

PAEDIATRICS – ST3

ENTRY CRITERIA	
Essential Criteria	When is this evaluated? ⁱ
<p>Qualifications:</p> <p>Applicants must have:</p> <ul style="list-style-type: none"> • MBBS or equivalent medical qualification • Success in any two out of the three written MRCPCH papersⁱⁱ at time of application and within the last 7 years 	Application form
<p>Eligibility:</p> <p>Applicants must:</p> <ul style="list-style-type: none"> • Be eligible for full registration with, and hold a current licence to practiseⁱⁱⁱ from, the GMC at intended start date^{iv} • Evidence of achievement of Level 1 paediatric capabilities by intended start date as detailed in the Paediatric RCPCH Progress Curriculum • Be eligible to work in the UK by the intended start date 	Application form, interview/selection centre ^v
<p>Fitness to practise:</p> <p>Is up to date and fit to practise safely and is aware of own training needs.</p>	Application form References
<p>Language skills:</p> <p>Applicants must have demonstrable skills in written and spoken English, adequate to enable effective communication about medical topics with patients and colleagues as assessed by the General Medical Council</p>	Application form, pre-employment health screening
<p>Health:</p> <p>Applicants must meet professional health requirements (in line with GMC standards / Good Medical Practice).</p>	Application form, pre-employment health screening
<p>Career progression:</p> <p>Applicants must:</p> <ul style="list-style-type: none"> • Be able to provide complete details of their employment history • Have evidence that their career progression is consistent with their personal circumstances • Have evidence that their present level of achievement and performance is commensurate with the totality of their period of training • Have at least 24 months' experience^{vi} in Paediatrics^{vii} (not including Foundation modules) by time of intended start date. • Have notified the Training Programme Director of the Specialty Training Programme within which they are currently enrolled if applying to continue training in the same specialty in another region^{viii}. • Applicants must not have previously relinquished or been released / removed from a training programme in this specialty, except if they have received an ARCP outcome 1 or under exceptional circumstances^{ix} 	Application form Interview/selection centre

PERSON SPECIFICATION 2022

<ul style="list-style-type: none"> Not already hold, nor be eligible to hold, a CCT/CESR in the specialty they are applying for and/or must not currently be eligible for the specialist register for the specialty to which they are applying 	
<p>Application completion: ALL sections of application form completed FULLY according to written guidelines.</p>	Application form

SELECTION CRITERIA

Essential Criteria	Desirable Criteria	When is this evaluated?
Qualifications		
<ul style="list-style-type: none"> As Above 		Application form, interview/selection centre References
Clinical Skills - Clinical Knowledge & Expertise		
<ul style="list-style-type: none"> Capacity to apply sound clinical knowledge and judgement Potential to develop excellent diagnostic skills Evidence of up to date and demonstrable advanced life support and safeguarding skills Recognition of, and ability to undertake the initial management of, an acutely ill patient. 	<ul style="list-style-type: none"> Shows aptitude for practical skills, e.g. hand-eye coordination, manual dexterity Successful completion of training in paediatric and/or neonatal life support Demonstrable competences of level 2 or 3 Paediatric safeguarding 	Interview/selection centre References
Academic Skills		
<p>Research and audit skills:</p> <ul style="list-style-type: none"> Demonstrates involvement in and understanding of importance of audit and research and potential to contribute to development in paediatrics Demonstrates involvement in and understanding of the basic principles of audit, clinical risk management, evidence-based practice, patient safety, and clinical quality improvement initiatives Demonstrates knowledge of evidence-informed practice 	<p>Research and audit skills:</p> <ul style="list-style-type: none"> Evidence of relevant academic and research achievements, e.g. degrees, prizes, awards, distinctions, publications, presentations, other achievements Evidence of active participation in audit and quality improvement projects <p>Teaching:</p> <ul style="list-style-type: none"> Evidence of interest in, and experience of, teaching Evidence of collecting and reflecting on feedback for teaching 	Interview/selection centre

Personal Skills		
<p>Communication skills:</p> <ul style="list-style-type: none"> • Demonstrates clarity in written/spoken communication, and capacity to adapt language to the situation, as appropriate • Capacity to communicate effectively at different levels e.g. with babies, young people and their families <p>Problem solving and decision making:</p> <ul style="list-style-type: none"> • Demonstrates an analytical approach to practice • Capacity to bring a range of approaches to solving problems <p>Empathy and sensitivity:</p> <ul style="list-style-type: none"> • Capacity to take in others' perspectives and treat others with understanding <p>Managing others and team involvement:</p> <ul style="list-style-type: none"> • Able to work in multi-professional teams and supervise junior medical staff • 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 equal to level of experience • Capacity to work cooperatively with others and work effectively in a multi-disciplinary team <p>Organisation and planning:</p> <ul style="list-style-type: none"> • Capacity to achieve a balance between urgent and important demands • Capacity to manage/prioritise time and information effectively • Capacity to prioritise own workload and organise ward rounds <p>Vigilance and situational awareness:</p> <ul style="list-style-type: none"> • Capacity to monitor acute situations that may change rapidly <p>Coping with pressure and managing uncertainty:</p> <ul style="list-style-type: none"> • Capacity to manage acute situations under pressure • Demonstrates initiative and capacity to cope with changing circumstances • Is able to deliver good clinical care in the face of uncertainty by using all team members <p>Values:</p> <ul style="list-style-type: none"> • Understands, respects and demonstrates the values of the NHS * (e.g. everyone counts; improving lives; commitment to quality of care; respect and dignity; working together for patients; compassion) 	<p>Management and leadership skills:</p> <ul style="list-style-type: none"> • Evidence of interest and experience in management and leadership • Demonstrates an understanding of NHS management and resources • Evidence of effective multi-disciplinary 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, e.g. voluntary work • Evidence of organisational skills outside medicine, e.g. grant or bursary applications, organisation of a non-medical club, sports section, etc. 	<p>Interview/selection centre</p> <p>References</p>

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<i>Probity – Professional Integrity</i>		
<ul style="list-style-type: none"> • Takes responsibility for own actions. Displays honesty, integrity and awareness of ethical issues • Understands importance of advocacy, children’s rights, safety, confidentiality and consent 		Interview/selection centre References
<i>Commitment to Specialty – Learning & Personal Development</i>		
<ul style="list-style-type: none"> • Understanding and awareness of particular requirements and demands of working with children and their parents • Demonstrates reflective approach to practice and commitment to personal development 	<ul style="list-style-type: none"> • Extracurricular activities/achievements relevant Paediatrics 	Interview/selection centre References

ⁱ ‘When is this evaluated’ is indicative but may be carried out at any time throughout the selection process.

ⁱⁱ The MRCPCCH examination format changed in February 2013. After this date those entering at ST3 are required to hold any two of the three written MRCPCCH papers (Applicants will usually be expected to have obtained Foundation of Practice plus one other paper)

ⁱⁱⁱ The GMC introduced the licence to practise in 2009. Any doctor wishing to practise in the UK after this date must be both registered with and hold a licence to practise from the GMC at intended start date.

^{iv} ‘Intended start date’ refers to the date at which the post commences, not (necessarily) the time an offer is accepted. For 2022 posts this will normally be **4 August 2022**, unless a different start date is specifically indicated in advance by the employing trust/Local Office/Deanery.

^v ‘Selection centre’ refers to a process, not a place. It involves a number of assessment activities.

^{vi} Any time periods specified in this person specification refer to full-time-equivalent.

^{vii} All experience in posts at any level in this specialty count, irrespective of the country the experience is gained

^{viii} The Support for Application to another region form, signed by the Training Programme Director of their current Specialty Training Programme confirming satisfactory progress must be submitted to the recruitment office at time of application.

^{ix} Exceptional circumstances may be defined as a demonstrated change in circumstances, which can be shown on the ability to train at that time and may include severe personal illness or family caring responsibility incompatible with continuing to train. Applicants will only be considered if they provide a ‘support for reapplication to a specialty training programme’ form signed by both the Training Programme Director / Head of School and the Postgraduate Dean in the Local Office / Deanery that the training took place. No other evidence will be accepted.