

# Preparing for GMS Interview

NEGs Dublin Regional Meeting

ICGP Lincoln Place

17<sup>th</sup> Feb '10

# Initial Application

- Application Form
  - Fill it out as instructed!!
  - Review the Job Specification
    - Skills, competencies, qualifications / knowledge
    - Shortlisting criteria
    - Required to be part of a PCT
  - Highlight relevant experience – sell yourself
  - Talk to recent successful applicants about what they included
  - Get a few people to review it
  - Do you have a partner in mind?

Consider both of you applying for list

# Prior to Interview

- Interview Preparation

- Talk to everyone you know who's recently done an interview
- Review the marking schedule
- Review the job specification again
- Consider the likely structure of the panel
  - 4 person panel (1 chairperson, 3 asking questions); 1 will be HSE
- Review your application and prepare questions
  - What questions are you likely to be asked based on the info you have supplied?

# Prior to Interview

- Interview Preparation (cont.)
  - HSE website
    - Primary Care Strategy
      - Need to know it inside out
    - Be aware of HSE structures and policy
      - Briefly review National Service Plan '09, etc.
    - Topical Issues
      - e.g. H1N1
      - Recent relevant publications e.g. Diabetes Expert Advisory Group

# Prior to Interview

- Interview Preparation (cont.)
  - Speak to local TDO re PCT plans in the area
  - Business plan
    - Templates available online
    - Can refer to it during interview
    - Focuses the mind!
  - Study the proposed area
    - Demographics (CSO website)
    - Likely practice population
    - Local community
    - Competition

# The Interview

- **Marking Schedule (due to change shortly)**
  - 600 marks available
  - 300 prior to interview
    - Professional qualifications and research – 100
    - GP training and hospital experience – 100
    - GP experience – 100
  - 300 at interview (“General Suitability”)
    - Clinical knowledge / decision-making skills – 100
    - Communication / teamwork – 100
    - Organisation / management skills – 100

# The Interview

- **Marking Schedule (due to change shortly)**
  - GP experience marking has been controversial:
    - 20 p.a. full GMS principal experience
    - ?15 / 10 for GP assistant - unclear
  - Max possible mark in each category at interview is 100, minimum acceptable mark is 40.
  - HSE member of panel usually asks re organisation / mgt skills

# The Interview

- Examples of Questions Asked
  - Chronic disease mgt
    - Screening - “How will you identify patients with chronic disease within the practice”
    - Led on to a discussion of DEAG publication
  - Many were based around my application form – e.g. I have links with TCD for research:
    - How will you balance research demands against the need to provide a service in practice?
    - Questions about published research papers
    - Will you keep a link to TCD?



# The Interview

- Examples of Questions Asked
  - How do you keep up to date?
    - When I mentioned the BMJ I was immediately asked about a recent debate in it re HTN – make sure you read what you say you read!
  - What is your opinion of EBM?
    - Is it all it's cracked up to be?
    - How does it translate into practice?
  - Leftfield!!!
    - Do you know of any law on radiological doses allowable to patients?
      - Followed on from a discussion about whether GPs should have open

# The Interview

- Examples of Questions Asked
  - PCT's
    - What people do you expect to liaise with in the care of patients?
    - Knowledge of PCT proposals in the area
  - How do you propose to get the practice off the ground?
    - I was quizzed on my business plan (when I mentioned I had one)
      - Had I identified premises
      - Proposed out-of-hours cover
      - Had I approached the banks for finance yet

# The Interview

- Examples of Questions Asked
  - Practice management
    - What management experience have you?
    - How will you balance being a manager with other time constraints within the practice (partners?)
    - Proposed opening hours
  - Local knowledge
    - Changes in the area in the past 2 years
    - What do you know about the local population?

# Feedback

- Feedback Form with Job Offer
  - Indicated my score in each section of marking schedule
  - Space for specific written feedback
  - You can request further feedback

# Agenda

- Accessing state contracts and maximising benefits thereof
- Preparation for GMS interview
- R/v of ICGP website
- IMO announcements
- Q+A / Suggestions for future meetings