

## PERSON SPECIFICATION – Salaried GP

Assessment Criteria	Essential	Desirable – suggestions only	How assessed
<b>Qualifications/ Training</b>	<ul style="list-style-type: none"> <li>• A medical practitioner whose name is included in the General Practitioner Register under article 10 of the General and Specialist Medical Practice Order 2003</li> <li>• Not subject to suspension under section 41A of the Medical Act 1983</li> <li>• Qualified General Practitioner (completed certificate of Completion of Training – CCT)</li> <li>• Currently on a PCT performers list and not suspended from that list or from the medical register</li> <li>• DBS clearance</li> <li>• Have had an annual NHS appraisal</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of further postgraduate educational activities in relevant fields</li> <li>• MRCGP</li> <li>• DCH</li> <li>• RCGP Substance Misuse Certificate Level 1 or 2</li> <li>• Diploma in Palliative Care</li> <li>• F2 supervisor training/teaching diploma (this is essential for HDS)</li> <li>• Warwick Diabetic qualification</li> <li>• DFSRFH &amp; Competence in Coil &amp; Implant insertion</li> <li>• Evidence of CPD activities</li> <li>• Minor surgery skills</li> <li>• Interest in respiratory</li> <li>• Interest in pain management</li> </ul>	CV/AF/IN
<b>Experience</b>	<p>Recent experience of working in general practice in the UK</p> <p>Commitment to and experience of working as part of a multi-disciplinary and skill mixed team environment</p> <p>Experience of working to achieve standards within the Quality Assurance and Improvement Framework (QAIF)</p>	<ul style="list-style-type: none"> <li>• Evidence of independent working in General Practice</li> <li>• Experience of supporting service change</li> <li>• Teaching of GP Reg/F2/Medical students/Nursing students</li> <li>• Accredited GP Registrar trainer or F2 Supervisor</li> <li>• Evidence of participation in QAIF</li> <li>• Evidence of participation in Audit</li> </ul>	CV/AF/IN

Key for How Assessed: AF = Application form IN = Interview REF= References CV = Curriculum Vitae

<b>Assessment Criteria</b>	<b>Essential</b>	<b>Desirable</b>	<b>How assessed</b>
<b>Knowledge</b>	<p>Knowledge of NHS / LHB</p> <p>Have an understanding of the needs of the vulnerable groups of patients that are registered at the practice patient population</p>	<p>Understanding/knowledge of:</p> <ul style="list-style-type: none"> <li>- QAIF</li> <li>- Demand management</li> <li>- Read codes</li> <li>- Audit</li> <li>- Experience working with the homeless, looked after children and other vulnerable groups.</li> </ul>	IN
<b>Skills and Abilities</b>	<ul style="list-style-type: none"> <li>• Understand the health and social needs of a local practice patient population</li> <li>• Commitment to personal and professional development</li> <li>• Commitment to education and training</li> <li>• Excellent verbal and written communication skills</li> <li>• Excellent record keeping skills</li> <li>• Understanding of the current issues and challenges facing primary care</li> <li>• Confident in using Word/excel</li> <li>• Confident in using Email</li> <li>• Excellent time management</li> <li>• Good analytical skills</li> <li>• Ability to take full and independent responsibility for clinical care of patients</li> <li>• Excellent patient manner</li> <li>• Imaginative approach to problem solving and provision of services</li> </ul>	<ul style="list-style-type: none"> <li>- fully conversant with clinical IT systems e.g. vision (INPS) and docman</li> <li>- Able to conduct Minor Operations/Joint injection/aspirations</li> <li>- Leadership skills</li> </ul>	AF/IN