

PERSON SPECIFICATION
APPLICATION TO ENTER SPECIALTY TRAINING at ST1: MEDICAL MICROBIOLOGY

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 the 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 on 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 	
APPLICATION COMPLETION	<ul style="list-style-type: none"> • ALL sections of application form FULLY completed according to written guidelines 	

SELECTION CRITERIA		
CAREER PROGRESSION		<ul style="list-style-type: none"> • Potential to benefit from training at ST1 level as evidenced by less than 12 months experience³ in this specialty_(not including Foundation modules) by August 2008
CLINICAL SKILLS	<ul style="list-style-type: none"> • Clinical Knowledge & Expertise: Demonstrates appropriate knowledge base and sound clinical judgement. Demonstrates awareness of autopsy practice 	
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 & experience in teaching
PERSONAL SKILLS	<ul style="list-style-type: none"> • Problem Solving & Decision Making: Capacity to use clear, logical thinking with an analytical/scientific approach, capacity to make decisions • Organisation & Planning: Capacity to organise oneself & prioritise work, demonstrates punctuality, preparation & self-discipline. Competent to work without direct supervision where appropriate • Communication Skills: Capacity to answer questions clearly, concisely & appropriately. Capacity to build rapport, listen, persuade & negotiate • Managing Others & Team Involvement: Capacity to work cooperatively with others and to show leadership/authority where appropriate • Coping with Pressure: Capacity to operate under pressure. Demonstrates initiative & resilience to cope with setbacks & adapt to rapidly changing circumstances 	
PROBITY	<ul style="list-style-type: none"> • Professional Integrity: Capacity to take responsibility for own actions and demonstrate a non-judgemental approach towards others. Displays honesty, integrity, awareness of ethical issues 	
COMMITMENT TO SPECIALTY	<ul style="list-style-type: none"> • Learning & Personal Development: Demonstrable interest in and understanding of histopathology. Shows commitment to personal and professional development, with awareness of own strengths & limitations 	<ul style="list-style-type: none"> • Extracurricular activities / achievements relevant to pathology

Northern Ireland Medical Microbiology Training Programme

Specialty Registrar Job Description

Reports to:	Consultant Medical Microbiologists in the employing Trust and the Postgraduate Dean
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Contact Information:	<u>Training Programme Director:</u> Dr P Rooney Consultant - Medical Microbiology Microbiology Laboratory Belfast City Hospital 51 Lisburn Road Belfast, BT9 7AB Tel: 028 9032 9241	
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MAIN ACTIVITIES / RESPONSIBILITIES:	
Clinical	<p>The Trainee will enter a programme of structured and in-service training, which fulfils the requirements of the core-training programme of the Royal College of Pathologists.</p> <p>This will include full participation, under Consultant supervision, in all aspects of the diagnostic, clinical liaison and infection control services provided by the department. When appropriately experienced, the trainee will contribute to the medical bacteriologist on-call service including weekend and prospective cover. The organisation of this service may be reviewed in the light of altered legislation or a changing pattern of service delivery.</p>

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	The Trainee will be expected to take full advantage of the opportunities for research and to collaborate with training consultants in the overall research strategy of the department. 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. There are active research programmes in many areas including food microbiology, respiratory infection, gastrointestinal infection, epidemiology and infection control, molecular diagnostics and intensive care.
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 Pathology 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