

## Person Specification

### Salaried GP

		Means of Assessment
	Essential / Desirable	Application Form / Interview / Test
<b>Qualifications / Training</b>		Application form/interview for all
Qualified GP	E	
MRCGP	E	
Vocational Training Certificate or equivalent JCPTGP	E	
Certificate of Completion of Training (CCT)	E	
<b>Eligibility</b>		Application form/interview for all
Full GMC registration	E	
Performers List registration:	E	
<ul style="list-style-type: none"> <li>England – Conforms to the <a href="#">National Performers List</a> and is able to perform any such service as detailed within Regulation 24 of the <a href="#">National Health Service (Performers Lists) (England) Regulations 2013</a>.</li> </ul>		
Evidence of current validation	E	
Evidence of last appraisal	E	
Eligibility to practice in the UK independently	E	
<b>Knowledge and Skills</b>		Application form/interview for all
Outstanding level of clinical knowledge and skills commensurate with that of an experienced GP	E	
Understanding of the importance of evidence-based practice	E	
Good MS Office and clinical system IT knowledge	E	

Understanding of the spectrum of clinical governance processes	E	
Excellent communication skills including recording of accurate clinical notes	E	
Knowledge of health promotion strategies	D	
Ability to work within own scope of practice and understand when to refer to GP colleagues	E	
Experience of triage and the ability to effectively assess and diagnose	E	
Ability to listen whilst be honest and caring and be both sensitive and empathetic in distressing situations	E	
Understanding of the local pathology tests processes and the ability to processing the results with advising patients accordingly	E	
Ability to assess and manage acute deteriorations /exacerbations of long-term conditions	E	
Understanding of safeguarding adults and children	E	
Understanding of the importance of evidence-based practice	D	
Experience of medicines management	D	
Knowledge of public health issues in the local area	D	
Understanding and knowledge of QOF and enhanced service		
<b>Personal qualities</b>		Application form/interview for all
Effective time management (planning, organising and prioritising) with excellent problem solving and analytical skills	E	
Demonstrate personal accountability, emotional resilience and work well under pressure	E	
High levels of integrity	E	

Ability to follow legal, ethical and professional standards, including policies and procedures	E	
Ability to use own initiative, discretion, and sensitivity	E	
Ability to work under pressure and in stressful situations	E	
Able to get along with people from all backgrounds and communities, respecting lifestyles and diversity	E	
Ability to identify risk and assess/manage	E	
Ability to work as a team member and autonomously	E	
Good interpersonal and organisational skills	E	
Effectively able to communicate in a clear manner and understand the needs of the patient	E	
Commitment to ongoing professional development	E	
Problem solver with the ability to process information accurately and effectively, interpreting data as required	D	
Polite and confident	E	
Motivated, forward thinker	E	
Effectively utilise resources	E	