

GENERAL PRACTICE (GHF) - ST1

ENTRY CRITERIA

ESSENTIAL CRITERIA	WHEN EVALUATED ⁱ
<p style="text-align: center;">Qualifications</p> <p>Applicants must have:</p> <ul style="list-style-type: none"> • MBBS or equivalent medical qualification 	Application form
<p style="text-align: center;">Eligibility</p> <p>Applicants must:</p> <ul style="list-style-type: none"> • Be eligible for full registration with, and hold a current licence to practiseⁱⁱ from, the GMC at intended start dateⁱⁱⁱ • Be eligible for full registration with the HPCSA^{iv} at intended start date • Have evidence of either: <ul style="list-style-type: none"> ➢ current employment in a UKFPO-affiliated foundation programme or: ➢ 12 months' experience^v after full GMC registration or equivalent, and evidence of achievement of foundation competences in the three years preceding the intended start date from a UKFPO-affiliated foundation programme or equivalent, in line with GMC standards / Good Medical Practice; including: <ul style="list-style-type: none"> ▪ make the care of your patient your first concern ▪ provide a good standard of practice and care ▪ take prompt action if you think that patient safety, dignity or comfort is being compromised ▪ protect and promote the health of patients and of the public ▪ treat patients as individuals and respect their dignity ▪ work in partnership with patients ▪ work with colleagues in the ways that best serve patients' interests ▪ be honest and open and act with integrity ▪ never discriminate unfairly against patients or colleagues ▪ never abuse your patients' trust in you or the public's trust in the profession. • Be eligible to work in the UK • Be eligible to work in the Republic of South Africa^{vi} • Eligible for UK Medical Performers' Lists • 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 • Advanced Life Support Certificate from the Resuscitation Council UK or equivalent (as required to complete Foundation competences) by intended start date 	<p>Application form</p> <p>Application form, interview/selection centre^{vii}</p> <p>Application form, interview/selection centre</p> <p>Application form</p>
<p style="text-align: center;">Fitness to practise</p> <p>Is up to date and fit to practise safely and is aware of own training needs.</p>	Application form, references
<p style="text-align: center;">Language skills</p> <p>Applicants must have demonstrable skills in written and spoken English, adequate to enable effective communication about medical topics with patients and colleagues, as assessed by the General Medical Council^{viii}</p>	Application form, interview/selection centre
<p style="text-align: center;">Health</p> <p>Applicants must meet professional health requirements (in line with GMC standards / Good Medical Practice).</p>	Application form, pre-employment health screening

Career progression	
<p>Applicants must:</p> <ul style="list-style-type: none"> • Be able to provide complete details of their employment history • Have evidence that their career progression is consistent with their personal circumstances • Have evidence that their present level of achievement and performance is commensurate with the totality of their period of training • Have notified the Training Programme Director of the Specialty Training Programme they are currently training in if applying to continue training in the same specialty in another region^{ix}. • Applicants must not have previously relinquished or been released / removed from a training programme in this specialty, except if they have received an ARCP outcome 1 or under exceptional circumstances Not have previously relinquished or been released / removed from a GP training programme, except under exceptional circumstances^x. • Not previously resigned, been removed from, or relinquished a post or programme with resultant failure to gain the award of a FACD5.2, except under extraordinary circumstances <i>and</i> on the production of evidence of satisfactory outcome from appropriate remediation^{xi}. • Not already hold, nor be eligible to hold, a CCT/CESR in the specialty they are applying for and/or must not currently be eligible for the specialist register for the specialty to which they are applying 	<p>Application form Interview/selection centre</p>
Application completion	
<p>ALL sections of application form completed FULLY according to written guidelines.</p>	<p>Application form</p>

SELECTION CRITERIA

ESSENTIAL CRITERIA	DESIRABLE CRITERIA	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 • A demonstrable understanding of International Health Development • Competence in Information Technology • Competence and experience of audit and working within guidelines 	<ul style="list-style-type: none"> • Experience of working in a low resource country • Evidence of learning and teaching activity • Evidence of International Health Experience 	<p>Application form, interview/selection centre, References</p>
Personal skills		
<p>Communication skills:</p> <ul style="list-style-type: none"> • Capacity to adjust behaviour and language as appropriate to needs of differing situations <p>Conceptual thinking and problem solving:</p> <ul style="list-style-type: none"> • Capacity to think beyond the obvious, with analytical and flexible mind <p>Empathy and sensitivity:</p> <ul style="list-style-type: none"> • Capacity and motivation to take in others' perspectives and to treat others with understanding <p>Managing others and team involvement:</p>	<ul style="list-style-type: none"> • Evidence of leadership potential • Experience of a change process 	<p>Application form Interview/selection centre References</p>

<ul style="list-style-type: none"> Capacity to work effectively in partnership with others. <p>Organisation and planning:</p> <ul style="list-style-type: none"> Capacity to organise information/time effectively in a planned manner <p>Coping with pressure:</p> <ul style="list-style-type: none"> Capacity to recognise own limitations and develop appropriate coping mechanisms <p>Values:</p> <ul style="list-style-type: none"> Understands, respects and demonstrates the values of the NHS Constitution (e.g. everyone counts; improving lives; commitment to quality of care; respect and dignity; working together for patients; compassion) 		
Probity – professional integrity		
<ul style="list-style-type: none"> Capacity to take responsibility for own actions Demonstrate respect for all 		Application form, interview/selection centre, references
Commitment to specialty – learning and personal development		
<ul style="list-style-type: none"> Capacity and motivation to learn from experience and constantly update skills/knowledge 		Application form Interview/selection centre References

ⁱ When evaluated' is indicative, but may be carried out at any time throughout the selection process.

ⁱⁱ The GMC introduced the licence to practise in 2009. Any doctor wishing to practise in the UK after this date must be both registered with and hold a licence to practise from the GMC at time of appointment.

ⁱⁱⁱ Intended start date' refers to the date at which the post commences, not (necessarily) the time an offer is accepted.

^{iv} Please refer to the Health Professions Council of South Africa (HPCSA) website for eligibility guidance

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

^{vi} Please refer to your local South African Embassy / High Commission / Consulate for eligibility guidance

^{vii} Selection centre' refers to a process, not a place. It involves a number of selection activities which may be delivered within the unit of application.

^{viii} Applicants are advised to visit the GMC website which gives details of evidence accepted for registration

^{ix} The Support for Application to another region form, signed by the Training Programme Director of their current Specialty Training Programme confirming satisfactory progress must be submitted to the recruitment office at time of application.

^x Exceptional circumstances may be defined as a demonstrated change in circumstances, which can be shown on the ability to train at that time and may include severe personal illness or family caring responsibility incompatible with continuing to train. Applicants will only be considered if they provide a 'support for reapplication to a specialty training programme' form signed by both the Training Programme Director / Head of School and the Postgraduate Dean in the LETB / Deanery that the training took place. No other evidence will be accepted.

^{xi} Failure to satisfactorily complete an F2 programme once started should normally be addressed by returning to complete it. Extraordinary circumstances may be defined as a demonstrated change in circumstances which can be shown to have had an impact on the ability to train at that time and may include severe personal illness or family caring responsibility incompatible with continuing to train as a F2 doctor, either through sickness absence, as a LTFT trainee or in a period out of programme.