

APPENDIX A – TFS AFP PERSON SPECIFICATION

Thames Foundation Schools

ACADEMIC FOUNDATION PROGRAMME RECRUITMENT

Programmes Commencing August 2012

PERSON SPECIFICATION

| | ESSENTIAL CRITERIA | DEMONSTRATED BY |
|-----------------------------|--|--|
| Eligibility | Applicants must meet the requirements set out in the Academic Foundation Programme 2012 Eligibility Criteria. | Eligibility checking |
| Qualifications | The applicant must have achieved, or expect to achieve, a primary medical qualification as recognised by the General Medical Council (GMC) by the start of the Foundation Programme 2012. | Eligibility checking |
| Clinical Knowledge & Skills | <p>The applicant must be familiar with and be able to demonstrate an understanding of the major principles of the GMC's Good Medical Practice (2006) including:</p> <ul style="list-style-type: none"> • Good clinical care • Maintaining good medical practice • Teaching and training, appraising and assessing • Relationships with patients, and can apply this understanding • Working with colleagues, and can apply this understanding • Probity • Health <p>The applicant must demonstrate an understanding of the outcomes to be achieved in the Foundation Programme as set out in The New Doctor (2009).</p> | <p>Application/ pre-employment screening</p> <p>Clinical assessment <i>(where appropriate)</i></p> |
| Academic Requirements | <p>The applicant must provide evidence of high academic achievement, for example:</p> <p>a. • 1st class honours for a BSc</p> <p>AND/OR</p> <p>b. • Distinction, merits or equivalent during undergraduate medical programme</p> <p>AND/OR</p> <p>c. Peer reviewed publication</p> | |

Revised 31st May 2011 – Academic Requirements section (bold text is new):
“Distinction, **merits or equivalent**”

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| <p>Language & Communication Skills</p> | <p>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 paragraph 22 of the GMC's Good Medical Practice (2006).</p> <p>This could be demonstrated by either of the following criteria:</p> <p>a. applicants have undertaken their entire undergraduate medical training (excluding any official elective period) in English</p> <p>OR</p> <p>b. have attained the minimum International English Language Testing System (IELTS) score.</p> <p><i>Minimum Scores:</i> Overall – 8.0 Speaking – 8.0 Listening – 8.0 Reading – 8.0 Writing – 8.0</p> | <p>Application/ pre-employment screening</p> <p>Clinical assessment <i>(where appropriate)</i></p> |
| <p>Attributes</p> | <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 • commitment to learning and continued professional development; • self-awareness and insight into the boundaries of their own abilities; • an understanding of the principles of equality and diversity <p>Academic Attributes</p> <ul style="list-style-type: none"> • an understanding of the principles of medical research • an understanding of the importance of effective teaching • an understanding of the principles of ethical research | <p>Application/ pre-employment screening</p> |
| <p>Probity</p> | <p>The applicant must demonstrate appropriate professional behaviour, i.e. integrity, honesty, confidentiality as set out in the GMC's Good Medical Practice (2006).</p> <p>By the start of the programme, the applicant must demonstrate criminal records clearance at the appropriate level and complete all other pre-employment requirements according to current government legislation.</p> | <p>Application/ pre-employment screening</p> |