## Wessex Foundation School

**Academic Foundation Programme** Commencing August 2020

**Person Specification**

<table>
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<tr>
<th><strong>ESSENTIAL CRITERIA</strong></th>
<th><strong>DEMONSTRATED BY</strong></th>
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<tbody>
<tr>
<td><strong>Eligibility</strong></td>
<td>Applicants must meet the requirements set out in the UK Foundation Programme 2020 Eligibility Criteria.</td>
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<tr>
<td><strong>Qualifications</strong></td>
<td>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.</td>
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| **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:  
  - Knowledge, skills and performance  
  - Safety and quality  
  - Communication, partnership and teamwork  
  - Maintaining trust  
  The applicant must be familiar with requirements as set out in *GMC Outcomes for Graduates 2018* | Application²/pre-employment screening  
  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 | Application²/pre-employment screening  
  Clinical assessment (where appropriate) |
| **Attributes** | The applicant must demonstrate:  
  - 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 | Application²/pre-employment screening  
  Clinical assessment (where appropriate) |

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.

²Please note that the Application includes the Situational Judgement Test (SJT)
<table>
<thead>
<tr>
<th>DESIRABLE CRITERIA</th>
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<td><strong>Academic Criteria</strong></td>
<td>Application²/ pre-employment screening</td>
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The applicant must demonstrate an understanding of the importance of research.

The applicant must demonstrate evidence of interest in research/teaching. This can be demonstrated by any of the following:

- Research carried out as an undergraduate / postgraduate (whether or not it has led to formal publications)
- Academic publications or presentations
- Prizes or distinctions
- Significant teaching achievement
- Intercalated degree
- Understanding different types of research relevant to the NHS
- 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.

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