

# GP Partner – Person Specification

## Mattishall & Lenwade Surgeries

	Essential	Desirable	When Evaluated
<b>Qualifications</b>	MBBS or MBChB  JCPTGP or Certificate of equivalent experience  Vocational Training	MRCGP or equivalent	CV
<b>Eligibility</b>	Full GM Registration On the Medical Performers List Eligible for the Obstetric List Eligible for Minor Ops List Eligible to work in the UK Appropriate Defence Indemnity		CV
<b>Fitness to Practice</b>	Up to Date and fit to practice safely		CV References
<b>Language Skills</b>	Skills in written and spoken English, adequate to enable effective communication about medical topics with patients and colleagues demonstrated by one of the following:- <ol style="list-style-type: none"> <li><i>Applicant has undertaken undergraduate medical training in English or</i></li> <li><i>Have the following scores in the academic International English Language Testing System (ELTS) – Overall 7, Speaking 7, Listening 6, reading 6, Writing 6.</i></li> </ol> <i>If applicant believes they have adequate communication skills but do not fit into one of the examples they need to provide evidence</i>		CV Interview
<b>Experience</b>	Experience in Primary Care and working within a multidisciplinary team  Experience of a clinical system - SystemOne	Interest in Service development Previous involvement in teaching Experience of Audit	CV Interview
<b>Health</b>	Meets Occupational health requirements (In line with GMC Standards/Good Medical practice)		Interview Pre-employment health screening
<b>Career Progression</b>	Ability to provide complete details of employment history		CV
<b>Transportation</b>	Holds a current valid driving licence or provides evidence of proposed alternative means of providing emergency and domiciliary care to fulfil requirements.		CV Interview
<b>Knowledge and Skills</b>	Awareness of and compliance with all relevant national clinical policies/guidelines e.g. prescribing, confidentiality, data protection, health and safety, annual QOF  Assessment of Practice	Up to date with current NHS policy development and their application to	CV Interview References

	<p>A good working knowledge of the GP Contract including QOF &amp; Enhanced Services.</p> <p>Awareness of the importance of quality outcome measures and performance targets in the current health economy</p> <p>Well-developed IT skills and an enthusiasm for the application of IMT to a practice environment</p> <p>Excellent interpersonal skills</p> <p>Understanding of and commitment to the strategic direction and business planning of a Practice</p> <p>Commitment to patient safety and quality</p> <p>Commitment to continuing professional development &amp; a learning culture</p>	<p>General Practice</p> <p>Understanding of the principles needed (not necessarily experience) in running an organisation</p>	
<b>Clinical Skills</b>	<p>Clinical knowledge &amp; Expertise: sound clinical knowledge &amp; awareness to full investigation of problems</p> <p>Commitment to high quality clinical care</p> <p>Ability to record clear contemporaneous IT based consultation notes to agreed standards.</p>		CV Interview References
<b>Disposition and Attributes</b>	<p>Innovative and able to initiate change</p> <p>Capacity to operate and think laterally</p> <p>Able to motivate and enthuse others</p> <p>Flexible and adaptable, able to multi-task</p> <p>Team player – corporate loyalty and integrity</p> <p>Demonstrate commitment to respecting diversity and inclusion of opportunity</p> <p>Commitment to reflect practice and the continuous improvement of own performance</p> <p>Can see the 'bigger picture' Flexible</p> <p>Approachable personality</p> <p>Sense of humour</p> <p>Good team member</p>		CV Interview References