

Improving Selection to the Foundation Programme

Appendix E

Person Specification FP2012



**Foundation Programme Commencing August 2012
Person Specification**

	ESSENTIAL CRITERIA	DEMONSTRATED BY
Eligibility	Applicants must meet the requirements set out in the Foundation Programme 2012 Eligibility Criteria.	Eligibility checking
Qualifications	The applicant must have achieved, or expect to achieve, a primary medical qualification as recognised by the General Medical Council (GMC) by the start of the Foundation Programme 2012.	Eligibility checking
Clinical Knowledge & Skills	<p>The applicant must be familiar with and be able to demonstrate an understanding of the major principles of the GMC's Good Medical Practice (2006) including:</p> <ul style="list-style-type: none"> • Good clinical care • Maintaining good medical practice • Teaching and training, appraising and assessing • Relationships with patients, and can apply this understanding • Working with colleagues, and can apply this understanding • Probity • Health <p>The applicant must demonstrate an understanding of the outcomes to be achieved in the Foundation Programme as set out in The New Doctor (2009).</p>	<p>Application/ pre-employment screening</p> <p>Clinical assessment <i>(where appropriate)</i></p>
Language & Communication Skills	The applicant must have demonstrable skills in listening, reading, writing and speaking in English that enable effective communication about medical topics with patients and colleagues, as set out in the GMC's Good Medical Practice (2006).	<p>Application/ pre-employment screening</p> <p>Clinical assessment <i>(where appropriate)</i></p>

<p>Attributes</p>	<p>The applicant must demonstrate:</p> <ul style="list-style-type: none"> • an understanding of the importance of the patient as the central focus of care; • the ability to prioritise tasks and information and take appropriate decisions; • an understanding of the importance of working effectively with others; • the ability to communicate effectively with both colleagues and patients; • initiative and the ability to deal effectively with pressure and/or challenge • commitment to learning and continued professional development; • self-awareness and insight into the boundaries of their own abilities; • an understanding of the principles of equality and diversity. 	<p>Application/pre-employment screening</p> <p>Clinical assessment <i>(where appropriate)</i></p>
<p>Probity</p>	<p>The applicant must demonstrate appropriate professional behaviour, i.e. integrity, honesty, confidentiality as set out in the GMC's Good Medical Practice (2006).</p> <p>By the start of the programme, the applicant must demonstrate criminal records clearance at the appropriate level and complete all other pre-employment requirements according to current government legislation</p>	<p>Application/pre-employment screening</p>