**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 theGeneral and Specialist Medical Practice Order 2003
* Not subject to suspension under Section 41A of theMedical Act 1983
* Qualified General Practitioner (has completed CCT -Certificate of Completion of Training)
* MRCGP
* DRB clearance
* Satisfactory Annual NHS Appraisal
 | * Evidence of further postgraduate educationalactivities 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
 | CVAFIN |
| **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
 | CVAFINREF |

**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 systemsREAD codesAccess

Primary Care NetworksEnhanced servicesAudit/QICurrent opportunities and challenges facing primary care | INP |
| **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)
 | AFINPREF |

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