

**PERSON SPECIFICATION 2008**  
**APPLICATION TO ENTER SPECIALTY TRAINING at ST1: OPHTHALMOLOGY**

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

SELECTION CRITERIA		
<b>CLINICAL SKILLS</b>	<ul style="list-style-type: none"> <li>• <b>Clinical Knowledge &amp; Expertise:</b> Appropriate knowledge base and capacity to apply sound clinical judgement</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Personal Attributes:</b> Shows aptitude for practical skills and procedures, e.g. hand-eye coordination, dexterity</li> </ul>
<b>ACADEMIC / RESEARCH SKILLS</b>	<ul style="list-style-type: none"> <li>• <b>Research Skills:</b> Demonstrates understanding of the principles of audit and research</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of relevant academic &amp; research achievements , e.g. degrees, prizes, awards, distinctions, publications, presentations, other achievements</li> <li>• Evidence of active participation in audit</li> <li>• <b>Teaching</b> – Evidence of interest and experience in teaching</li> </ul>
<b>PERSONAL SKILLS</b>	<ul style="list-style-type: none"> <li>• <b>Empathy &amp; Sensitivity:</b> Capacity to take in others' perspectives, sees patients as people, able to develop rapport</li> <li>• <b>Communication Skills:</b> Capacity to adapt language as appropriate to the situation, open and non-defensive</li> <li>• <b>Managing Others &amp; Team Involvement:</b> Capacity to work cooperatively with others and show leadership/authority where appropriate</li> <li>• <b>Problem Solving &amp; Decision Making:</b> Capacity to use logical/lateral thinking to solve problems and make decisions</li> <li>• <b>Coping with Pressure:</b> Capacity to operate under pressure. Demonstrates initiative &amp; resilience to cope with setbacks &amp; adapt to rapidly changing circumstances</li> <li>• <b>Organisation &amp; Planning:</b> Capacity to manage time and information effectively. Capacity to prioritise clinical tasks</li> </ul>	
<b>PROBITY</b>	<ul style="list-style-type: none"> <li>• <b>Professional Integrity:</b> Capacity to take responsibility for own actions and demonstrate a non-judgemental approach towards others</li> </ul>	
<b>COMMITMENT TO SPECIALTY</b>	<ul style="list-style-type: none"> <li>• <b>Learning &amp; Personal Development:</b> Realistic insight into specialty. Demonstrates self-awareness and commitment to personal &amp; professional development</li> </ul>	<ul style="list-style-type: none"> <li>• Extracurricular activities / achievements relevant to ophthalmology</li> </ul>

## Northern Ireland Ophthalmology Training Programme

### Specialty Registrar Job Description

<b>Reports to:</b>	Consultant Ophthalmologists in the employing Trust and the Postgraduate Dean
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<b>Contact Information:</b>	<u>Training Programme Director:</u>  Ms G Silvestri Consultant - Ophthalmologist Royal Victoria Hospital Grosvenor Road Belfast, BT12 6BA  Tel: 028 9042 0503	<u>Chair of Training Committee:</u>  Mr N Sharma Consultant - Ophthalmologist Altnagelvin Area Hospital Glenshane Road Londonderry, BT47 6SB  Tel: 028 7134 5171
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<b>MAIN ACTIVITIES / RESPONSIBILITIES:</b>	
<b>Clinical</b>	Trainees will participate in the routine clinical work as specified in the job description of the individual unit to which they are attached and as required in the Log Books of the RCOphth Structured Training Programme. Trainees will have the opportunity to spend time in the various subspecialties during their 5 year training programme and will be encouraged to develop a special interest where appropriate.
<b>Managerial</b>	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.

<b>Research</b>	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.
<b>Audit</b>	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.
<b>Education</b>	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.
<b>Assessment</b>	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 Surgery 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](http://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 2008**  
**APPLICATION TO ENTER SPECIALTY TRAINING / FIXED TERM SPECIALIST TRAINING**  
**APPOINTMENT at ST2: OPHTHALMOLOGY**

<b>ENTRY CRITERIA</b>		
	<b>ESSENTIAL</b>	<b>DESIRABLE</b>
<b>QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>• MBBS or equivalent medical qualification</li> </ul>	
<b>ELIGIBILITY</b>	<ul style="list-style-type: none"> <li>• Eligible for full or limited registration with the GMC at time of appointment</li> <li>• 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"> <li>• Good clinical care</li> <li>• Maintaining good medical practice</li> <li>• Good relationships and communication with patients</li> <li>• Good working relationships with colleagues</li> <li>• Good teaching and training</li> <li>• Professional behaviour and probity</li> <li>• Delivery of good acute clinical care</li> </ul> </li> <li>• Evidence of achievement of ST1 competencies in this specialty by August 2008.</li> <li>• Eligibility to work in the UK</li> </ul>	
<b>FITNESS TO PRACTISE</b>	<ul style="list-style-type: none"> <li>• Is up to date and fit to practise safely</li> </ul>	
<b>LANGUAGE SKILLS</b>	<ul style="list-style-type: none"> <li>• 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"> <li>• A) that applicants have undertaken undergraduate medical training in English, or</li> <li>• B) have the following scores in the academic International English Language Testing System (IELTS) - Overall 7, Speaking 7, Listening 6, Reading 6, Writing 6</li> </ul> </li> <li>• However, if applicants believe that they have adequate communication skills but do not fit into one of the examples they need to provide evidence</li> </ul>	
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