Working Across the West Midlands

**Academic Foundation Programmes – Health Education West Midlands**
**Person Specification for entry to Academic Foundation Training 2020**

| | ESSENTIAL | DESIRABLE | EVALUATED |
|---|---|---|---|
| **ELIGIBILITY** | Applicants must meet the requirements set out in the UK Foundation Programme 2020 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 2020. | • No failure in any part of MBBS programme<br><br>• Additional qualifications e.g. BSc, MSc, PhD or equivalent | Application Form Eligibility checking |
| **CLINICAL KNOWLEDGE & SKILLS** | 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:<br>• Knowledge, skills and performance<br>• Safety and quality<br>• Communication, partnership and teamwork<br>• Maintaining trust<br>The applicant must be familiar with requirements as set out in<br><br>Promoting excellence: standards for medical education and training (2016) including the relevant core skills. | | Application[2] Interview Pre-employment Screening<br><br><br>Clinical assessment *(where appropriate)* |
| **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] | | Application[2] Interview Pre-employment Screening<br><br>Clinical assessment *(where appropriate)* |

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| **KNOWLEDGE and ACHIEVEMENTS** | • Clear evidence of high academic achievement<br><br>• Evidence of good organisational skills<br><br>• Evidence of ability to achieve academic commitments | • 1st class honours for BSc and/or distinction during MBBS programme<br><br>• Academic and extracurricular achievements<br><br>• Presentation of work at a national or international meeting<br><br>• Publications in peer reviewed journals<br><br>• Prizes during medical school programme<br><br>• Elective or Specialty Study Modules (SSM) report demonstrating understanding and commitment to academic career | Application[2]<br>Interview |
| **EDUCATIONAL & PERSONAL ASPECTS** | • Demonstration of educational reasons for applying for an academic Foundation Programme | • Demonstration of personal reasons for applying for this academic Foundation Programme<br><br>• Demonstrates high interest in academic medicine | Application[2]<br>Interview |
| **ATTRIBUTES** | The applicant must demonstrate:<br><br>• an understanding of the importance of the patient as the central focus of care<br><br>• the ability to prioritise tasks and information and take appropriate decisions<br><br>• an understanding of the importance of working effectively with others<br><br>• the ability to communicate effectively with both colleagues and patients<br><br>• initiative and the ability to deal effectively with pressure | | Application[2]<br>Pre employment screening<br>Interview<br><br>Clinical assessment *(where appropriate)* |

| | ESSENTIAL | DESIRABLE | EVALUATED |
|---|---|---|---|
| | and/or challenge<br><br>• commitment to learning and continued professional development<br><br>• self-awareness and insight into the boundaries of their own abilities<br><br>• an understanding of the principles of equality and diversity. | | |
| **PROBITY** | The applicant must demonstrate appropriate professional behaviour, i.e. integrity, honesty, confidentiality as set out in the GMC's Good Medical Practice (2013)1.<br><br>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. | | Application2/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.

2) Please note that the Application includes the Situational Judgement Test (SJT)