

PERSON SPECIFICATION
APPLICATION TO ENTER SPECIALTY TRAINING at ST3: HAEMATOLOGY

ENTRY CRITERIA		
	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<ul style="list-style-type: none"> • MBBS or equivalent medical qualification • MRCP (I) Part 1 or equivalent 	<ul style="list-style-type: none"> • MRCP (UK) or equivalent
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 medicine at time of appointment & ST2 competencies in medicine 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 24 months' experience¹ in medicine (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. Able to prioritise clinical need 	<ul style="list-style-type: none"> • Personal Attributes: Shows aptitude for practical skills, e.g. manual dexterity, hand-eye coordination
ACADEMIC / RESEARCH SKILLS	<ul style="list-style-type: none"> • Research Skills: Demonstrates understanding of the importance of audit & research • Teaching: Evidence of teaching experience • Evidence of active participation in audit 	<ul style="list-style-type: none"> • Evidence of relevant academic & research achievements , e.g. degrees, prizes, awards, distinctions, publications, presentations, other achievements • Evidence of teaching interest / experience
PERSONAL SKILLS	<ul style="list-style-type: none"> • Communication Skills: Demonstrates clarity in written/spoken communication & capacity to adapt language as appropriate to the situation. Able to build rapport, listen, persuade & negotiate • 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. Able to work in multi-professional teams. • Empathy & Sensitivity: Capacity to take in others' perspectives and treat others with understanding; see patients as people • Organisation & Planning: Capacity to manage/prioritise time and information effectively. Capacity to prioritise own workload & organise ward rounds. Basic IT skills • 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. Demonstrate respect for all 	
COMMITMENT TO SPECIALTY	<ul style="list-style-type: none"> • Learning & Personal Development: Demonstrable interest in and understanding of haematology. Commitment to personal and professional development 	<ul style="list-style-type: none"> • Extracurricular activities / achievements relevant to haematology • Experience in Haematology

Northern Ireland Haematology Training Programme

Specialty Registrar Job Description



Reports to:	Consultant Haematologists in the employing Trust and the Postgraduate Dean
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Contact Information:	<p><u>Training Programme Director:</u></p> <p>Professor M F McMullin Consultant - Haematologist Belfast City Hospital Lisburn Road Belfast, BT9 7AB</p> <p>Tel: 028 9032 9241</p>
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MAIN ACTIVITIES / RESPONSIBILITIES:	
Clinical	<p>The appointee will be required to undertake the full programme of Training in Haematology Transfusion Medicine as laid down by the JRCPTB. The full training curriculum can be obtained on request (on JCRPTB website).</p> <p>The appointee will take a full part in the clinical and laboratory duties shared by the Centre's medical staff including on-call duties and participate in blood collection and apheresis sessions.</p>
Managerial	<p>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.</p>
Research	<p>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.</p>
Audit	<p>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.</p>
Education	<p>All trainees will be expected to attend the various educational opportunities provided in their own hospitals and those provided on a regional basis. The trainee will also assist with the teaching of undergraduate and postgraduate medical personnel, Biomedical Scientists (BMS), nursing staff and participate in providing in service training programmes for blood transfusion service (BTS) staff.</p>
Assessment	<p>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.</p>

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