

2009 Person Specification
Application to enter General Practice Training at ST1

Entry Criteria		
	Essential	When Evaluated¹
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 (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 5th August 2009 or have progressed to employment in clinical posts since taking PLAB.) • <u>Either</u> Evidence of current employment in a UK Foundation (F2) Programme <u>or</u> Evidence of achievement of Foundation competences between 2nd August 2006 and 5th August 2009 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> • All must be demonstrated without exception using the prescribed evidence as outlined on the GP national recruitment website. • Eligibility to work in the UK 	<p>Application form</p> <p>Application form Formal assessment as outlined on the national GP recruitment website².</p> <p>Application form</p>
Fitness To Practise	Is up to date and fit to practise safely	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>a) that applicants have undertaken undergraduate medical training in English; or</i> ○ <i>b) have the following scores in the academic International English Language Testing System (IELTS) – Overall 7, Speaking 7, Listening 6, Reading 6, Writing 6.</i> <ul style="list-style-type: none"> • If applicants believe they have adequate communication skills but do not fit into one of these examples they must provide supporting evidence 	Application form Interview / Selection centre
Health	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"> • No unexplained career gaps • Less than 12 months' experience³ in general practice specialty training (not including Foundation modules) by 6th August 2009 • Not previously released from a GP Specialty training programme/ Vocational training scheme unless extraordinary circumstances⁴. 	Application form
Application Completion	ALL sections of application form completed FULLY according to written guidelines by the application closing date or if application numbers are capped by the time of applications closing.	Application form

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

³ Any time periods specified in this person specification refer to full time equivalent

⁴ Examples include ARCP outcome 4 or 2 or more failed VTR1 forms or GP RITA E.

Transportation	Holds current valid driving licence or provides an undertaking to provide alternative means of providing emergency and domiciliary care to fulfil the requirements of the whole training programme	Application form
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Selection Criteria		
	Essential	When evaluated
Clinical Skills	Clinical Knowledge & Expertise: <ul style="list-style-type: none"> Capacity to apply sound clinical knowledge & awareness to full investigation of problems 	Application form Interview / Selection centre References
Personal Skills	Empathy & Sensitivity: <ul style="list-style-type: none"> Capacity & motivation to take in others' perspectives & to treat others with understanding Communication Skills: <ul style="list-style-type: none"> Capacity to adjust behaviour & language as appropriate to needs of differing situations Conceptual Thinking & Problem Solving: <ul style="list-style-type: none"> Capacity to think beyond the obvious, with analytical and flexible mind Coping with Pressure: <ul style="list-style-type: none"> Capacity to recognise own limitations and develop appropriate coping mechanisms Organisation & Planning: <ul style="list-style-type: none"> Capacity to organise information/time effectively in a planned manner Managing Others & Team Involvement: <ul style="list-style-type: none"> Capacity to work effectively in partnership with others 	Application form Interview / Selection centre References
Probity	Professional Integrity: <ul style="list-style-type: none"> 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: <ul style="list-style-type: none"> Capacity & motivation to learn from experience and constantly update skills/knowledge 	Application form Interview / Selection centre References