

PERSON SPECIFICATION
APPLICATION TO ENTER SPECIALTY TRAINING at CT1: CORE MEDICAL TRAINING

ENTRY CRITERIA		
	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<ul style="list-style-type: none"> • MBBS or equivalent medical qualification 	
ELIGIBILITY	<ul style="list-style-type: none"> • Eligible for full or limited registration with the GMC at time of appointment • Evidence of achievement of Foundation competencies by August 2008 in line with GMC standards/Good Medical Practice including: <ul style="list-style-type: none"> • Good clinical care • Maintaining good medical practice • Good relationships and communication with patients • Good working relationships with colleagues • Good teaching and training • Professional behaviour and probity • Delivery of Good acute clinical care • Eligibility to work in the UK 	
FITNESS TO PRACTISE	<ul style="list-style-type: none"> • Is up to date and fit to practise safely 	
LANGUAGE SKILLS	<ul style="list-style-type: none"> • All applicants to have demonstrable skills in written and spoken English that are adequate to enable effective communication about medical topics with patients and colleagues which could be demonstrated by one of the following: <ul style="list-style-type: none"> • A) that applicants have undertaken undergraduate medical training in English; or • B) have the following scores in the academic International English Language Testing System (IELTS) – overall 7, Speaking 7, Listening 6, Reading 6, Writing 6. • However, if applicants believe that they have adequate communication skills but do not fit into one of the examples they need to provide evidence 	
HEALTH	<ul style="list-style-type: none"> • Meets professional health requirements (in line with GMC standards/Good Medical Practice) 	
CAREER PROGRESSION	<ul style="list-style-type: none"> • Ability to provide complete details of employment history • 12 months or less experience¹ in this specialty (not including Foundation modules) by August 2008 	
APPLICATION COMPLETION	<ul style="list-style-type: none"> • ALL sections of application form FULLY completed according to written guidelines 	

¹ Any time periods specified in this person specification refer to full time equivalent

SELECTION CRITERIA		
CLINICAL SKILLS	<ul style="list-style-type: none"> • Clinical Knowledge & Expertise: Appropriate knowledge base and ability to apply sound clinical judgement to problems 	
ACADEMIC / RESEARCH SKILLS	<ul style="list-style-type: none"> • Research Skills: Demonstrates understanding of the importance of audit & research 	<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: Evidence of interest and experience in teaching
PERSONAL SKILLS	<ul style="list-style-type: none"> • Communication Skills: Capacity to adapt language as appropriate to the situation • Problem Solving & Decision Making: Capacity to use logical/lateral thinking to solve problems/make decisions • Managing Others & Team Involvement: Capacity to work effectively with others • Empathy & Sensitivity: Capacity to take in others' perspectives and treat others with understanding • Organisation & Planning: Capacity to manage/prioritise time and information effectively • Vigilance & Situational Awareness: Capacity to monitor developing situations and anticipate issues • Coping with Pressure: Capacity to operate under pressure. Demonstrates initiative & resilience to cope with changing circumstances 	
PROBITY	<ul style="list-style-type: none"> • Professional Integrity: Capacity to take responsibility for own actions. Demonstrates respect for all 	
COMMITMENT TO SPECIALTY	<ul style="list-style-type: none"> • Learning & Personal Development: Realistic insight into specialty. Commitment to personal and professional development 	<ul style="list-style-type: none"> • Extracurricular activities / achievements relevant to medicine

Northern Ireland Core Medical Training Programme



Core Trainee Job Description

Reports to:	Medical Specialty Consultants in the employing Trust and the Postgraduate Dean
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Contact Information:	<u>Head of School for Medicine:</u>	<u>Deputy Head of School for Medicine</u>
	Dr Tony Tham Consultant – Medical Specialties Ulster Hospital Upper Newtownards Road Dundonald, BT16 0RH Tel: 028 9048 4511	Dr Ian Steele Consultant – Geriatric Medicine Royal Victoria Hospital Grosvenor Road Belfast BT12 6BA Tel: 028 9024 0503

MAIN ACTIVITIES / RESPONSIBILITIES:	
Clinical	The exact duties of the post will depend on the placement and will take into account the training needs of the appointee. All appointees will take part in acute on-call rotas, which will be subject to change, as progress is made in relation to targets set by Government for junior Doctors' hours.
Managerial	Trainees will have the opportunity to develop managerial skills as they rotate through the various hospitals. Trainees should undertake a formal management training course during the final year of training.
Research	All trainees will be expected and encouraged to have an active interest in research and publication. This does not necessarily mean taking a year or two years out-of-programme to work towards an MD or PhD unless the trainee also wishes to undertake subspecialist training.
Audit	All trainees will be expected and encouraged to have an active interest in audit and will be expected to undertake audit projects during their training.
Education	All trainees will be expected to attend the various educational opportunities provided in their own hospitals and those provided on a regional basis. Trainees should also where appropriate assist in the training and education of others.
Assessment	Regular assessment of progress will be made during the period of training. There will be an annual ARCP assessment at which the trainee will be required to demonstrate evidence of satisfactory progress in order to proceed to the next year.

PLACEMENT ARRANGEMENTS:

Placements between hospitals are administered by the Regional Specialty Training Committee for the School of Medicine and are determined usually on a yearly basis according to the Trainee's educational and training needs. Trainees will rotate through the various hospitals and subspecialties within the Training Scheme. The Postgraduate Dean has confirmed that these posts all have the required educational and staffing approval. Excellent postgraduate facilities exist at all units.

Further information on hospitals in Northern Ireland is available at www.hscni.net

This job description will be subject to review in the light of changing circumstances and may include other duties and responsibilities as may be determined. It is not intended to be rigid and inflexible but should be regarded as providing guidelines within which the individual works.

Please note that the Health and Social Services organisations operate "No Smoking" policies and all employees must comply with this policy.

AN EQUAL OPPORTUNITIES EMPLOYER

PERSON SPECIFICATION
APPLICATION TO ENTER SPECIALTY TRAINING at CT2: CORE MEDICAL TRAINING

ENTRY CRITERIA		
	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<ul style="list-style-type: none"> • MBBS or equivalent medical qualification 	
ELIGIBILITY	<ul style="list-style-type: none"> • Eligible for full or limited registration with the GMC at time of appointment • Evidence of achievement of Foundation competencies by time of appointment in line with GMC standards/Good Medical Practice including: <ul style="list-style-type: none"> • Good clinical care • Maintaining good medical practice • Good relationships and communication with patients • Good working relationships with colleagues • Good teaching and training • Professional behaviour and probity • Delivery of good acute clinical care • Evidence of achievement of ST1 competencies in this specialty by August 2008 • Eligibility to work in the UK 	
FITNESS TO PRACTISE	<ul style="list-style-type: none"> • Is up to date and fit to practise safely 	
LANGUAGE SKILLS	<ul style="list-style-type: none"> • All applicants to have demonstrable skills in written and spoken English that are adequate to enable effective communication about medical topics with patients and colleagues which could be demonstrated by one of the following: <ul style="list-style-type: none"> • A) that applicants have undertaken undergraduate medical training in English; or • B) have the following scores in the academic International English Language Testing System (IELTS) – Overall 7, speaking 7, Listening 6, Reading 6, Writing 6. • However, if applicants believe that they have adequate communication skills but do not fit into one of the examples they need to provide evidence 	
HEALTH	<ul style="list-style-type: none"> • Meets professional health requirements (in line with GMC standards/Good Medical Practice) 	
CAREER PROGRESSION	<ul style="list-style-type: none"> • Ability to provide complete details of employment history • At least 12 months' experience¹ in this specialty (not including Foundation modules) by August 2008 	
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