

## 2019 Person Specification

### Application to enter Paediatric Sub-specialty (NTN Grid post)

RCPCH Trainees	
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• MBBS or equivalent medical qualification</li> <li>• Completion of MRCPCH examination</li> </ul>
<b>Eligibility</b>	<ul style="list-style-type: none"> <li>• Must hold a National Training Number (NTN)</li> <li>• Eligible for full registration with the GMC at time of appointment and hold a current licence to practise</li> <li>• Eligibility to work in the UK</li> <li>• Not exceeded the maximum number of GRID application attempts**</li> </ul>
<b>Fitness to Practise</b>	<ul style="list-style-type: none"> <li>• Is up to date and fit to practise safely***</li> </ul>
<b>Training Progression</b>	<ul style="list-style-type: none"> <li>• Completion or expected completion of Level 2 Training by the time of entry to the Grid Programme</li> <li>• ARCP must be an outcome 1 or expected to be an outcome 1 by entry onto GRID training</li> <li>• Must have enough time to complete GRID sub-specialty training before CCT date</li> </ul>

EEA Trainees	
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• MBBS or equivalent medical qualification</li> <li>• Completion of MRCPCH examination - no equivalent</li> </ul>
<b>Eligibility</b>	<ul style="list-style-type: none"> <li>• Equivalent training programme within the EEA</li> <li>• Applicants must still be in training and not have completed paediatric training by time of entry into grid training.</li> <li>• Eligible for full registration with the GMC at time of appointment and hold a current licence to practise</li> <li>• Eligibility to work in the UK</li> <li>• Not exceeded the maximum number of GRID application attempts**</li> </ul>
<b>Fitness to Practise</b>	<ul style="list-style-type: none"> <li>• Is up to date and fit to practise safely***</li> <li>• Meets professional health requirements (in line with GMC standards / Good Medical Practise)</li> </ul>
<b>Training Progression</b>	<ul style="list-style-type: none"> <li>• Evidence of achievement of Level 1 competences as outlined in 'Curriculum for Paediatric Training, General Paediatrics, Level 1, 2 and 3 Training' *</li> </ul>

#### Anaesthetic and Intensive Care Medicine trainees applying for Paediatric Intensive Care

Anaesthetic and Intensive Care Medicine trainees are not required to have MRCPCH or the paediatric competences listed above. You must ensure that OOP is approved for PICM training.

Anaesthetic trainees must have FRCA and have completed ST4 by the time of entry into the Grid.

Intensive Care Medicine trainees must have FRCA, MRCP or equivalent and have completed ST5 by the time of entry into the Grid\*\*\*\*.

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

<sup>1</sup> Curriculum for Paediatric Training, RCPCH General Paediatrics, Level 1, 2 and 3 Training.

\*\* For guidance on application eligibility, please refer to the [NTN Grid webpages](#)

\*\*\*Please refer to Grid Applicant Guide 2019 for advice with regards to Fitness to Practice declarations

\*\*\*\*Please note we are currently awaiting approval for Dual CCT from the GMC

	Essential	Desirable	When Evaluated <sup>1</sup>
<b>Career Progression</b>	As above	<ul style="list-style-type: none"> <li>• Experience of paediatric sub-specialty applied to at any level</li> </ul>	Application form Interview Reference
<b>Clinical Skills</b>	<ul style="list-style-type: none"> <li>• Has the clinical knowledge, skills and attributes to complete training in the sub-specialty and function as a tertiary consultant in the future</li> <li>• Shows commitment to the specialty</li> </ul> <p><b>Clinical Knowledge &amp; Expertise:</b></p> <ul style="list-style-type: none"> <li>• Patient/family centred approach</li> <li>• Able to manage acute paediatric and neonatal emergencies appropriate to level of experience*</li> <li>• Experience and competence in common practical procedures</li> <li>• Satisfactory assessments from supervisors</li> <li>• Reference supports quality of skills</li> <li>• Shows evidence of reflection on personal skill development</li> </ul> <p><b>Personal Attributes:</b></p> <ul style="list-style-type: none"> <li>• Shows aptitude for practical skills, e.g. hand-eye co-ordination, dexterity</li> <li>• Demonstrates the value of multi-disciplinary working</li> <li>• Awareness of cross specialty issues such as child protection</li> </ul>		Application form Interview Reference
<b>Management Skills</b>	<ul style="list-style-type: none"> <li>• Experience of administrative duties, e.g. duty rotas, committees</li> <li>• Able to prioritise own workload</li> <li>• Basic understanding of clinical risk management in relation to NHS and personal activities</li> <li>• Demonstrates understanding of non clinical issues and the bearing on clinical performance</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of leadership skills</li> </ul>	Application form Interview Reference

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

\* Anaesthetic and Intensive Care Medicine trainees applying for Paediatric Intensive Care are not required to have these competences to be eligible to apply.

<p><b>Audit Skills</b></p>	<ul style="list-style-type: none"> <li>• Contribution to clinical audit on a regular basis</li> <li>• Evidence that understands the role of audit in changing clinical practice</li> <li>• Shows understanding of the principles and value of audit</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of completed audit projects</li> <li>• Evidence of own role in change through audit process</li> <li>• Demonstrates enthusiasm for audit projects</li> </ul>	<p>Application form</p> <p>Interview</p> <p>Reference</p>
<p><b>Teaching Skills</b></p>	<ul style="list-style-type: none"> <li>• Demonstrates a commitment to education and training at undergraduate and postgraduate level</li> <li>• Demonstrates enthusiasm for teaching and education</li> </ul>	<ul style="list-style-type: none"> <li>• Shows understanding of the different approaches to learning</li> <li>• Undertaking/ completed teaching qualification</li> </ul>	<p>Application form</p> <p>Interview</p> <p>Reference</p>
<p><b>Academic Achievements</b></p>		<ul style="list-style-type: none"> <li>• Prizes</li> <li>• Academic distinctions</li> <li>• Demonstrates relevance of academic achievements to post applied for</li> </ul>	<p>Application form</p> <p>Interview</p> <p>Reference</p>
<p><b>Research/ Publications</b></p>	<ul style="list-style-type: none"> <li>• Understanding of how research influences clinical practice</li> <li>• Understanding of ethical and consent issues</li> <li>• Ability to use Internet to find relevant information</li> </ul>	<ul style="list-style-type: none"> <li>• Research project completed</li> <li>• Involved in significant way with research project</li> <li>• Presentations/publications</li> <li>• Evidence of training in critical appraisal skills</li> <li>• Evidence of understanding of research methods</li> <li>• Evidence of quality of research/ reflection on quality of research</li> </ul>	<p>Application form</p> <p>Interview</p> <p>Reference</p>
<p><b>Transferable Skills</b></p>	<ul style="list-style-type: none"> <li>• Experience of organising / communication skills/ leadership positions</li> <li>• Demonstrates an awareness of importance of working in a team and other team members needs</li> <li>• Motivated</li> <li>• Disciplined</li> <li>• Resilient</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of magazines edited, conferences organised, etc</li> <li>• Healthy balance between work and outside activities</li> <li>• Evidence from reference for holistic approach to life</li> </ul>	<p>Application form</p> <p>Interview</p> <p>Reference</p>
<p><b>Interpersonal and communication skills</b></p>	<ul style="list-style-type: none"> <li>• Those qualities defined in GMC Duties of a Doctor</li> <li>• Polite and considerate</li> <li>• Recognition of limits of professional competence</li> <li>• Respect for other points of view and for patient involvement</li> <li>• Honest and trustworthy</li> <li>• Ability to work with colleagues in ways that best serve patients interests</li> </ul>	<ul style="list-style-type: none"> <li>• Flexible approach</li> <li>• Empathy</li> <li>• Openness</li> <li>• Genuineness</li> <li>• Awareness of non-verbal and verbal communications skills</li> </ul>	<p>Interview</p> <p>Reference</p>