**PERSON SPECIFICATION -** **Salaried GP**

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| **Assessment**  **Criteria** | **Essential** | **Desirable** | **How assessed** |
| **Qualifications/**  **Training** | * A medical practitioner whose name is included in the General Practitioner Register under article 10 of the General and Specialist Medical Practice Order 2003 * Not subject to suspension under Section 41A of the Medical Act 1983 * Qualified General Practitioner (has completed CCT - Certificate of Completion of Training) * MRCGP * DRB clearance * Satisfactory Annual NHS Appraisal | * Evidence of further postgraduate educational activities in various fields * Further postgraduate qualifications eg DCH, DRCOG, DFSRFH and competence in Coil insertion * Evidence of CPD activity including audit * Minor surgery skills * Postgraduate teaching qualifications * GP trainer | CV  AF  IN |
| **Experience** | * Recent experience of UK General Practice * Evidence of independent working in General Practice * Experience of working to achieve standards within QOF * Experience of working as part of a multi-disciplinary and skill mix team environment | * Experience of participation in QOF/audit/QI * Teaching of GP registrars/F2 trainees/medical students/other * Accredited GP Registrar trainer/F2 supervisor * Evidence of participation in other non-patient facing areas eg medical politics, service change, leadership | CV  AF  IN  REF |

**CV = curriculum vitae; AF = Application Form; IN = interview; P = presentation; REF = references**

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| **Assessment**  **Criteria** | **Essential** | **Desirable** | **How assessed** |
| **Knowledge** | * Knowledge of NHS and UK primary care in particular * Understanding of child and adolescent health, adult health, frailty, care home needs, mental health, learning disability, end of life care | * Understanding/knowledge of: E-referral systems READ codes Access   Primary Care Networks Enhanced services Audit/QI Current opportunities and challenges facing primary care | IN  P |
| **Skills and Abilities** | * Understanding of the health and social needs of the patient population * Excellent inter-personal skills, self-motivation, reliability and empathy * Able to take full and independent responsibility for clinical care of patients * Ability to recognise own limitations * Committed to working as part of a multi-disciplinary and skill mix team environment * Excellent verbal and written communication * Confidence in use of IT * Excellent time management * Committed to personal and professional development * Committed to education and training * Willing to take active role in service development and learn new skills | * Confident in use of EMISWeb/outlook * Leadership skills * Innovative * Myers Briggs/Belbin profile available * GP trainer (or willingness to become) * Able to conduct minor ops/LARC fitting (or willingness to train for) | AF  IN  P  REF |

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