

2012 Person Specification
Application to enter Specialty Training at ST3: Paediatrics

Entry Criteria		
	Essential Criteria	When Evaluated¹
Qualifications	<ul style="list-style-type: none"> • MBBS or equivalent medical qualification • Success in MRCPCH Part 1 A and B 	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 practice.³ • Evidence of achievement of Foundation competences from a UKFPO affiliated Foundation Programme or equivalent by time of appointment² in line with GMC standards/ Good Medical Practice 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 practice 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> • Evidence of achievement of ST1 competences in this specialty at time of application² and ST2 competences by time of appointment² • Evidence of achievement of those competences in 'A Framework of Competences for BST in Paediatrics'⁴ which are highlighted in 'Guidance on Safe Cover Arrangements for Paediatric Departments Out of Hours'⁵ by time of appointment². • Evidence of achievement of ST1 & ST2 competences relevant to neonatal intensive care by time of appointment² • Eligibility to work in the UK • Not previously relinquished, released or removed from a training programme in this specialty except under exceptional circumstances⁶ 	<p>Application form</p> <p>Application form Interview / Selection centre⁷</p> <p>Application form/ Interview / Selection centre</p> <p>Application form</p>
Fitness To Practise	Is up to date and fit to practise safely	Application form References
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>	Application form Interview / Selection centre
Health	Meets professional health requirements (in line with GMC standards/ Good Medical Practice)	Application form Pre-employment health screening

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 practice in 2009. Any doctor wishing to practice in the UK after this date must be both registered and hold a licence to practice at time of appointment.

⁴ A Framework of Competences for BST in Paediatrics, RCPCH October 2004

⁵ Guidance on Safe Cover Arrangements for Paediatric Departments Out of Hours, RCPCH 19.7.05

⁶ Examples might include ARCP outcome 4 or two 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.

⁷ 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 Progression⁸	<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 • At least 24 months experience⁹ in this specialty (not including Foundation modules) by time of appointment² 	<p>Application form</p> <p>Interview / Selection centre</p>
Application Completion	ALL sections of application form completed FULLY according to written guidelines	Application form

Selection Criteria			
	Essential	Desirable	When Evaluated
Career Progression	As above	Less than 48 months' experience in this specialty at ST/SHO level (not including Foundation modules) by time of appointment ²	Application form
Clinical Skills	Clinical Knowledge & Expertise: <ul style="list-style-type: none"> • Capacity to apply sound clinical knowledge & judgement. • Potential to develop excellent diagnostic skills • Successful completion of APLS and NLS or equivalent • Successful completion of "Safeguarding Children: Recognition & Response in Child Protection" or equivalent 	Personal Attributes: <ul style="list-style-type: none"> • Shows aptitude for practical skills, e.g. hand-eye co-ordination, dexterity 	<p>Application form</p> <p>Interview / Selection centre</p> <p>References</p>
Academic / Research Skills	Research Skills: <ul style="list-style-type: none"> • Demonstrates understanding of importance of audit & research and potential to contribute to development in paediatrics 	<ul style="list-style-type: none"> • Evidence of relevant academic & research achievements , e.g. degrees, prizes, awards, distinctions, publications, presentations, other achievements • Evidence of active participation in audit Teaching: <ul style="list-style-type: none"> • Evidence of interest and experience in teaching 	<p>Application form</p> <p>Interview / Selection centre</p>

⁸ All experience in posts at any level count irrespective of the country the experience is gained in

⁹ Any time periods specified in this person specification refer to full time equivalent

Personal Skills	<p>Communication Skills:</p> <ul style="list-style-type: none"> Capacity to communicate effectively at different levels, e.g. with babies, young people and their families <p>Empathy & Sensitivity:</p> <ul style="list-style-type: none"> Capacity to take in others' perspectives and treat others with understanding <p>Managing Others & Team Involvement:</p> <ul style="list-style-type: none"> Capacity to work cooperatively with others & work effectively in a multidisciplinary team <p>Problem Solving & Decision Making:</p> <ul style="list-style-type: none"> Demonstrates an analytic approach to practice. Capacity to bring a range of approaches to solving problems <p>Coping with Pressure:</p> <ul style="list-style-type: none"> Capacity to manage acute situations under pressure. Demonstrates initiative & resilience to cope with changing circumstances <p>Organisation & Planning:</p> <ul style="list-style-type: none"> Capacity to achieve a balance between urgent and important demands <p>Vigilance & Situational Awareness:</p> <ul style="list-style-type: none"> Capacity to monitor acute situations that may change rapidly 	<p>Management:</p> <ul style="list-style-type: none"> Evidence of interest and experience in management and leadership 	<p>Application form Interview / Selection centre References</p>
Probity	<p>Professional Integrity & Respect for Others:</p> <ul style="list-style-type: none"> Takes responsibility for own actions. Displays honesty, integrity & awareness of ethical issues Understands importance of advocacy, children's rights, safety, confidentiality & consent 		<p>Application form Interview / Selection centre References</p>
Commitment To Specialty	<p>Learning & Personal Development:</p> <ul style="list-style-type: none"> Understanding & awareness of particular requirements & demands of working with children & their parents Demonstrates reflective approach to practice & commitment to personal development 	<ul style="list-style-type: none"> Extracurricular activities / achievements relevant to paediatrics 	<p>Application form Interview / Selection centre References</p>