**MICKLEOVER SURGERY**

**SALARIED GP – PERSON SPECIFICATION**

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| **Qualifications** | **Essential** | **Desirable** |
| *Fully Qualified GP eligible to work in General Practice in the NHS* | 🗹 |  |
| *MRCGP* | 🗹 |  |
| *National Performers’ List Registration* | 🗹 |  |
| *General Practitioner Register under article 10 of the General and Specialist Medical Practice Order 2003* | 🗹 |  |
| *Not subject to suspension under section 41A of the Medical Act 1983* | 🗹 |  |
| *Clear DBS report* | 🗹 |  |
| *Evidence of commitment to ongoing personal & professional development* | 🗹 |  |
| *Eligible to independently practice in the United Kingdom* | 🗹 |  |
| *Experience working in general practice/primary care environment* |  | 🗹 |
| *Have an understanding of the needs of the vulnerable groups of patients that are registered* |  | 🗹 |

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| **Skills and Experience** | **Essential** | **Desirable** |
| *Experience of working to achieve standards within the Quality*  *and Outcome Framework (QOF)* | 🗹 |  |
| *Understand the health and social needs of a local practice patient population* | 🗹 |  |
| *Excellent verbal and written communication skills to interact with patients and other healthcare professionals.* | 🗹 |  |
| *Experience of supporting service change* | 🗹 |  |
| *Ability to listen actively to patients in a non-judgemental manner.* | 🗹 |  |
| *The ability to deal with criticism and work well under severe pressure.* | 🗹 |  |
| *Strong attention to detail.* | 🗹 |  |
| *Patience and a calm demeanour in stressful situations.* | 🗹 |  |
| *Formulating treatment plans and evaluation of progress* | 🗹 |  |
| *Ability to work with integrated care pathways, protocols, and patient specific directives.* | 🗹 |  |
| *Understanding of the current issues and challenges facing primary care* | 🗹 |  |
| *Ability to develop and deliver evidence based care.* | 🗹 |  |
| *Experience of service improvement and quality initiatives.* | 🗹 |  |
| *Evidence of contributing to practice development and research in clinical area.* | 🗹 |  |
| *Ability to understand the importance of and establish own role in Clinical Governance and risk management.* | 🗹 |  |
| *Demonstrates evidence of continuous professional development (CPD)* | 🗹 |  |
| *Excellent time management skills.* |  | 🗹 |
| *Excellent record keeping skills* |  | 🗹 |
| *Experience with clinical IT systems e.g. SystmOne/Emis/Vision etc.* |  | 🗹 |

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| *Demonstrates awareness of the importance of working as part of a multi-disciplinary team.* | 🗹 |  |
| *Ability to work flexibly to meet Practice demands* | 🗹 |  |
| *Sensitive and shows empathy in difficult situations* | 🗹 |  |
| *Ability to communicate effectively with colleagues, patients, relatives, nurses, other staff and agencies (verbal, written and electronic formats)* | 🗹 |  |
| *Caring attitude to patients* | 🗹 |  |
| *Must value and appreciate the worth of others* | 🗹 |  |
| *A recognition of the importance of showing respect, dignity and compassion to patients and colleagues* | 🗹 |  |
| *Progressive, forward-thinking attitude* | 🗹 |  |
| *Commitment to continuing education and professional development* | 🗹 |  |

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| **Physical Requirements** | **Essential** | **Desirable** |
| *Commit to a DBS Check* | 🗹 |  |
| *UK Driving Licence* |  | 🗹 |