

**Kent Surrey & Sussex Foundation School and Wessex
Academic Foundation Programme/Medical Education Programme
Commencing August 2024
Person Specification**

	ESSENTIAL CRITERIA	DEMONSTRATED BY
Eligibility	Applicants must meet the requirements set out in the UK Foundation Programme 2024 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 UK Foundation Programme 2024.	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 (2013)¹ including:</p> <ul style="list-style-type: none"> • Knowledge, skills and performance • Safety and quality • Communication, partnership and teamwork • Maintaining trust <p>The applicant must be familiar with requirements as set out in GMC Outcomes for Graduates 2018</p>	<p>Application/ pre-employment screening</p> <p>Clinical assessment <i>(where appropriate)</i></p>
Language & Communication Skills	The applicant must demonstrate skills in listening, reading, writing and speaking in English language that enable effective communication about medical topics with patients and colleagues, as set out in the GMC's Good Medical Practice (2013) ¹	<p>Application/ pre-employment screening</p> <p>Clinical assessment <i>(where appropriate)</i></p>
Attributes	<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 and take appropriate decisions; • 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 	<p>Application/ pre-employment screening</p> <p>Clinical assessment <i>(where appropriate)</i></p>

¹ Please note that whenever General Medical Council documents are referenced, it is possible that revised versions will be produced after the UKFPO's information has been published. Therefore, applicants should always refer to the most up-to-date version of these publications.

	<p>professional development;</p> <ul style="list-style-type: none"> • self awareness and insight into the boundaries of their own abilities; • an understanding of the principles of equality and diversity 	
Probity	<p>The applicant must demonstrate appropriate professional behaviour, i.e. integrity, honesty, confidentiality as set out in the GMC's Good Medical Practice (2013)¹</p> <p>By the start of the programme, the applicant must demonstrate criminal record and barring clearance at the appropriate level and complete all other pre-employment requirements according to current government legislation.</p>	Application/ pre-employment screening
	DESIRABLE CRITERIA	DEMONSTRATED BY
Academic/Medical Education Criteria	<p>The applicant must demonstrate an understanding of the importance of research or medical education.</p> <p>The applicant must demonstrate evidence of interest in research/teaching/medical education and initiative in identifying and following up on research or teaching opportunities. This can be demonstrated in a number of ways including:</p> <ul style="list-style-type: none"> • Research carried out as an undergraduate / postgraduate (whether or not it has led to formal publications) • Academic publications or presentations • Significant contribution to education/teaching • Understanding different types of research relevant to the NHS - OR – understanding the principles of healthcare education <p>The candidate clearly conveys the intended role of the Specialised Foundation Programme in their career plans and ambitions.</p> <p>The Head of Foundation School reserves the right to prevent a trainee undertaking an Academic Foundation Programme placement if the trainee has not successfully completed their F1 training year, and there are issues concerning progression to F2.</p>	Application/ pre-employment screening

¹ Please note that whenever General Medical Council documents are referenced, it is possible that revised versions will be produced after the UKFPO's information has been published. Therefore, applicants should always refer to the most up-to-date version of these publications.