

2011 Person Specification
Application to enter Specialty Training at ST1: General Practice

Entry Criteria		
	Essential	When Evaluated ¹
Qualifications	MBBS or equivalent medical qualification.	Application form
Eligibility	<ul style="list-style-type: none"> • Eligible for full registration with the GMC at time of appointment and hold a current licence to practice.² (NB There is no exemption from PLAB for GP training and those who are required to take PLAB must have done so within 3 years of 3rd August 2011 or have progressed to employment in clinical posts since taking PLAB) <p><u>Either</u></p> <ul style="list-style-type: none"> • Evidence of current employment in a UKFPO affiliated Foundation Programme <p><u>OR</u></p> <ul style="list-style-type: none"> • 12 months experience after full GMC registration and evidence of achievement of Foundation competences between 31st July 2008 and 3rd August 2011 from a UKFPO affiliated Foundation Programme or equivalent in line with GMC standards/Good Medical Practice including <ul style="list-style-type: none"> ○ <i>Good clinical care</i> ○ <i>Maintaining good medical practice</i> ○ <i>Good relationships and communication with patients</i> ○ <i>Good working relationships with colleagues</i> ○ <i>Good teaching and training</i> ○ <i>Professional behaviour and probity</i> ○ <i>Delivery of good acute clinical care</i> • Eligibility to work in the UK. 	<p>Application form</p> <p>Application form</p> <p>Formal assessment of Foundation Competence as outlined on the national GP recruitment website</p> <p>Application Form</p>
Fitness To Practise	Is up to date and fit to practise safely without restriction	Application form References
Language Skills	<p>All applicants to have demonstrable skills in written and spoken English adequate to enable effective communication about medical topics with patients and colleagues demonstrated by one of the following:</p> <ul style="list-style-type: none"> ○ <i>that applicants have undertaken undergraduate medical training in English; or</i> ○ <i>have achieved the following scores in the academic international English Language Testing System (IELTS) in a single sitting within 24 months at time of application – Overall 7, Speaking 7, Listening 7, Reading 7, Writing 7.</i> <p>If applicants believe they have adequate communication skills but do not fit into one of these examples they must provide alternative supporting evidence.</p>	Application form Selection centre ³
Health	Meets professional health requirements (in line with GMC standards/Good Medical Practice) and informs of any health issues or restrictions that may affect training.	Application form Pre-employment health screening

¹ 'when evaluated' is indicative - evaluation may be carried out at any time throughout the selection process

² The GMC will introduce a licence to practice in the autumn of 2009. Any doctor wishing to practice in the UK after this date must be both registered and hold a licence to practice.

³ A Selection Centre is a process not a place. It involves a number of selection activities that may be delivered within the Unit of Application

	Essential	When Evaluated
Career Progression	<ul style="list-style-type: none"> Ability to provide a complete employment history with no unexplained career gaps Evidence that career progression is consistent with personal circumstances Evidence that present achievement and performance is commensurate with totality of period of training No more than 18 months experience¹ in a General Practice Training Programme (not including Foundation modules) by time of appointment² Not previously resigned or released from a UK GP Specialty training programme/Vocational Training Scheme unless extraordinary circumstances³ Does not already hold or eligible to hold a GP CCT or a CEGPR and is not currently on the GP specialist register, or equivalent, in any other EU member state 	Application form
Application Completion	ALL sections of application form completed FULLY according to written guidelines	Application form
Transportation	Holds current valid driving licence or provides an undertaking to provide alternative means of transport when providing emergency and domiciliary care to fulfil the requirements of the whole training programme.	Application form

Selection Criteria		
	Essential	When evaluated
Clinical Skills	Clinical Knowledge & Expertise: <ul style="list-style-type: none"> Capacity to apply sound clinical knowledge and awareness to full investigation of problems 	Application Form Selection Centre References
Personal Skills	Empathy & Sensitivity: Capacity & motivation to take in others' perspectives & to treat others with understanding Communication Skills: Capacity to adjust behaviour & language as appropriate to needs of differing situations Conceptual Thinking & Problem Solving: Capacity to think beyond the obvious, with analytical and flexible mind Coping with Pressure: Capacity to recognise own limitations and develop appropriate coping mechanisms Organisation & Planning: Capacity to organise information/time effectively in a planned manner Managing Others & Team Involvement: Capacity to work effectively in partnership with others	Application Form Selection Centre References
Probity	Professional Integrity: Capacity to take responsibility for own actions demonstrate respect for all	Application Form Selection Centre References
Commitment To Specialty	Learning & Personal Development: Capacity & motivation to learn from experience and constantly update skills/knowledge	Application Form Selection Centre References

¹ Any time periods specified in this person specification refer to full time equivalent

² Except where the training did not follow a curriculum that included both women's health and paediatric / child health medicine

³ Applicants who have previously completed part of a GP training programme and resigned or been released may not apply except under exceptional circumstances. Examples of being released include ARCP outcome 4 or two or more failed VTR1 or GP RITA E's. Such applicants will only be considered if they have a letter of support from either the PG Dean or GP Director of the Deanery in which they worked. If the PG Dean or GP Director is unable to support the application, appeal may be made to the chair of the NRO whose decision will be final..