

## PAEDIATRICS – ST3

ENTRY CRITERIA	
<p><b>Essential Criteria</b></p> <p><b>Qualifications:</b></p> <p>Applicants must have:</p> <ul style="list-style-type: none"> <li>• MBBS or equivalent medical qualification</li> <li>• Success in 2 of the three written MRCPCH papers at time of application and within the last 7 years</li> </ul>	<p><b>When is this evaluated?<sup>i</sup></b></p> <p>Application form</p>
<p><b>Eligibility:</b></p> <p>Applicants must:</p> <ul style="list-style-type: none"> <li>• Be eligible for full registration with, and hold a current licence to practise<sup>ii</sup> from, the GMC at intended start date<sup>iii</sup></li> <li>• Evidence of achievement of <b>paediatric capabilities commensurate with a trainee who has completed ST2, as defined by the Paediatric RCPC Progress+ curriculum</b>, by point of application.</li> <li>• Be eligible to work in the UK by the intended start date</li> </ul>	<p><b>When is this evaluated?</b></p> <p>Application form, interview/selection centre</p>
<p><b>Fitness to practise:</b></p> <p>Is up to date and fit to practise safely and is aware of own training needs.</p>	<p><b>When is this evaluated?</b></p> <p>Application form References</p>
<p><b>Language skills:</b></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<sup>iv</sup></p>	<p><b>When is this evaluated?</b></p> <p>Application form, pre-employment health screening</p>
<p><b>Health:</b></p> <p>Applicants must meet professional health requirements (in line with GMC standards / Good Medical Practice).</p>	<p><b>When is this evaluated?</b></p> <p>Application form, pre-employment health screening</p>
<p><b>Career progression:</b></p> <p>Applicants must:</p> <ul style="list-style-type: none"> <li>• Be able to provide complete details of their employment history.</li> <li>• Have evidence that their career progression is consistent with their personal circumstances.</li> <li>• Have evidence that their present level of achievement and performance is commensurate with the totality of their period of training.</li> <li>• <b>Have at least 12 months' experience<sup>v</sup> of working in Paediatrics; this must include at least 6 months in Neonatology at the point of application and 6 months in General Paediatrics<sup>vi</sup> (not including Foundation modules) by time of application.</b></li> <li>• Have notified the Training Programme Director of the Specialty Training Programme within which they are currently enrolled (if applicable) if applying to continue training in the same specialty in another region<sup>vii</sup>.</li> <li>• 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<sup>viii</sup></li> </ul>	<p><b>When is this evaluated?</b></p> <p>Application form Interview/selection centre</p>

<ul style="list-style-type: none"> <li>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</li> </ul>	
<p><b>Application completion:</b> ALL sections of application form completed FULLY according to written guidelines.</p>	<p><b>When is this evaluated?</b> Application form</p>

<p><b>SELECTION CRITERIA</b></p>		
<p><b>Qualifications</b></p>		
<p><b>Essential Criteria</b></p> <ul style="list-style-type: none"> <li>As Above</li> </ul>	<p><b>Desirable Criteria</b></p> <ul style="list-style-type: none"> <li>Any postgraduate university qualifications (not including 'Honorary' MA)</li> </ul>	<p><b>When is this evaluated?</b></p> <p>Application form, interview/selection centre References</p>
<p><b>Clinical Skills - Clinical Knowledge &amp; Expertise</b></p>		
<p><b>Essential Criteria</b></p> <ul style="list-style-type: none"> <li>Ability to apply sound clinical knowledge, skills, and judgement to improve patient care.</li> <li>Recognition of, and ability to undertake the initial management of, an acutely ill patient in a paediatric and neonatal setting.</li> <li>Demonstrable competence of, and recognition of safeguarding concerns around children and young people with appropriate escalation<sup>ix</sup></li> <li>At least 6 months experience in neonatal medicine at point of application</li> <li>At least 6 months experience of general paediatric services by start date</li> </ul>	<p><b>Desirable Criteria</b></p> <ul style="list-style-type: none"> <li>Demonstrable competence of training in paediatric and neonatal life support</li> </ul>	<p><b>When is this evaluated?</b></p> <p>Application form Interview/selection centre References</p>
<p><b>Academic Skills</b></p>		
<p><b>Essential Criteria</b></p> <p><b>Research, Audit and Quality Improvement:</b></p> <ul style="list-style-type: none"> <li>Demonstrates understanding of research, including awareness of ethical issues.</li> <li>Demonstrates understanding of the basic principles of audit and clinical quality improvement projects, clinical risk management, evidence-based practice, and patient safety.</li> </ul> <p><b>Teaching:</b></p> <ul style="list-style-type: none"> <li>Evidence of interest in, and experience of, teaching</li> <li>Can describe reflection of teaching feedback.</li> <li>Can describe use of the teaching evaluation in improving quality of teaching.</li> </ul>	<p><b>Desirable Criteria</b></p> <p><b>Research, Audit and Quality Improvement:</b></p> <ul style="list-style-type: none"> <li>Evidence of relevant academic and research achievements, e.g., degrees, prizes, awards, distinctions, publications, presentations, other achievements</li> <li>Evidence of active participation in audit and quality improvement projects</li> </ul>	<p><b>When is this evaluated?</b></p> <p>Application form Interview/selection centre</p>

<b>Personal Skills</b>		
<p><b>Personal Skills – Essential Criteria</b></p> <p><b>Communication skills:</b></p> <ul style="list-style-type: none"> <li>• Demonstrates clarity in written/spoken communication.</li> <li>• Ability to build rapport, listen, persuade, and negotiate.</li> </ul> <p><b>IT skills:</b></p> <ul style="list-style-type: none"> <li>• Demonstrates information technology skills.</li> </ul> <p><b>Problem solving and decision making:</b></p> <ul style="list-style-type: none"> <li>• Capacity to use logical thinking to solve clinical problems/make decisions.</li> </ul> <p><b>Empathy and sensitivity:</b></p> <ul style="list-style-type: none"> <li>• Capacity to take in others’ perspectives and treat patients, parents, carers, and fellow staff members with respect and humility.</li> <li>• Ensures that everyone is listened to and respected.</li> </ul> <p><b>Managing others and team involvement:</b></p> <ul style="list-style-type: none"> <li>• Able to work in multi-disciplinary teams.</li> <li>• Ability to show leadership, make decisions, organise, and motivate other team members.</li> </ul> <p><b>Organisation and planning:</b></p> <ul style="list-style-type: none"> <li>• Ability to demonstrate time management and prioritisation.</li> </ul> <p><b>Vigilance and situational awareness:</b></p> <ul style="list-style-type: none"> <li>• Awareness of the need to monitor changing situations and anticipate issues.</li> </ul> <p><b>Coping with pressure and managing uncertainty:</b></p> <ul style="list-style-type: none"> <li>• Describes coping strategies to help with workplace stresses and promote wellbeing.</li> </ul> <p><b>Values:</b></p> <ul style="list-style-type: none"> <li>• 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)</li> </ul>	<p><b>Personal Skills – Desirable Criteria</b></p> <p><b>Management and leadership skills:</b></p> <ul style="list-style-type: none"> <li>• Evidence of involvement in management commensurate with experience</li> <li>• Demonstrates an understanding of NHS management and resources.</li> <li>• Evidence of effective leadership in and outside medicine</li> <li>• Evidence of leading clinical teams</li> </ul> <p><b>Other:</b></p> <ul style="list-style-type: none"> <li>• Evidence of personal achievement outside medicine, that demonstrates ability to achieve goals/lead, despite other responsibilities/adversity</li> </ul>	<p><b>When is this evaluated?</b></p> <p>Interview/selection centre</p> <p>References</p>
<b>Probity – Professional Integrity</b>		
<p><b>Essential Criteria</b></p> <ul style="list-style-type: none"> <li>• Demonstrates probity (as outlined by the GMC)</li> </ul>		<p><b>When is this evaluated?</b></p> <p>Interview/selection centre</p> <p>References</p>

<b>Commitment to Specialty – Learning &amp; Personal Development</b>		
<p><b>Essential Criteria</b></p> <ul style="list-style-type: none"> <li>• Demonstrates passion for working with children and their families.</li> <li>• Shows understanding of challenges of working within Paediatrics.</li> <li>• Shows initiative/drive/enthusiasm (self-starter, motivated, shows curiosity, initiative)</li> <li>• Demonstrable interest in, and understanding of, the specialty.</li> <li>• Commitment to continuing personal and professional development.</li> <li>• Evidence of attendance at organised teaching and training programme(s)</li> <li>• Evidence of self-reflective practice</li> </ul>	<p><b>Desirable Criteria</b></p> <ul style="list-style-type: none"> <li>• Extracurricular activities/achievements that demonstrate relevant learning and personal development</li> </ul>	<p><b>When is this evaluated?</b></p> <p>Application form</p> <p>Interview/selection centre</p> <p>References</p>

<sup>i</sup> 'When is this evaluated' is indicative but may be carried out at any time throughout the selection process.

<sup>ii</sup> 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.

<sup>iii</sup> 'Intended start date' refers to the date at which the earliest post commences. For ST3 posts this will normally be the start of August 2024, unless a different start date is specifically indicated in advance by the employing trust/Local Office/Deanery.

<sup>iv</sup> Applicants are advised to visit the GMC website which gives details of evidence accepted for registration.

<sup>v</sup> Any time periods specified in this person specification refer to full-time-equivalent.

<sup>vi</sup> All experience in posts at any level in this specialty count, irrespective of the country the experience is gained.

<sup>vii</sup> 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.

<sup>viii</sup> 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.

<sup>ix</sup> [GMC Protecting Children and Young People](#)