best practice and regulatory guidance.

Governance and Risk Management

- Follow best practice through clinical guidelines and audit processes.
- Support continuous improvement and quality initiatives within the practice.
- Contribute to clinical governance, including audits, training, and policy development.
- Promote a culture of learning from complaints, incidents, and research.
- Assist the Lead GP and Head of Primary Care with:
  - Monitoring quality and appropriateness of care.
  - Peer support and review.
  - Clinical protocol development.
  - Incident and complaint investigations.

Leadership and Development

- Complete appraisal and revalidation processes accurately and on time.
- Provide clinical leadership during duty sessions, promoting high standards of care.
- Mentor and support Doctors in training, Nurses, and Allied Health Professionals.
- Participate in CPD activities and encourage lifelong learning within the team.
- Support practice development and innovation, including new technologies and service models.
- Act as a role model for professionalism and patient-centred care.
- Assist with workforce planning and recruitment.

Engagement

- Work collaboratively as part of the Practice Team, supporting safe alternatives to hospital admission.
- Share the practice workload equitably.
- Attend and contribute to practice meetings.
- Commit to self-learning and professional development.
- Support the Practice Management Team in achieving strategic objectives.

Location & Flexibility

- Primary base: Presteigne Medical Centre.
- Occasional travel between sites and attendance at external meetings may be required.
- Flexibility is essential; job plans may be adjusted to meet service needs during periods of change or crisis.

Review

This job description will be regularly reviewed. It is intended as a guide to the general scope of duties and is not intended to be definitive or restrictive. It is expected that some of the duties will change over time, and this will be subject to review in consultation with the post holder.

The Job Plan

In line with the terms and conditions, the final job plan is subject to the agreement of Shropdoc through the Medical Director, Practice Manager, and the postholder.

2. PROBATIONARY PERIOD

All new employees are subject to the requirements of six-month probationary period with a progress review at three months for the new employee. Our probationary period will focus on supporting new employees in the workplace through comprehensive training and induction programmes. These programmes are tailored to equip new employees with the necessary skills, knowledge and confident to succeed in their position.

3. SAFEGUARDING

Shropdoc is committed to ensuring the safeguarding of vulnerable adults and children in our care and expects all staff to share this commitment. The post holder must comply with Shropdoc's Safeguarding policy and 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.

4. SAFER RECRUITMENT INFORMATION

This post is subject to safer recruitment checks, including pre-employment checks such as Disclosure and Barring Service (DBS) clearance, verification of professional qualifications, employment history, and references, and any other relevant pre appointment checks. The organisation is committed to safeguarding and promoting the welfare of patients and expects all staff to share this commitment.

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 the organisation, 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 Disclosure and Barring (DBS) check.

6. 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.

7. 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.

8. 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.

9. HEALTH AND SAFETY

The post-holder is expected to comply with all health and safety policies and procedures and to take responsibility for promoting a safe working environment. They also have a duty to safeguard and promote the welfare of patients, in line with organisational and statutory requirements.

10. 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.

11. 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.

PERSON SPECIFICATION

Salaried General Practitioner (GP)

Shropdoc has declared its commitment to equal opportunity in employment and set standards which enhance individual rights protected at law. Candidate application forms will be shortlisted using a points-based system, with selections made according to the criteria outlined in the person specification below.

Shortlisting Criteria	Essential	Desirable
Qualifications		
Full GMC Registration with License to Practice- - On the GMC GP Register* - On the Welsh Medical Performers List* (WPL) ***or must be approved for both within 3 months of the interview date**	✔	
Relevant Higher Degree e.g. MRCGP or Equivalent.	✔	
"Training the Trainers" qualification or experience as GP trainer would be an advantage.		✔
Clinical and Management Experience		
Experience of NHS General Practice, UK hospital systems and be competent in, and able to apply, GMS knowledge confidently in accordance with the GMC's "Good Medical Practice".	✔	
Experience in Primary Care.	✔	
Experience of Out of Hours and local NHS Services, not essential but good to have.		✔
Leadership and People management experience.		✔

Shortlisting Criteria	Essential	Desirable
Recent minor surgery experience.		✓
Evidence of participation in clinical audit and understanding role of audit in improving medical practice.	✓	
Comprehension of core philosophy and building blocks of Clinical Governance.	✓	
Personal Attributes		
Ability to cope with stressful situations calmy.	✓	
Excellent Communication, interpersonal, team-working and listening skills.	✓	
Ability to work flexibly in response to the changing needs of unscheduled primary care.		✓
Good listening and motivational skills.	✓	
Good IT skills, including the use of email effectively.	✓	
Safe and effective written and verbal communication skills, including the experience of telephone consultation.	✓	

Shortlisting Criteria	Essential	Desirable
Teaching		
Willingness to teach medical undergraduates and postgraduates.	✓	
Evidence of organising programmes and teaching medical students and Junior Doctors would be an advantage.		✓
Other		
All applicants to have demonstrable skills in written and spoken English adequate to enable effective communication about medical topics with patients and colleagues.	✓	

Presteigne Medical Centre

About our Practice

Presteigne Medical Centre is a friendly, well-established rural GP practice serving approximately 3,600 patients from Presteigne and the surrounding villages along the Welsh–English border. Our practice has a long history of delivering high-quality, compassionate care rooted in strong patient–clinician relationships.

We are part of the Mid-Powys Primary Care Cluster, working alongside neighbouring practices and community services to plan and deliver care for a wider population of around 31,000 people. This collaborative partnership expands clinical capacity, supports shared learning and enhances resilience across local primary care services.

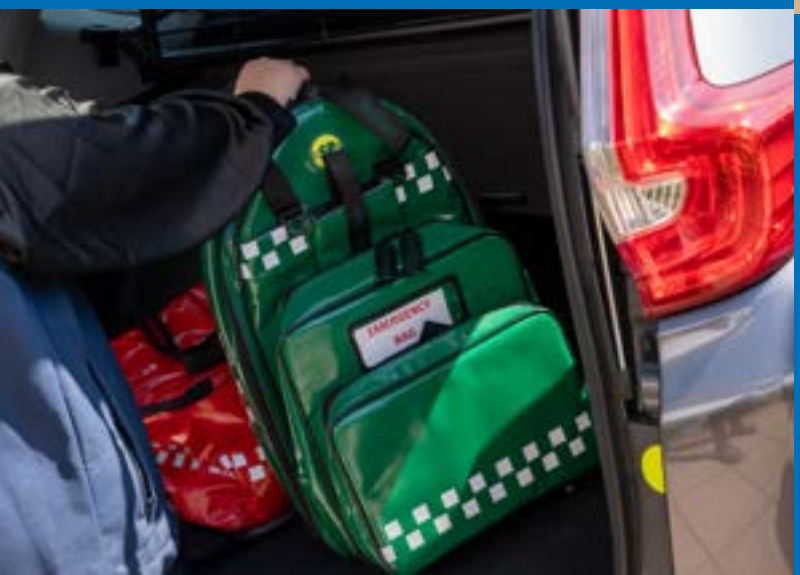
At the heart of our practice is a culture of mutual respect, teamwork and professional support. We take pride in creating an environment where clinicians feel valued, supported and empowered to deliver their best work. Continuity of care is something we actively promote - our GPs get to know patients and families over time, building trust and understanding that enriches clinical practice and outcomes.

Our Practice Team

You will be joining a welcoming and experienced multidisciplinary team, including:

- An experienced, approachable management and administrative team
- GP colleagues with a range of interests and experience
- Practice Nurses and Healthcare Support Workers
- First Contact Physiotherapists
- Mental Health Practitioners
- Community Nursing team
- Clinical Pharmacists

We work closely with our cluster colleagues and community partners to provide integrated care and to support sustainable rural services.



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Working within NHS Wales

Presteigne Medical Centre is proud to work as part of NHS Wales, a publicly funded healthcare system built on the principles of equity, collaboration and high-quality, person-centred care.

NHS Wales places strong emphasis on:

- Compassionate, relationship-based care
- Reducing health inequalities
- Prevention and proactive management of long-term conditions
- Multidisciplinary and integrated working
- Staff wellbeing, professional development and sustainable careers

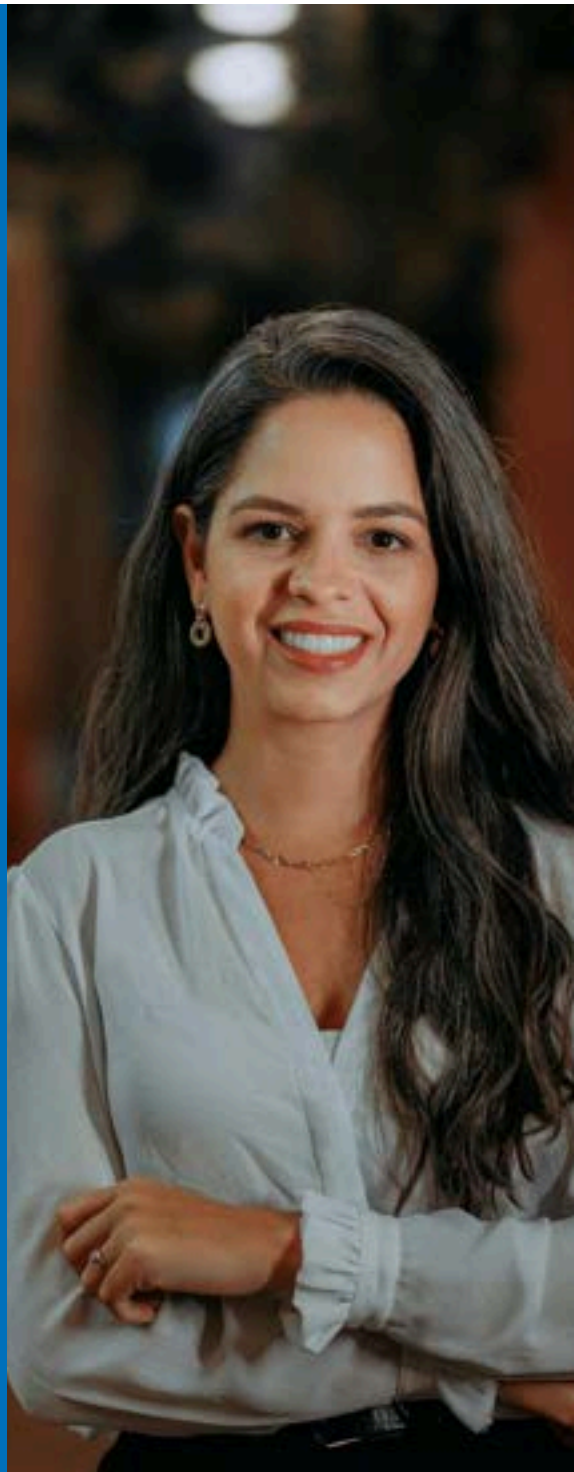
The Mid-Powys Primary Care Cluster

The practice is part of the Mid-Powys Primary Care Cluster, working alongside neighbouring practices and community services to support a population of approximately 31,000 people.

Cluster working provides:

- Peer support and shared learning across practices
- Opportunities to develop and deliver enhanced services locally
- Access to a wider multidisciplinary workforce
- Scope for clinical leadership, innovation and service redesign
- A collaborative approach to the unique challenges and opportunities of rural healthcare

GPs are encouraged to engage in cluster activity at a level that suits their interests and career stage, whether through leadership roles, quality improvement work, education, or clinical innovation.



Working for Shropdoc

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Our Values

At Shropdoc, we strive to provide quality patient care, and to be a working community with integrity and kindness which continuously develops its staff. We believe that, by adhering to our mission and incorporating our values in all we do, we will achieve the best outcomes for our patients as well as enhance the working lives of our dedicated colleagues.

Our values are:

- **Community** - working together to deliver a shared purpose.
- **Quality** - working together to ensure quality underpins everything we do through living our shared values.
- **Kindness** - in the business of caring and being committed to a culture of kindness.
- **Integrity** - promoting a culture of openness and honesty, encouraging everyone to take responsibility for their actions and enabling shared lessons to be learnt.
- **Development** - the commitment to unlocking potential!

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Our Staff

Striving to improve for the future remains a priority, and we recognise the direct impact made by our staff on clinical outcomes and patient experience. This is why it is one of our priorities to be one of the very best employers.

This means not only attracting staff but retaining them, through investment in learning and development, career progression and attention to work-life balance.

We are committed to driving continuous improvements in learning and development to ensure we always provide excellent care and services to our patients. It is through our investments in learning and development that we will help shape the culture of the organisation and build the workforce of the future.

#WorkingForShropdoc

What We Offer

Equal Opportunities

Shropdoc is an equal opportunities employer. We are committed to equality of opportunity, and to providing a service and following practices which are free from unfair and unlawful discrimination.

We aim to ensure no applicant or member of staff receives less favourable treatment on the grounds of age, disability, gender, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation, or is disadvantaged by conditions or requirements which cannot be shown to be relevant to performance.

We seek to ensure no person is victimised or subjected to any form of bullying or harassment.

We value people as individuals with diverse opinions, cultures, lifestyles and circumstances. All employees are covered by this policy and it applies to all areas of employment including recruitment, selection, training, deployment, career development, and promotion.

Dignity at Work

Shropdoc is committed to creating a working environment free from hostility in which individuals are valued for their contribution and can develop to their full potential.

Shropdoc expects everyone to relate to each other professionally, in a manner which recognises everyone's right to dignity at work. Bullying or harassment in the workplace will not be tolerated. All employees are required to conform to acceptable standards of behaviour towards fellow workers, irrespective of status.

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Staff Benefits

We are committed to the following:

- A competitive salaried package, aligned with NHS Wales terms (discussed openly at enquiry stage)
- Flexible working patterns and sessional arrangements
- Membership of the NHS Pension Scheme
- Generous annual leave and study leave
- If you are considering relocating to Powys for this opportunity, we are pleased to offer a relocation package to support your move and help you settle into one of the most beautiful and vibrant parts of the UK.
- Support for portfolio careers and special interests
- Access to CPD, appraisal and revalidation support
- Opportunities for leadership and service development

Professional Development

We're committed to supporting our staff right from the offset.

We actively promote and encourage:

- Ongoing professional development and lifelong learning
- Portfolio roles (education, leadership, specialist clinics)
- Teaching, supervision and mentoring opportunities
- Clinical leadership within the practice or across the cluster
- Peer support and shared learning

Our aim is to create a working environment where GPs feel valued, supported and able to sustain a long and fulfilling career in general practice.

Support for New Starters

We want you to settle into your new role as soon as possible. Once you start with us, you will have a six month probation period to ensure you are properly supported as you learn your new job and what is expected of you. We also want to identify any training and development needs you may have and put objectives in place to support you in your role and future career. You'll have regular meetings with your line manager to discuss your progress.

Health and Wellbeing

We provide lots of benefits to help aid your health and wellbeing at Shropdoc. The physical and mental wellbeing of our staff is vital for us to remain operational and support our workforce. All employee benefits can be accessed via our intranet site and you will have an opportunity to see this during corporate induction.

Examples of benefits offered:

- External Occupational Health and Wellbeing teams to support your health at work.
- Reimbursement for eye tests via Paycare.
- Free flu vaccination each year.
- Access to counselling and support services via Paycare.
- Reduced rates for massage and other therapies via Paycare.

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Living in Powys

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Life in Powys

Powys is Wales' largest county, covering an area of around 5,179 km² (2,000 sq miles). It is a predominantly rural county, renowned for its rolling hills, river valleys, forests, and open countryside. Its scenic landscapes, including parts of the Brecon Beacons National Park and Radnor Forest, have inspired visitors and residents alike for generations.

Travelling to and from Powys is straightforward for those relocating within the UK. The county is well connected by road to neighbouring counties in England, with access to Mid-Wales towns and the M50/M54 connecting towards the Midlands. The nearest airports are Birmingham (BHX) and Manchester (MAN), each roughly 1.5–2 hours away, making it accessible for domestic and international travel.

Powys is home to a range of market towns and historic communities, offering a mix of local amenities, independent shops, cultural events, and schools, while retaining a peaceful, spacious rural environment. Whether you enjoy outdoor pursuits, local heritage, or a slower pace of life, Powys combines practicality with natural beauty and community spirit.

Presteigne and Surrounding Areas

Presteigne is a small, historic market town on the Welsh–English border, with a population of around 2,000 residents, serving a wider rural community. The town is set in a loop of the River Lugg, providing charming riverside walks and scenic views.

In the town centre, you'll find historic streets, timber-framed houses, churches, and local independent shops and cafés, giving Presteigne a distinctive and welcoming character. Community events, local arts festivals, and markets contribute to a vibrant yet friendly atmosphere, ideal for families and professionals alike.

Outside the town, the surrounding Powys countryside offers abundant opportunities for walking, cycling, and outdoor recreation, with scenic views across the rolling hills. Local heritage sites, nature reserves, and historic landmarks enrich life in and around the town. Despite its rural location, Presteigne is well connected to larger towns and regional centres in Wales and England, making it practical for commuting or accessing wider services.

Many families find Presteigne offers a balanced lifestyle, combining professional fulfilment, community connection, and a slower, healthier pace of life in a truly scenic part of Wales.

Visit Us

We strongly encourage informal conversations or practice visits. Meeting the team and exploring the area in person is often the best way to understand what makes this opportunity special.

Please contact us for an informal discussion – we would be delighted to hear from you and explore how Presteigne Medical Centre could support the next chapter of your GP career.

Dr Simon Chapple - Medical Director - 01743 454 900

Natalie McLaughlin - Head of Primary Care - 01544 267 985

Website: www.presteignemedicalcentre.wales.nhs.uk

Website: www.shropdoc.org.uk

Email: recruitment@shropdoc.nhs.uk

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