

Primary Care, standard operating procedures, flowcharts, policies and procedures

**Please note – this document is click linked the original source, meaning should the original source update a policy or procedure the click link would remain linked at all times to the most recent publication.

Status of chapters (to be deleted when complete)

Area	Lead	Rag
Induction	Shade	
People and culture policies and procedures	Marina	
Data quality, clinical administration and	PMs	
performance policies and procedures		
Clinical policies and procedures	Clinicians	
Quality assurance policies and procedures	Duncan	
Patient communication policies and procedures	PMs	
Information Governance	Chris	
Risk management and safeguarding	Charan	
Health and safety policies and procedures	Richard	
Safety and Security policies and procedures	Richard and	
	PMs	
Infection control policies and procedures	?	
CQC registration policies and procedures	Duncan	
Finance and fees policies and procedures	Marina	
Primary Care Homeless and Vulnerable Person	Sultan	
Outreach Service		
GP support unit and service specific policies and	Services	
procedures		
National primary care Covid-19 SOPs	Marina	

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1. Induction (Shade)

Title	ELFT or	Date	Review date	Audience	Link
	local	approved			
Annual leave calculation	Local				Marina to develop a flowchart
Directorate induction pack	Local				Needs developing
Human Resources Induction Booklet	ELFT				ELFT doc that needs updating Human Resources Induction Booklet Induction Policy For New Staff
Induction back for each service	Local				Needs developing
Induction for clinicians	Local				Needs developing
Induction Policy for New Staff	ELFT				ELFT doc that needs updating
Induction to the Directorate policy and procedure	Local				Needs developing
Leave card	Local				Marina to develop the directorate card
Primary care Directorate Structure Chart	ELFT				
Sign off following full induction	Local				Marina to develop a flowchart

2. People and culture policies and procedures

Title	ELFT or local	Date approved	Review date	Audience	Link
Access to Training and Study Leave Policy	ELFT				Access to Training and Study Leave Policy
Acting Up Policy	ELFT				Acting Up Policy
Additional Leave Reward Exceptional Attendance Policy	ELFT				Additional Leave Reward Exceptional Attendance Policy
AfC Terms and Conditions Protection Policy	ELFT				AfC Terms and Conditions Protection Policy
Alcohol Substance Misuse Policy	ELFT				Alcohol Substance Misuse Policy
Annual and Special Leave Policy	ELFT				Annual and Special Leave Policy
Annual Leave Policy	ELFT				Annual Leave Policy
Annual Season Ticket Loan Policy	ELFT				Annual Season Ticket Loan Policy
Assessing and reducing risk to workforce (covid-19) policy and procedure	ELFT				
Attendance Policy	ELFT				
Checking Professional Registration and Revalidation Policy 2.0	ELFT				Checking Professional Registration and Revalidation Policy 2.0
Communications Standards Policy					
Covid-19 risk assessment					
DBS Policy	ELFT				
Death in Service Procedure	ELFT				Death in Service Procedure
Dignity at Work Policy and Procedure	ELFT				Dignity at Work Policy and Procedure
Disciplinary Policy and Procedure	ELFT				Disciplinary Policy and Procedure
Disclosure and Barring Service Policy	ELFT				Disclosure and Barring Service Policy
Dress Code Policy	ELFT				Dress Code Policy
ELFT Registering for the DBS Update Service and claiming					
ELFT Standards of Business Conduct Policy (V4 February 2018)					
Equality Diversity and Human Rights Policy - FINAL VERSION - 21.11.2018					
EU Exit Guidance policy and procedure					

Expenses Policy	ELFT	Expenses Policy
FAQ Assessment Centres	ELFT	FAQ Assessment centres
Fit and Proper Persons Policy	ELFT	Fit and Proper Persons Policy
Generating rotas in advance		We need a flow chart on the process and the 6
		weeks in advance booking
Grievance Policy and Procedure	ELFT	Grievance Policy and Procedure
Health roster	ELFT	Health Roster Policy
		We need a new policy that covers pc
Human Rights and Equality Policy and procedure		
Lease Car Appendix A	ELFT	Lease Car Appendix A
Lease Car Policy	ELFT	Lease Car Policy
Management of Staff Affected by Change Policy	ELFT	Management of Staff Affected by Change
and Procedure		Policy and Procedure
Managing Psychological Wellbeing Policy	ELFT	Managing Psychological Wellbeing Policy
Managing Sickness Absence Policy	ELFT	Managing Sickness Absence Policy
Manual Handling Policy	ELFT	Manual Handling Policy
Maternity and Adoption Leave Policy	ELFT	Maternity and Adoption Leave Policy
Medical Appraisal and Revalidation Policy	ELFT	Medical Appraisal and Revalidation Policy
Mobile Devices Policy	ELFT	Mobile Devices Policy
Need to develop annual leave addition for GP		We need to develop
sand nurses re 6 weeks in advance for clinic		
booking		
Network, Email and Internet Acceptancy Use	ELFT	Network, Email and Internet Acceptancy Use
Policy		Policy
		Need a discussion re practices who are using
O	FLET	CCG stuff
Overpayment Procedure	ELFT	Overpayment Procedure
Pandemic leave policy	ELFT	Need to find this
Parking Permit Policy	ELFT	Parking Permit Policy
Partnership Agreement with Recognition and	ELFT	Partnership Agreement with Recognition and
Procedural Agreement Policy		Procedural Agreement Policy
Procedure for the Initial Handling of Concerns	ELFT	Procedure for the Initial Handling of Concerns
about Doctors and Dentists	FIET	about Doctors and Dentists
Procedure for the Transcribing of Medication	ELFT	Procedure for the Transcribing of Medication
Professional Boundaries and Relationships at	ELFT	Professional Boundaries and Relationships at
Work	ELFT	Work Professional Pagistration of Staff Policy
Professional Registration of Staff Policy	ELFI	Professional Registration of Staff Policy

Providing Employment Reference Policy	ELFT	Providing Employment Reference Policy
Raising Concerns (Whistleblowing) Policy 7.0	ELFT	Raising Concerns (Whistleblowing) Policy 7.0
Recruitment and Selection Policy	ELFT	Recruitment and Selection Policy
Redeployment Procedure	ELFT	Redeployment Procedure
Register of other interests' policy and procedure		
Remediation Policy	ELFT	Remediation Policy
Responsible Clinician and Nominated Deputy Policy	ELFT	Responsible Clinician and Nominated Deputy Policy
Retirement and Selection Policy	ELFT	Retirement and Selection Policy
Retirement Notice Procedure	ELFT	Retirement Notice Procedure
Retirement Policy 7.0	ELFT	Retirement Policy 7.0
Secondment Policy	ELFT	Secondment Policy
Service User Guidelines for Recruitment Policy	ELFT	Service User Guidelines for Recruitment Policy
Shared Parental Leave	ELFT	Shared Parental Leave
Skills framework in primary care	Local	Needs developing
Social Media Policy 2.1		
Special Leave Policy	ELFT	Special Leave Policy
Staff Involvement Policy	ELFT	Staff Involvement Policy
Staff Performance Improvement and Capability Policy	ELFT	Staff Performance Improvement and Capability Policy
Starting Salary Policy	ELFT	Starting Salary Policy
Statutory and Mandatory Policy 1.0	ELFT	Statutory and Mandatory Policy 1.0
Statutory and Mandatory Training	ELFT	Statutory and Mandatory Training
Study leave policy and procedure for GPs and Nurses		We need to develop
Succession planning and talent management	ELFT	We need a PC policy
Supervision Policy	ELFT	Supervision Policy
Time Off for Staff Council Members Policy	ELFT	Time Off for Staff Council Members Policy
Violent and Aggressive behaviour		
Volunteer Policy	ELFT	<u>Volunteer Policy</u>
Whistleblowing policy		
Workforce Strategy	ELFT	Workforce Strategy
Working from home		
Work-Life Balance	ELFT	Work-Life Balance&nbs

Zero Tolerance Policy and procedure			

3. Data quality, clinical administration and performance policies and procedures

Title	ELFT or	Date	Review	Audience	Link
	local	approved	date		
Clinical Administration Training Policy					
Coding and summarising protocol					Needs developing
Corporate Performance reporting flow	ELFT	January	As and	Manager	Sorted – needs inserting
chart		2021	when		
List cleansing protocol					Needs developing
Practice performance flowchart cycle					Nicola to sort
Practice Performance meeting TOR					Nicola to sort
Summarising Letter Protocol					
Summarising Note Protocol					
Workflow protocol					

4. Clinical policies and procedures

Title	ELFT or local	Date approved	Review date	Audience	Link
Administration of B12 injections					
Administration of flu vaccines by HCA					
Advocacy Policy and procedure	·				
Anticoagulation Protocol					
Appointments handling Policy and Procedure					
Asthma adult protocol.docx2020					
Baby vaccination protocol					
Call Recall Policy					
Capacity and demand Policy and Procedure					
Chaperone Policy					
Childhood asthma protocol Sept2020					
Choice Referral Procedure Policy					
Clinical Administration Policy and Procedure					
Clinical Governance Policy					
Cold Chain Policy and Procedure					
Consultation and treatment or care pathways					
Policy and Procedure					
Controlled Drugs Policy					
cytotoxic drugs					
COPD protocol2020updated					
Covert Medication Administration Protocol					
COVID CPR sop v2.2 _ 01-05-2020					
Death Reporting Policy					
Delegation of Extended Skills to Health Care					
Assistants					
Domestic Abuse and Harmful Practices Policy					
Duty Dr policy and procedure					
ear irrigation policy					
Early Ordering of Medication& Lost CD					
Prescription Policy					
End of Life Policy					
Exception reporting policy					
Flu protocol and plan					

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HCA Administration of B12				
HCSW-Adult-immunisation-paper-revised-				
July-2015				
Home visiting Policy and Procedure				
Immunisations and Vaccinations Policy and				
Procedure				
Joint Injection protocol				
Management of medical devices Policy and				
Procedure				
Medication Review Process				
Medicines Policy and Procedure (to include				
prescribing and policy on proximity to hospital				
and emergency drugs)				
MH Capacity Act 2005 Policy and procedure				
Minor Illness Nurse Policy				
Named GP for all patients Policy and				
Procedure				
New patient checks				
NHS Health checks policy and procedure				
Nice Guidelines Policy and Procedure				
Nice guidelines Policy and Procedure				
Notification of deaths to the coroner Policy and				
procedure				
Oxygen Policy and Procedure				
Pathology and abnormal blood results				
Pathology Filing Protocol				
Pathology Results Process				
Patient and public involvement Policy and				
Procedure				
Patient Death Policy				
Patient registration and identify check Policy				
and procedure				
Policy for escalation of urgent patients				
Prescription Request Process				
Record keeping				
Referral Policy and procedure				
Referral Policy and procedure				

Remote Consultations Policy and Procedure		
Repeat Prescribing policy		
Resuscitation for those with confirmed or		
suspected covid-19		
Resuscitation Policy and Procedure		
Ring pessary protocol		
SMOPS (including Coils and implants)		
protocol		
Specimen Handling Process		
staff as patient's policy and procedure		
Staff Immunisations Policy and Procedure		
Structured medical review process		
Travel Consultation Protocol		
Unexpected Death Policy and Procedure		
Walk in policy - esp. acute symptoms		

5. Quality Assurance policies and procedures

Title	ELFT or local	Date approved	Review date	Audience	Link
TOR the policy alignment group					
Audit Policy and Procedure					(to include locums notes and also how you identify areas to audit, lessons learnt and updates to policies and procedures from learning) -needs to be developed
Primary care responsibilities with regards to complaints – the BMA					https://www.bma.org.uk/advice-and-support/gp- practices/complaints-in-primary-care/complaints-in-primary-care
Complaints flow chart	Local				Needs inserted as completed
Compliments flow chart					
Corporate performance sign off of KPIs	Local				Marina to insert – completed
Peer Review process					
Trust wide audit process	ELFT				Trust Wide Audit Process.docx - NEEDS CLICK LINKING
Practice based clinical governance meeting TOR and fixed agenda	Local	21/10/20	October 21	ALL	Sorted – to be inserted
Quality Assurance Policy and Procedure					
Quality Improvement Policy and Procedure					
Know your service (needs updating for PC)					Know your service - Guide
Preparing for a CQC inspection guide for managers service (needs updating for PC)					Preparing for CQC Inspection, Know your service – a guide for managers
Quality assurance and implementation plan for primary care					Quality assurance implementation plan for the Primary Care Services

6. Patient communication policies and procedures

Title	ELFT or	Date	Review	Audience	Link
	local	approved	date		
Ambulance Protocol					
carers policy					
Communicating with patients whose first	Local				Needs developing
language is not English policy and procedure					
People Participation Strategy 2017 to 2020					Needs checking to see if relevant
Patient Dignity Policy					
Practice leaflet and Practice information	Local				Needs developing
boards Policy and Procedure					
The offer to carers, a toolkit					
You said, we did flow chart	Local				Needs developing
Guidance for Developing Service User and	ELFT				Needs checking to see if relevant
Carer Information (V1.0 - August 2016) (3)					
Trust noticeboard checking – needs updating					Trust noticeboard checklist
for PC					
How information displays should look within					How information displays should look within your waiting
your waiting area – needs updating for PC					<u>area</u>

7. Information Governance (Chris and Keisha)

Title	ELFT or local	Date approved	Review date	Audience	Link
Access to records and notes redaction	Local				Needs developing
Access to Medical Records - Disclosure after death 2019					
Access to records in General Practice, including redaction, and sharing, fees					
Accessible Information Standards Policy and Procedure					
Archiving, disposal and storing of records Policy and procedure					Needs developing
Breach notification Policy and procedure					Needs developing
Caldicott Guardian Policy					
Consent Policy and procedure					
Data Protection and Confidentiality Policy					the trust one needs updating
					Data Protection and Confidentiality Policy
Death Reporting Policy					
Data security Policy and procedure					Needs developing
fair processing notice policy and procedure					Needs developing
Information sharing with safeguarding					
GDPR Policy and procedure					Needs developing
Health records policy					Health Records Policy
					Needs updating
NHS data opt out policy and procedure					Needs developing
Online Access Request policy and procedure					Needs developing
privacy impact assessment (privacy notice) policy and procedure					Needs developing
Subject access requests Policy and procedure					Needs developing
Transfer of Patient Record Policy					
Website privacy and cookies policy and					Needs developing
procedure					

8. Risk management and safeguarding

Title	ELFT or local	Date approved	Review date	Audience	Link
Caldicott Guardian Policy	local	арргочец	uate		
Central Alert System Procedure					
Dissemination of Drug Alerts, Patient Safety Notice, Guidance and Formularies Protocol					
DNA policy and procedure					
PREVENT strategy					
Protecting vulnerable people from radicalisation Policy and procedure					
Safeguarding Adults Policy and procedure					
Safeguarding Children's Policy and procedure					
Security of blank prescriptions					
Vulnerable Adults					

9. Health and safety policies and procedures (need to be mindful that estates and the waste etc are usually on direct contracts so policies will need to be reflective of the practices circumstance not always the trusts)

Title	ELFT or local	Date approved	Review date	Audience	Link
Accident and incident reporting Policy and procedure		- 1-1-			
Adverse weather Policy and Procedure					
Blood and body fluid spillage policy and procedure					
Building Maintenance Policy					
Business Continuity Policy and Procedure					We need to update the template to cover To include pandemics Practice closure PCN arrangements Covid-19 zoning
Clinical Waste Disposal Policy and Procedure					00110 10 2011119
COSHH policy and procedure					Control of Substances Hazardous to Health Policy Needs updating for PC
Calibration of equipment					https://www.avensysmedical.co.uk/
Display screen equipment policy and procedure					
Disposal of Confidential Waste Protocol Significant event policy and procedure					
Driving for work policy and procedure					
Driving for work Policy and procedure DSE Policy v5.0					
Environmental Policy and procedure					
Equipment calibration policy and procedure					
Estates helpdesk policy – needs updating					Estates Helpdesk poster
Fire alarm response policy and procedure (includes fire alarm checks, drills, logs of drills)					

Fire equipment policy and precedure	
Fire equipment policy and procedure	
Fire risk assessment and associated action	
plans policy and procedure	Fig. 0. () B ii
Fire safety policy – needs an update for pc	Fire Safety Policy
Fire safety policy and procedure	
First aid Policy and procedure	
Flooding Policy and procedure	
Hazard reporting Policy and procedure	
Health & Safety Inspection form	
Health and Safety Policy	
Health and Safety Policy and procedure	
Health and safety training Policy and	
procedure	
Incident policy – needs updating	Incident Policy
Legionella Policy	Legionella Policy (V2 April 2016)
Lone working Policy and procedure	
Maintenance policy and procedure	
Management and prevention of violence at	
work Policy and procedure	
Needle stick injury and sharps policy and	
procedure	
Needlestick injury Policy and procedure	
PAT testing policy and procedure	
Personal Protective Equipment (PPE) Policy	
and Procedure	
Pest control	Pest Control Policy Feb 2018
Drawings actatus alies and properties	
Premises safety policy and procedure	Dropodyna for clossing ogying out/s
Procedure for cleaning equipment	Procedure for cleaning equipment/s
Risk Assessment Policy and procedure	
Risk Management Policy and procedure	
Risk Policy and procedure	
Serious incident notification Policy and	
procedure	

Service equipment maintenance policy and		
procedure		
Waste management policy – needs updating		
Water temperature policy and procedure (to		Waste Management Policy
include logging of water temp checks)		

10. Safety and Security policies and procedures

Title	ELFT or	Date	Review	Audience	Link
	local	approved	date		
Prescription security and management					Needs developing
policy and procedure					
Security policy and procedure					
Test and trace process					Needs developing
Visitors to practice Policy and					Needs developing
Procedure					
Window policy and procedure					

11. Infection control policies and procedures

Title	ELFT or local	Date approved	Review date	Audience	Link
audit tool IPC control	iocai	арргочец	uate		
Cleaning Policy					
clinical waste policy					
contagious illness policy					
coronavirus IPU policy					
curtain audit					
Decontamination of Medical Equipment Policy					
handling of specimens' policy					
Infection Control Annual Statement					
infection control policy					
Infection prevention and control policy manual					Infection Prevention and Control Policy Manual Needs updating for PC
MRSA treatment Leaflet 3f					
safe use and disposal of sharps					
Sharps Injury Policy					
single use instruments policy					

12. CQC registration policies and procedures

Title	ELFT or local	Date approved	Review date	Audience	Link
CQC notification policy and procedure					
CQC ratings display policy and procedure					
CQC Readiness checklist					
Outcome 18- Notification of Death to CQC - Statement and Form					
Outcome 19 - Notifying of Death or Unauthorised Absence under Mental Health Act to CQC					
Outcome 20 - Notifying of other incidents to CQC					
Outcome 28 - Notifying CQC of changes affecting the Provider					
Statement of purpose Policy and Procedure					

13. Finance, temporary staffing, fees policies and procedures

Title	ELFT or	Date	Review	Audience	Link
	local	approved	date		
Agency staffing process	ELFT				Marina to insert
Agency waiver form	ELFT				Marina to insert
Approved agency list	ELFT				Marina to insert
Bank staffing process	ELFT				Marina to insert
Operating cash management policy	ELFT				Operating Cash Management Policy
Payment of fees policy and procedure in primary care	Local				We need to develop one also linked to Brexit
Signing up to deliver contracts in primary care the ELFT process	Local				Marina to do with Christian
Standards of business conduct policy	ELFT				Standards of Business Conduct Policy
Standing financial instructions	ELFT				Standing Financial Instructions
Standing orders	ELFT				Standing orders
Stock control and purchasing policy					Needs to develop
and procedure					
Trust credit card policy	ELFT				Need to insert
Trust credit card process for use in the PC Directorate	Local				Marina to develop

14. Primary Care Homeless and Vulnerable Person Outreach Service

Title	ELFT or local	Date approved	Review date	Audience	Link

15. GP Support Unit and Service specific policies and procedures

Title	ELFT or	Date	Review	Audience	Link
	local	approved	date		
Business Continuity Policy - CMC					
Business Continuity Policy – Greenhouse					
Business Continuity Policy – HE1					
Business Continuity Policy – LRS					
Business Continuity Policy - NTP					
Leave forms	Local				
Supervision forms	Local				MM

16. National primary care Covid-19 SOPs

Title	Written by	Date approved	Review date	Audience	Link
Covid-19 privacy notice policy and procedure					
Covid-19 vaccinations in care homes	NHSE	N/A	N/A	ALL	https://www.england.nhs.uk/coronavirus/publication/standard- operating-procedure-covid-19-local-vaccination-services- deployment-in-community-settings/
Guidance and updates: Highest clinical risk patients	NHSE	N/A	N/A	ALL	https://www.england.nhs.uk/coronavirus/wp-content/uploads/sites/52/2020/03/C0830-i-gp-update-update-clinically-extremely-vulnerable-2nov.pdf
Guidance for COVID-19 vaccination in care homes that have cases and outbreaks	NHSE	N/A	N/A	ALL	https://www.england.nhs.uk/coronavirus/publication/guidance-for-covid-19-vaccination-in-care-homes-that-have-cases-and-outbreaks/
Instruction on timing of second dose of COVID-19 vaccinations	NHSE	N/A	N/A	ALL	https://www.england.nhs.uk/coronavirus/publication/instruction-on-timing-of-second-dose-of-covid-19-vaccinations/
Infection control for primary care during Covid-19	NHSE	N/A	N/A	ALL	https://www.england.nhs.uk/coronavirus/primary-care/infection- control/
Lateral flow testing and reporting in primary care	NHSE	N/A	N/A	ALL	https://www.england.nhs.uk/coronavirus/publication/asymptomatic-staff-testing-for-covid-19-for-primary-care-staff/
Management of Covid-19 in primary care	NHSE	N/A	N/A	ALL	https://www.england.nhs.uk/coronavirus/publication/managing- coronavirus-covid-19-in-general-practice-sop/
Novel coronavirus (COVID-19) standard operating procedure: COVID Oximetry @home	NHSE	N/A	N/A	ALL	https://www.england.nhs.uk/coronavirus/wp- content/uploads/sites/52/2020/11/C0817-sop-covid-oximetry- @home-november-2020.pdf
Referral and management of long covid-19					
Standard operating procedure: Management of COVID-19 vaccination clinical incidents and enquiries	NHSE	N/A	N/A	ALL	https://www.england.nhs.uk/coronavirus/publication/standard- operating-procedure-management-of-covid-19-vaccination-clinical- incidents-and-enquiries/
Triage first	Local				Needs developing – also about breathing etc the red flag flow chart

17. Forms and other key ELFT documents for staff

Title	Written by	Date approved	Review date	Audience	Link
Appraisal forms					https://sway.office.com/jZPNjPoisxs6byDE?ref=Link
Appraisal training					https://www.elft.nhs.uk/Working-For-Us/Training-and- Development/Appraisals
Coding an appraisal in ESR					https://sway.office.com/223Zo3i95qIK2IBQ?ref=Link
ELFT - Declaration of Interests Form					
ELFT Accessing on-line payslips					
ELFT at a glance					
ELFT Childcare-Vouchers-Parent-FAQs					
ELFT NHS Employee Discount					
ELFT Overtime form					
ELFT Strategy					
Staff Benefits					
Trust Demographic Information					