

## GENERAL PRACTICE - ST1

<b>ENTRY CRITERIA</b>	
<p><b>Essential Criteria</b></p> <p><b>Qualifications:</b></p> <p>Applicants must have:</p> <ul style="list-style-type: none"> <li>• MBBS or equivalent medical qualification</li> </ul>	<p><b>When is this evaluated?<sup>i</sup></b></p> <p>Application form</p>
<p><b>Eligibility:</b></p> <p>Applicants must:</p> <ul style="list-style-type: none"> <li>• Be eligible for full registration with, and hold a current licence to practise<sup>ii</sup> from, the GMC at intended start date<sup>iii</sup></li> <li>• Have evidence of achievement of foundation competences, in the three and a half years preceding the advertised post start date for the round of application, via one of the following methods: <ul style="list-style-type: none"> <li>➤ Current employment in a UKFPO-affiliated foundation programme; <b>or</b></li> <li>➤ Having been awarded an FPCC (or FACD 5.2) from a UK affiliated foundation programme within the 3.5 years preceding the advertised post start date; <b>or</b></li> <li>➤ Current employment in a GMC approved Specialty Training Programme holding either a National Training Number (NTN) or Deanery Reference Number (DRN); <b>or</b></li> <li>➤ 12 months medical experience after full GMC registration (or equivalent post licensing experience), and evidence to commence specialty training in the form of a <i>Certificate of Readiness to Enter Specialty Training</i></li> </ul> </li> <li>• Be eligible to work in the UK</li> <li>• Eligible for UK Medical Performers' Lists<sup>iv</sup></li> <li>• Hold a current and in date valid driving licence or provides an undertaking to provide alternative means of transport when providing emergency and domiciliary care to fulfil the requirements of the whole training programme</li> </ul>	<p><b>When is this evaluated?</b></p> <p>Application form, interview/selection centre<sup>v</sup></p>
<p><b>Fitness to practise:</b></p> <p>Is up to date and fit to practise safely and is aware of own training needs.</p>	<p><b>When is this evaluated?</b></p> <p>Application form References</p>
<p><b>Language skills:</b></p> <p>Applicants must have demonstrable skills in written and spoken English, adequate to enable effective communication about medical topics with patients and colleagues, as assessed by the General Medical Council<sup>vi</sup></p>	<p><b>When is this evaluated?</b></p> <p>Application form, interview/selection centre</p>
<p><b>Health:</b></p> <p>Applicants must meet professional health requirements (in line with GMC standards / Good Medical Practice).</p>	<p><b>When is this evaluated?</b></p> <p>Application form, pre-employment health screening</p>
<p><b>Career progression:</b></p> <p>Applicants must:</p>	<p><b>When is this evaluated?</b></p>

<ul style="list-style-type: none"> <li>• Be able to provide complete details of their employment history</li> <li>• Have evidence that their career progression is consistent with their personal circumstances</li> <li>• Have evidence that their present level of achievement and performance is commensurate with the totality of their period of training</li> <li>• Have notified the Training Programme Director of the Specialty Training Programme they are currently training in if applying to continue training in the same specialty in another region<sup>vii</sup>.</li> <li>• Applicants must not have previously relinquished or been released / removed from a GP training programme, except under exceptional circumstances.<sup>viii</sup></li> <li>• Not previously resigned, been removed from, or relinquished a post or programme with resultant failure to gain the award of a FPCC (FACD 5.2), except under extraordinary circumstances <i>and</i> on the production of evidence of satisfactory outcome from appropriate remediation<sup>ix</sup>.</li> <li>• Not already hold, nor be eligible to hold, a CCT/CESR/CEGPR in the specialty they are applying for and/or must not currently be eligible for the specialist register for the specialty to which they are applying</li> </ul>	<p>Application form Interview/selection centre</p>
<p><b>Application completion:</b> ALL sections of application form completed FULLY according to written guidelines</p>	<p><b>When is this evaluated?</b> Application form</p>

<p><b>SELECTION CRITERIA</b></p>		
<p><i>Clinical skills – clinical knowledge &amp; expertise</i></p>		
<p><b>Essential Criteria</b></p> <ul style="list-style-type: none"> <li>• Capacity to apply sound clinical knowledge and awareness to full investigation of problems</li> </ul>		<p><b>When is this evaluated?</b> Application form, interview/selection centre References</p>
<p><i>Personal skills</i></p>		
<p><b>Personal Skills – Essential Criteria</b></p> <p><b>Communication skills:</b></p> <ul style="list-style-type: none"> <li>• Capacity to adjust behaviour and language as appropriate to needs of differing situations</li> </ul> <p><b>Conceptual thinking and problem solving:</b></p> <ul style="list-style-type: none"> <li>• Capacity to think beyond the obvious, with analytical and flexible mind</li> </ul> <p><b>Empathy and sensitivity:</b></p> <ul style="list-style-type: none"> <li>• Capacity and motivation to take in others' perspectives and to treat others with understanding</li> </ul> <p><b>Managing others and team involvement:</b></p> <ul style="list-style-type: none"> <li>• Capacity to work effectively in partnership with others.</li> </ul> <p><b>Organisation and planning:</b></p> <ul style="list-style-type: none"> <li>• Capacity to organise information/time effectively in a planned manner</li> </ul>		<p><b>When is this evaluated?</b> Application form Interview/selection centre References</p>

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<p><b>Coping with pressure:</b></p> <ul style="list-style-type: none"> <li>Capacity to recognise own limitations and develop appropriate coping mechanisms</li> </ul> <p><b>Values:</b></p> <ul style="list-style-type: none"> <li>Understands, respects and demonstrates the values of the NHS (e.g. everyone counts; improving lives; commitment to quality of care; respect and dignity; working together for patients; compassion)</li> </ul>		
<b><i>Probity – professional integrity</i></b>		
<p><b>Essential Criteria</b></p> <ul style="list-style-type: none"> <li>Capacity to take responsibility for own actions</li> <li>Demonstrate respect for all</li> </ul>		<p><b>When is this evaluated?</b></p> <p>Application form, interview/selection centre</p> <p>References</p>
<b><i>Commitment to specialty – learning and personal development</i></b>		
<p><b>Essential Criteria</b></p> <ul style="list-style-type: none"> <li>Capacity and motivation to learn from experience and constantly update skills/knowledge</li> </ul>		<p><b>When is this evaluated?</b></p> <p>Application form</p> <p>Interview/selection centre</p> <p>References</p>

<sup>i</sup> 'When is this evaluated' is indicative but may be carried out at any time throughout the selection process.

<sup>ii</sup> The GMC introduced the licence to practise in 2009. Any doctor wishing to practise in the UK after this date must be both registered with and hold a licence to practise from the GMC at time of appointment.

<sup>iii</sup> 'Intended start date' refers to the date at which the post commences, not (necessarily) the time an offer is accepted.

<sup>iv</sup> The language skills requirements are for recruitment and may differ from those standards required for GMC registration and National Performers List entry

<sup>v</sup> 'Selection centre' refers to a process, not a place. It involves a number of selection activities which may be delivered within the unit of application.

<sup>vi</sup> Applicants are advised to visit the GMC website which gives details of evidence accepted for registration.

<sup>vii</sup> The Support for Application to another region form, signed by the Training Programme Director of their current Specialty Training Programme confirming satisfactory progress must be submitted to the recruitment office at time of application.

<sup>viii</sup> Exceptional circumstances may be defined as a demonstrated change in circumstances, which can be shown on the ability to train at that time and may include severe personal illness or family caring responsibility incompatible with continuing to train. Applicants will only be considered if they provide a 'support for reapplication to a specialty training programme' form signed by both the Training Programme Director / Head of School and the Postgraduate Dean in the HEE Local Office / Deanery that the training took place. No other evidence will be accepted.

<sup>ix</sup> An applicant who has previously resigned, been removed from, or relinquished a post on the foundation training programme will not usually be eligible to apply for an ST1/CT1 post except under extraordinary circumstances. Extraordinary circumstances may be defined as a demonstrated change in circumstances which can be shown to impact on the ability to train at that time and may include severe personal illness or family caring responsibility incompatible with continuing to train as a foundation doctor, either through sickness absence, as a LTFT trainee or in a period out of programme.

Where an applicant wishes to apply for an ST1/CT1 post in the above circumstances they must provide evidence to support this application in the form of a letter written and signed by the Director of the Foundation School where previous training took place. This letter must include the following information:

- The dates of your previous training;
- Confirmation of the reasons why the applicant previously resigned, was removed from or relinquished their post in the training programme

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- Confirmation that the applicant has met the requirements/demonstrated the competencies of foundation training
- Confirmation that the applicant has completed a period of remediation (if applicable)