

2008 PERSON SPECIFICATION
APPLICATION TO ENTER GENERAL PRACTICE TRAINING at ST1

ENTRY CRITERIA			
	ESSENTIAL	DESIRABLE	WHEN EVALUATED¹
QUALIFICATIONS	<ul style="list-style-type: none"> • 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 • Evidence of achievement of Foundation competencies by August 2008 in line with GMC standards/Good Medical Practice including: <ul style="list-style-type: none"> • Good clinical care • Maintaining good medical practice • Good relationships and communication with patients • Good working relationships with colleagues • Good teaching and training • Professional behaviour and probity • Delivery of good acute clinical care • Eligibility to work in the UK 		Application form Application form Interview / Selection centre ² Application form
FITNESS TO PRACTISE	<ul style="list-style-type: none"> • Is up to date and fit to practise safely 		Application form References
LANGUAGE SKILLS	<ul style="list-style-type: none"> • All applicants to have demonstrable skills in written and spoken English that are adequate to enable effective communication about medical topics with patients and colleagues which could be demonstrated by one of the following: <ul style="list-style-type: none"> • a) that applicants have undertaken undergraduate medical training in English; or • b) have the following scores in the academic International English Language Testing System (IELTS) – Overall 7, Speaking 7, Listening 6, Reading 6, Writing 6. • However, if applicants believe that they have adequate communication skills but do not fit into one of the examples they need to provide evidence 		Application form Interview / Selection centre

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

² 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

HEALTH	<ul style="list-style-type: none"> Meets professional health requirements (in line with GMC standards/Good Medical Practice) 		Application form Pre-employment health screening
CAREER PROGRESSION	<ul style="list-style-type: none"> Ability to provide complete details of employment history 		Application form
APPLICATION COMPLETION	<ul style="list-style-type: none"> ALL sections of application form FULLY completed according to written guidelines 		Application form
TRANSPORTATION	<ul style="list-style-type: none"> Holds current valid driving licence or provides evidence of proposed alternative as means of providing emergency and domiciliary care to fulfil the requirements of the post 		Application form

SELECTION CRITERIA			
CLINICAL SKILLS	<ul style="list-style-type: none"> Clinical Knowledge & Expertise: Capacity to apply sound clinical knowledge & awareness to full investigation of problems 		Application form Interview / Selection centre References
PERSONAL SKILLS	<ul style="list-style-type: none"> 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 Interview / Selection centre References
PROBITY	<ul style="list-style-type: none"> Professional Integrity: Capacity & motivation to take responsibility for own actions and demonstrate respect for all 		Application form Interview / Selection centre References

COMMITMENT TO SPECIALTY

- **Learning & Personal Development:** Capacity & motivation to learn from experience and constantly update skills/knowledge

Application form
Interview / Selection centre
References