

Person Specification: General Practice and Complex Care Support Team

Attribute	Essential	Desirable	Evidence
Qualifications	Basic clinical qualification MRCGP or equivalent Adult safeguarding Basic Life Support Equality and Diversity Training	Clinical orientated Diplomas	CV
Experience	Experience of having worked as a clinician in a primary care environment. To be able to consult independently, and assess patients at first presentation Experience and understanding of GMS/PMS contracting requirements and the operation of the Quality Outcomes Framework process (QOF)	Proven interest in development of primary care / frailty	CV Interview References
Knowledge	To be able to comprehend, plan and prioritise work To have innovative ideas and develop into reality Up to date knowledge of: <ul style="list-style-type: none"> • Long Term Condition management • Mental Health including Dementia • Health Promotion • End of Life Care <p>Awareness of NHS provision and legislation</p> <p>Awareness of own scope and limits of practice</p>	Experience in working in frailty, care of the elderly, working with dementia	CV Interview
Skills	Coping with pressure Resilient and pro-active attitude Ability to work on own initiative Organising and prioritising own work Excellent verbal & written communication skills Basic IT competence Report writing	Developed protocols/guidelines	CV Interview

	<p>Strong level of IT proficiency and familiarity with primary care clinical systems</p> <p>Ability to offer support within a clinical team and share learning points in practice meetings</p>		
People Skills	<p>Evidence of managing people and projects</p> <p>Ability to listen to the needs of others / active listening</p> <p>Ability to work as part of an integrated multi-skilled team</p>		Interview
Values	<p>Enthusiasm for Primary Care and Frailty</p> <p>Commitment to lifelong learning and willingness to learn from others</p> <p>Willingness to change in response to feedback</p>		Interview
Other	<p>Registered on the Medical Performers List</p> <p>As part of the selection process for this post, applicants will be required to undergo a “Disclosure and Barring Service” (DBS) criminal records check (previously known as Criminal Records Bureau / ISA checks).</p> <p>If successfully appointed, the applicant will receive confirmation of which checks and/or registration they are required to have.</p> <p>The applicant will confirm whether they are under investigation for fitness to practice or outstanding criminal proceedings.</p>		