

**2010 Person Specification**  
**Application to enter General Practice Training at ST1**

<b>Entry Criteria</b>		
	<b>Essential</b>	<b>When Evaluated<sup>1</sup></b>
<b>Qualifications</b>	MBBS or equivalent medical qualification	Application form
<b>Eligibility</b>	<ul style="list-style-type: none"> <li>• Eligible for full registration with the GMC at time of appointment and hold a current licence to practice.<sup>2</sup> (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 4<sup>th</sup> August 2010 or have progressed to employment in clinical posts since taking PLAB.)</li> <li>• <b>Either</b> Evidence of current employment in a UKFPO affiliated Foundation Programme <b>or</b> Evidence of achievement of Foundation competences between 1st August 2007 and 4th August 2010 from a UKFPO affiliated Foundation Programme or equivalent by time of appointment in line with GMC standards/ Good Medical Practice including: <ul style="list-style-type: none"> <li>○ <i>Good clinical care</i></li> <li>○ <i>Maintaining good medical practice</i></li> <li>○ <i>Good relationships and communication with patients</i></li> <li>○ <i>Good working relationships with colleagues</i></li> <li>○ <i>Good teaching and training</i></li> <li>○ <i>Professional behaviour and probity</i></li> <li>○ <i>Delivery of good acute clinical care</i></li> </ul> </li> </ul> <p>All must be demonstrated without exception using the prescribed evidence as outlined on the GP national recruitment website.</p> <ul style="list-style-type: none"> <li>• Eligibility to work in the UK</li> </ul>	<p>Application form</p> <p>Application form Formal assessment as outlined on the national GP recruitment website<sup>3</sup>.</p> <p>Application form</p>
<b>Fitness To Practise</b>	Is up to date and fit to practise safely	Application form References
<b>Language Skills</b>	<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"> <li>○ <i>that applicants have undertaken undergraduate medical training in English; or</i></li> <li>○ <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></li> </ul> <p>If applicants believe they have adequate communication skills but do not fit into one of these examples they must provide supporting evidence.</p>	Application form Interview / Selection centre
<b>Health</b>	Meets professional health requirements (in line with GMC standards/Good Medical Practice)	Application form Pre-employment health screening
<b>Career Progression</b>	<ul style="list-style-type: none"> <li>• No unexplained career gaps</li> <li>• Less than <b>18 months' experience<sup>4</sup></b> in general practice specialty training (not including Foundation modules) by 4th August 2010</li> <li>• Not previously released from a GP Specialty training programme/ Vocational training scheme unless extraordinary circumstances<sup>5</sup>.</li> </ul>	Application form

<sup>1</sup> 'when evaluated' is indicative, but may be carried out at any time throughout the selection process

<sup>2</sup> 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.

<sup>3</sup> 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

<sup>4</sup> Any time periods specified in this person specification refer to full time equivalent

<sup>5</sup> Examples of being released include ARCP outcome 4, or 2 or more failed VTR1 forms or GP RITA Es.

<b>Application Completion</b>	<b>ALL</b> sections of application form completed <b>FULLY</b> according to written guidelines by the application closing date	Application form
<b>Transportation</b>	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

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