

East Cliff Practice General Practitioner Person Specification

	ESSENTIAL	DESIRABLE
Qualifications Basic Postgraduate.	MBChB or equivalent.. On GMC General Practice register	MRCGP
Experience.	Approved specialist GP training, including at least one year spent in general practice	Post-qualification experience in a substantive GP post
Ability/ Knowledge.	Demonstrates a level of medical knowledge commensurate with that of a recently qualified British GP. Does not require work permit No unexplained career gaps Ability to manage chronic diseases according to current National guidelines.	Demonstrates a level of medical knowledge significantly above that of a recently qualified British GP.
Empathy and Sensitivity	Holistic approach to care of patients Has the capacity and motivation to take into account the perspectives of both patients and colleagues Treats patients with sensitivity and personal understanding Is empathetic and checks patient needs are met Generates safe/ understanding atmosphere	
Clinical Skills Technical Skills.	Understands the importance of evidence based practice and clinical effectiveness. Understands principles of Clinical Governance. Ability to make good medical notes.	Current evidence of additional clinical skills or interest in developing additional clinical skills. Recognises the limits of a doctors ability to intervene in the holistic care of the patient
Conceptual Thinking and Problem-solving	Thinks beyond the obvious to get to root cause Use of lateral thinking and insight Is open to new ways of thinking Can judge what is important from a mass of information	Demonstrates an understanding of the changing context of general practice in the modern NHS

Personal attributes.	<p>Good communication skills Fluency in written and spoken English. Ability to cope with stressful situations and take full responsibility for own actions. Commitment and evidence of continuing professional development (including peer review). Motivated and Trustworthy. Flexibility Good Timekeeper Demonstrates a collaborative style A skilled negotiator, able to motivate others A team player who contributes to and facilitates decision-making and develops trust as part of a multidisciplinary team Views self as part of larger organization Uses resources appropriately and efficiently</p>	<p>Demonstrates respect for and understands the roles of others in a multidisciplinary team. Demonstrates an understanding of the organisational infrastructure and professional culture that allows continuity of care to be facilitated and valued</p>
Coping with Pressure	<p>Recognises own limitations and 'shares the load with others' Calm under pressure and able to 'switch-off' outside work Able to develop appropriate coping mechanisms and is prepared to ask for help</p>	
Audit and Risk Management.	<p>Understands Principles of Audit. Understands the principles of Risk Management.</p>	<p>Evidence of participation in Audit and/or Risk Management.</p>
IT Skills	<p>Previous experience of effective use of General Practice computer clinical system Demonstrates knowledge of the clinical uses of the Internet.</p>	<p>Competent in use of EMIS Web Commitment to electronic medicine</p>
Teaching		<p>Evidence of past experience of teaching. Ability to teach junior staff and medical students.</p>
Research & Publications	<p>Understands the principles and importance of research. Commitment to evidence based practice.</p>	<p>Evidence of research, publications and prizes.</p>
Other Requirements	<p>Enhanced CRB clearance On GP Performers list Occupational Health Clearance</p>	