

Person Specification Recruitment to F2 Stand-alone Foundation Programmes

FACTORS		CRITERIA	MEANS OF ASSESSMENT		
			Eligibility checking	Application	Interview
Qualifications	Essential	<p>The applicant must have achieved a primary medical qualification recognised by the General Medical Council (GMC).</p> <p>The applicant must hold or expect to hold full registration and a licence to practise with the GMC by the start of the programme.</p> <p>ILS certificate or equivalent.</p> <p>The applicant must not have already successfully completed an F2 year and received a Foundation Achievement of Competency Document (FACD) or equivalent or expect to do so by the start of the programme.</p> <p>*Appropriate right to work as a doctor in training in the UK. **If the applicant has been removed or resigned from foundation training, the <i>Reapplication to foundation training</i> form signed by the foundation school director of the foundation school where previous training took place will be required</p>			
	Desirable	<p><i>The applicant has attained additional relevant qualifications e.g. ALS, ALERT.</i></p> <p><i>The applicant has no more than 24 months postgraduate clinical experience in the UK.</i></p> <p><i>The applicant will have practised continuously as a doctor for the last 12 months. If not, evidence of maintaining clinical knowledge and skills must be provided.</i></p> <p><i>The applicant will have attained relevant additional postgraduate academic qualifications e.g. a degree.</i></p>			
Clinical Knowledge & Skills	Essential	<p>The applicant must be of good standing and fit to practise medicine safely in accordance with GMC's Good Medical Practice (2013) domains:</p>			

		<ul style="list-style-type: none"> • Knowledge, skills and performance • Safety and quality • Communication, partnership and teamwork • Maintaining trust <p>The applicant must demonstrate an understanding of the outcomes of the Foundation Programme Curriculum (2016).</p> <p>The applicant must be familiar with requirements as set out in Promoting excellence: standards for medical education and training (2016) including the relevant core skills.</p>			
	Desirable	<p><i>Clinical experience in any public health service</i></p> <p><i>Evidence of Continuing Professional Development (CPD)</i></p> <p><i>Knowledge and experience of UK health systems, practices and values and awareness of current issues in the NHS</i></p> <p><i>Computer literate</i></p> <p><i>Understands the importance and impact of information systems in health care</i></p> <p><i>Participation in clinical audit</i></p> <p><i>Experience of working in teams.</i></p>			

1 Applicants who do not have the right to work in the UK will only be considered if there are insufficient suitable applicants who have the right to work in the UK.

2 Any applicant that has resigned or been removed from foundation training (either the Foundation Programme or a one-year F2 stand-alone programme) will be required to submit a *Reapplication to foundation training* form with their application. (See Appendix 4)

FACTORS		CRITERIA	MEANS OF ASSESSMENT		
			Eligibility checking	Application	Interview
Language & Communication Skills	Essential	<ul style="list-style-type: none"> 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 (2013). If the Primary Medical Qualification including clinical contact was not carried out using English, applicants must have an academic IELTS score of at least 7.5 in each domain and overall, or demonstrate equivalence by providing evidence of English language skills 			
	Desirable				
Attributes	Essential	<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 appropriately; 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 an understanding of the principles of equality and diversity. 			
	Desirable				
Fitness to practice		<ul style="list-style-type: none"> The applicant must achieve the relevant clearance for criminal record checks at the appropriate level subject to prevailing UK legislation. 			