

2013 Person Specification

Application to enter Specialty Training at CT1: Core Medical Training

	Essential	When Evaluated ¹
Qualifications	MBBS or equivalent medical qualification.	Application form
Eligibility	<ul style="list-style-type: none"> • Eligible for full registration with the GMC at time of appointment² and hold a current licence to practise³. <p>Either</p> <ul style="list-style-type: none"> • Evidence of current employment in a UKFPO affiliated Foundation Programme <p>OR</p> <ul style="list-style-type: none"> • 12 months experience after full GMC registration and evidence of achievement of Foundation competences in the 3 years before the intended start date (ie.between 3rd August 2010 and 7th August 2013 unless a different start date is specifically indicated in advance by the deanery) from a UKFPO affiliated Foundation Programme or equivalent in line with GMC standards/Good Medical practise including <ul style="list-style-type: none"> ○ <i>Make the care of your patient your first concern</i> ○ <i>Protect and promote the health of patients and of the public</i> ○ <i>Provide a good standard of practise and care</i> ○ <i>Treat patients as individuals and respect their dignity</i> ○ <i>Work in partnership with patients</i> ○ <i>Be honest and open and act with integrity</i> • Eligibility to work in the UK. • Not previously relinquished, released or removed from a Core Medical training programme or from an ACCS training programme except under exceptional circumstances⁴ 	<p>Application form</p> <p>Application form</p> <p>Interview / Selection centre⁵</p> <p>Application form</p>
Fitness To Practise	Is up to date and fit to practise safely.	<p>Application form</p> <p>References</p>
Language Skills	<p>All applicants to have demonstrable skills in written and spoken English adequate to enable effective communication about medical topics with patients and colleagues demonstrated by one of the following:</p> <ul style="list-style-type: none"> ○ <i>that applicants have undertaken undergraduate medical training in English; or</i> ○ <i>have achieved the following scores in the academic International English Language Testing System (IELTS) in a single sitting within 24 months at time of application – Overall 7, Speaking 7, Listening 7, Reading 7, Writing 7.</i> <p>If applicants believe they have adequate communication skills but do not fit into one of these examples they must provide supporting evidence</p>	<p>Application form</p> <p>Interview / Selection centre</p>
Health	Meets professional health requirements (in line with GMC standards/Good Medical Practise).	<p>Application form</p> <p>Pre-employment health screening</p>

¹ 'when evaluated' is indicative, but may be carried out at any time throughout the selection process

² Time of appointment refers to the date at which the post commences

³ The GMC introduced a licence to practise in 2009. Any doctor wishing to practise in the UK after this date must be both registered and hold a licence to practise.

⁴ Examples might include ARCP outcome 4 or failure to progress after two or more failed RITA Es. Applications will only be considered if there is a letter of support from the Postgraduate Dean or designated Deputy of the deanery in which they worked. Should the Postgraduate Dean not support the application, appeal may be made to the Recruitment Lead whose decision will be final. The Recruitment lead may be the recruitment team at the office managing recruitment or at the deanery to whom you are making your application.

⁵ A selection centre is a process not a place. It involves a number of selection activities that may be delivered within the Unit of Application.

Career Progression⁶	<ul style="list-style-type: none"> • Ability to provide a complete employment history • Evidence that career progression is consistent with personal circumstances • Evidence that present achievement and performance is commensurate with totality of period of training • 18 months or less experience⁷ in medical specialties (not including Foundation modules) by time of appointment² 	Application form
Application Completion	ALL sections of application form completed FULLY according to written guidelines	Application form

Selection Criteria			
	Essential	Desirable	When Evaluated
Clinical Skills	Clinical Knowledge & Expertise: <ul style="list-style-type: none"> • Appropriate knowledge base and ability to apply sound clinical judgement to problems 		Application form Interview / Selection centre References
Academic / Research Skills (research, audit, teaching etc)	Research and Audit Skills: <ul style="list-style-type: none"> • Demonstrates understanding of research, including awareness of ethical issues • Demonstrates understanding of the basic principles of audit, clinical risk management, evidence based practise, patient safety and clinical quality improvement initiatives • Demonstrates knowledge of evidence-informed practise 	<ul style="list-style-type: none"> • Evidence of relevant academic & research achievements, e.g. degrees, prizes, awards, distinctions, publications, presentations, other achievements • Evidence of involvement in an audit project, a quality improvement project, formal research project or other activity <ul style="list-style-type: none"> ○ focussing on patient safety and clinical improvement ○ that demonstrates an interest in and commitment to the specialty Teaching: <ul style="list-style-type: none"> • Evidence of interest and experience in teaching 	Application form Interview / Selection centre

⁶ All experience in posts at ST level count irrespective of the country the experience is gained in

⁷ Any time periods specified in this person specification refer to full time equivalent

<p>Personal Skills</p>	<p>Communication Skills:</p> <ul style="list-style-type: none"> • Demonstrates clarity in written / spoken communication & capacity to adapt language as appropriate to the situation • Able to build rapport, listen, persuade & negotiate <p>Problem Solving & Decision Making:</p> <ul style="list-style-type: none"> • Capacity to use logical / lateral thinking to solve problems / make decisions, indicating an analytical / scientific approach <p>Managing Others & Team Involvement:</p> <ul style="list-style-type: none"> • Able to work in multi-professional teams • Ability to show leadership, make decisions, organise and motivate other team members for the benefit of patients through, for example, audit and quality improvement projects <p>Empathy & Sensitivity:</p> <ul style="list-style-type: none"> • Capacity to take in others' perspectives and treat others with understanding • Demonstrates respect for all <p>Organisation & Planning:</p> <ul style="list-style-type: none"> • Capacity to manage/prioritise time and information effectively • Evidence of thoroughness (is well prepared, shows self-discipline / commitment, is punctual and meets deadlines) <p>Vigilance & Situational Awareness:</p> <ul style="list-style-type: none"> • Capacity to monitor developing situations and anticipate issues <p>Coping with Pressure and managing uncertainty:</p> <ul style="list-style-type: none"> • Capacity to operate under pressure • Demonstrates initiative & resilience to cope with changing circumstances • Is able to deliver good clinical care in the face of uncertainty 	<p>Management and Leadership Skills:</p> <ul style="list-style-type: none"> • Evidence of involvement in management commensurate with experience • Evidence of effective multidisciplinary team working and leadership supported by multi-source feedback or other workplace-based assessments • Evidence of effective leadership in and outside medicine <p>IT Skills:</p> <ul style="list-style-type: none"> • Demonstrates information technology skills <p>Other:</p> <ul style="list-style-type: none"> • Evidence of achievement outside medicine • Evidence of altruistic behaviour eg voluntary work • Evidence of organisational skills – not necessarily in medicine e.g. Grant or Bursary applications, organisation of a university club, sports section etc 	<p>Application form</p> <p>Interview / Selection centre</p> <p>References</p>
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Probity	Professional Integrity: <ul style="list-style-type: none"> • Capacity to take responsibility for own actions. Demonstrates respect for all • Displays honesty, integrity, awareness of confidentiality & ethical issues 		Application form Interview / Selection centre References
Commitment To Specialty	Learning & Personal Development: <ul style="list-style-type: none"> • Shows initiative / drive / enthusiasm (self-starter, motivated, shows curiosity, initiative) • Demonstrable interest in and understanding of the specialty • Commitment to personal and professional development • Evidence of attendance at organised teaching and training programme • Evidence of self-reflective practise 	<ul style="list-style-type: none"> • Extracurricular activities / achievements relevant to medicine 	Application form Interview / Selection centre References