

PERSON SPECIFICATION

Post: Bank Doctor

Department: Various

| ATTRIBUTES/SKILLS | ESSENTIAL | DESIRABLE | MEASUREMENT |
|------------------------------|---|---|----------------------------|
| Education and qualifications | MBBS or equivalent medical qualification | | Application form |
| Eligibility | <p>Eligible for full registration with the GMC at time of appointment</p> <p>As applicable to grade, evidence of achievement of Foundation competencies by time of appointment in line with GMC standards/Good Medical Practice including:</p> <ul style="list-style-type: none"> • Good clinical care • Maintaining good medical practice • Good relationships and communication with patients • Good working relationships with colleagues • Good teaching and training • Professional behaviour and probity • Delivery of good acute clinical care <p>Eligibility to work in the UK</p> | | Application form/interview |
| Clinical Skills | <p>Clinical Knowledge & Expertise:</p> <p>Capacity to apply sound clinical knowledge & judgement and prioritise clinical need.</p> <p>Demonstrates appropriate technical competence with</p> | <p>Personal Attributes:</p> <p>Shows aptitude for practical skills, e.g. hand-eye coordination, dexterity</p> | Application form/interview |

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| | potential for developing strong/complex clinical/ diagnostic skills e.g. CPR, infection control, physical examination, history-taking. | visuospatial awareness Attendance at relevant courses, e.g. ALS, ALERTS or equivalent | |
| Personal qualities | <p>Situation Awareness:</p> <ul style="list-style-type: none"> Capacity to monitor and anticipate situations that may change rapidly <p>Communication Skills:</p> <ul style="list-style-type: none"> Capacity to communicate effectively and sensitively with others, able to discuss treatment options with patients in a way they can understand. <p>Managing Others & Team Involvement:</p> <ul style="list-style-type: none"> Capacity to work effectively in a multi-disciplinary team and demonstrate leadership when appropriate. Capacity to establish good working relations with others <p>Problem Solving & Decision Making:</p> <ul style="list-style-type: none"> Capacity to think beyond the obvious, with analytical and flexible mind. Capacity to bring a range of approaches to problem solving <p>Judgement under Pressure:</p> <ul style="list-style-type: none"> Capacity to operate effectively under pressure and remain objective in highly emotive/pressurised | | Application form/interview |

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| | <p>situations.</p> <ul style="list-style-type: none"> • Awareness of own limitations and when to ask for help. <p>Organisation & Planning:</p> <ul style="list-style-type: none"> • Capacity to manage time and prioritise workload, balance urgent and important demands, follow instructions. • Understands importance and impact of information systems | | |
| Values | Demonstrable ability to meet Trust values | | Interview/assessment |
| Other requirements | <p>Meets professional health requirements (in line with GMC standards/Good Medical Practice)</p> <p>Is up to date and fit to practice safely.</p> <p>Takes responsibility for own actions, demonstrates respect for the rights of all.</p> <p>Demonstrates awareness of ethical principles, safety, children's rights, confidentiality and consent.</p> <p>Awareness of importance of being the patients' advocate, clinical governance and responsibilities of an NHS employee.</p> | | Application form/interview |