

PERSON SPECIFICATION 2008
APPLICATION TO ENTER SPECIALTY TRAINING / FIXED TERM SPECIALIST TRAINING
APPOINTMENT at ST1: PAEDIATRICS

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 experience 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 	

SELECTION CRITERIA		
CLINICAL SKILLS	<ul style="list-style-type: none"> • Clinical Knowledge & Expertise: Capacity to apply sound clinical knowledge & judgement. Potential to develop excellent diagnostic skills 	<ul style="list-style-type: none"> • Personal Attributes: Shows aptitude for practical skills, e.g. hand-eye co-ordination, dexterity • Successful completion of training in paediatric life support
ACADEMIC / RESEARCH SKILLS	<ul style="list-style-type: none"> • Research Skills: Demonstrates understanding of importance of audit & research and potential to contribute to development in paediatrics 	<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 communicate effectively at different levels, e.g. with babies, young people and their families • Empathy & Sensitivity: Capacity to take in others' perspectives and treat others with understanding • Managing Others & Team Involvement: Capacity to work cooperatively with others & work effectively in a multidisciplinary team • Problem Solving & Decision Making: Demonstrates an analytic approach to practice. Capacity to bring a range of approaches to solving problems • Coping with Pressure: Capacity to manage acute situations under pressure. Demonstrates initiative & resilience to cope with changing circumstances. • Organisation & Planning: Capacity to achieve a balance between urgent and important demands • Vigilance & Situational Awareness: Capacity to monitor acute situations that may change rapidly 	
PROBITY	<ul style="list-style-type: none"> • Professional Integrity & Respect for others: Takes responsibility for own actions. Displays honesty, integrity, awareness of ethical issues. Understands importance of advocacy, children's rights, safety, confidentiality & Consent 	
COMMITMENT TO SPECIALTY	<ul style="list-style-type: none"> • Learning & Personal Development: Understanding & awareness of particular requirements & demands of working with children & their parents. Demonstrates reflective approach to practice & commitment to personal development 	<ul style="list-style-type: none"> • Extracurricular activities / achievements relevant to paediatrics

Northern Ireland Paediatric Training Programme

Specialty Registrar Job Description



Reports to:	Consultant Paediatricians in the employing Trust and the Postgraduate Dean
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Contact Information:	<u>Head of School:</u>	<u>Deputy Head of School:</u>
	Dr R Tubman Consultant Paediatrician Royal Jubilee Maternity Hospital Grosvenor Road Belfast BT12 6BA Tel: 028 9024 0503	Dr S Craig Consultant Paediatrician Royal Jubilee Maternity 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 the 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 & Audit	Trainees are encouraged and given support to participate in audit, to develop research activities and to present and publish scientific data.
Education	Postgraduate clinical teaching is available in all locations on a regular and continuous basis (Details are available in the Postgraduate Calendar)
Assessment	Each appointee will report to a named Clinical Supervisor, and will undertake regular appraisal by a named Educational Supervisor. An annual ARCp interview will be organised by the Head of School and members of the Paediatric Training Committee for the School of Paediatrics

PLACEMENT ARRANGEMENTS:

Placements between hospitals are administered by the Regional Specialty Training Committee for the School of Paediatrics 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 2008
APPLICATION TO ENTER SPECIALTY TRAINING / FIXED TERM SPECIALIST TRAINING
APPOINTMENT at ST4: PAEDIATRICS

ENTRY CRITERIA		
	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<ul style="list-style-type: none"> • MBBS or equivalent medical qualification • Success in MRCPCH 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 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 • Evidence of achievement of ST1 & ST2 competencies in paediatrics at time of appointment & ST3 competencies in paediatrics by August 2008 • Evidence of achievement of the competences outlined in 'A Framework of Competences for BST in Paediatrics'¹ • 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 	

¹ A Framework of Competences for BST in Paediatrics, RCPCH October 2004

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' experience² in paediatrics (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 	

SELECTION CRITERIA		
CLINICAL SKILLS	<ul style="list-style-type: none"> Clinical Knowledge & Expertise: Capacity to apply sound clinical knowledge & judgement. Potential to develop excellent diagnostic skills Successful completion of APLS, NLS or equivalent 	<ul style="list-style-type: none"> Personal Attributes: Shows aptitude for practical skills, e.g. hand-eye co-ordination, dexterity Documented completion of a recognised child protection course (e.g. Safeguarding Children level 2 or equivalent)
ACADEMIC / RESEARCH SKILLS	<ul style="list-style-type: none"> Research Skills: Demonstrates understanding of importance of audit & research. Potential to contribute to development in paediatrics 	<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 and/or risk management Teaching – Evidence of interest and experience in teaching

² Any time periods specified in this person specification refer to full time equivalent

PERSONAL SKILLS	<ul style="list-style-type: none"> • Communication Skills: Capacity to communicate effectively at different levels, e.g. with babies, young people and their families • Empathy & Sensitivity: Capacity to take in others' perspectives and treat others with understanding • Managing Others & Team Involvement: Capacity to work cooperatively with others & work effectively in a multidisciplinary team • Problem Solving & Decision Making: Demonstrates an analytic approach to practice. Capacity to bring a range of approaches to solving problems • Coping with Pressure: Capacity to manage acute situations under pressure. Demonstrates initiative & resilience to cope with changing circumstances. • Organisation & Planning: Capacity to achieve a balance between urgent and important demands • Vigilance & Situational Awareness: Capacity to monitor acute situations that may change rapidly 	
PROBITY	<ul style="list-style-type: none"> • Professional Integrity & Respect for others: Takes responsibility for own actions. Displays honesty, integrity, awareness of ethical issues. Understands importance of advocacy, children's rights, safety, confidentiality & consent 	
COMMITMENT TO SPECIALTY	<ul style="list-style-type: none"> • Learning & Personal Development: Understanding & awareness of particular requirements & demands of working with children & their parents. Demonstrates reflective approach to practice & commitment to personal development 	<ul style="list-style-type: none"> • Extracurricular activities / achievements relevant to paediatrics

Northern Ireland Paediatric Training Programme

Specialty Registrar Job Description



Reports to:	Consultant Paediatricians in the employing Trust and the Postgraduate Dean
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	Dr R Tubman Consultant Paediatrician Royal Jubilee Maternity Hospital Grosvenor Road Belfast BT12 6BA Tel: 028 9024 0503	Dr S Craig Consultant Paediatrician Royal Jubilee Maternity 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 the 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 & Audit	Trainees are encouraged and given support to participate in audit, to develop research activities and to present and publish scientific data.
Education	Postgraduate clinical teaching is available in all locations on a regular and continuous basis (Details are available in the Postgraduate Calendar)
Assessment	Each appointee will report to a named Clinical Supervisor, and will undertake regular appraisal by a named Educational Supervisor. An annual ARCP interview will be organised by the Head of School and members of the Paediatric Training Committee for the School of Paediatrics

PLACEMENT ARRANGEMENTS:

Placements between hospitals are administered by the Regional Specialty Training Committee for the School of Paediatrics 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.

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AN EQUAL OPPORTUNITIES EMPLOYER

PERSON SPECIFICATION 2008
APPLICATION TO ENTER FIXED TERM SPECIALIST TRAINING APPOINTMENT at ST2:
PAEDIATRICS

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 • 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 	

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

APPLICATION COMPLETION	<ul style="list-style-type: none"> • ALL sections of application form FULLY completed according to written guidelines 	
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SELECTION CRITERIA		
CLINICAL SKILLS	<ul style="list-style-type: none"> • Clinical Knowledge & Expertise: Capacity to apply sound clinical knowledge & judgement. Potential to develop excellent diagnostic skills 	<ul style="list-style-type: none"> • Personal Attributes: Shows aptitude for practical skills, e.g. hand-eye co-ordination, dexterity • Successful completion of APLS or EPLS (or equivalent) and NLS (or equivalent)
ACADEMIC / RESEARCH SKILLS	<ul style="list-style-type: none"> • Research Skills: Demonstrates understanding of importance of audit & research and potential to contribute to development in paediatrics 	<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 communicate effectively at different levels, e.g. with babies, young people and their families • Empathy & Sensitivity: Capacity to take in others' perspectives and treat others with understanding • Managing Others & Team Involvement: Capacity to work cooperatively with others & work effectively in a multidisciplinary team • Problem Solving & Decision Making: Demonstrates an analytic approach to practice. Capacity to bring a range of approaches to solving problems • Coping with Pressure: Capacity to manage acute situations under pressure. Demonstrates initiative & resilience to cope with changing circumstances. • Organisation & Planning: Capacity to achieve a balance between urgent and important demands • Vigilance & Situational Awareness: Capacity to monitor acute situations that may change rapidly 	
PROBITY	<ul style="list-style-type: none"> • Professional Integrity & Respect for others: Takes responsibility for own actions. Displays honesty, integrity, awareness of ethical issues. Understands importance of advocacy, children's rights, safety, confidentiality & Consent 	
COMMITMENT TO SPECIALTY	<ul style="list-style-type: none"> • Learning & Personal Development: Understanding & awareness of particular requirements & demands of working with children & their parents. Demonstrates reflective approach to practice & commitment to personal development 	<ul style="list-style-type: none"> • Extracurricular activities / achievements relevant to paediatrics

Northern Ireland Paediatric Training Programme



Specialty Registrar Job Description

Reports to:	Consultant Paediatricians in the employing Trust and the Postgraduate Dean
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Contact Information:	<u>Head of School:</u>	<u>Deputy Head of School:</u>
	Dr R Tubman Consultant Paediatrician Royal Jubilee Maternity Hospital Grosvenor Road Belfast BT12 6BA Tel: 028 9024 0503	Dr S Craig Consultant Paediatrician Royal Jubilee Maternity 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 the 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 & Audit	Trainees are encouraged and given support to participate in audit, to develop research activities and to present and publish scientific data.
Education	Postgraduate clinical teaching is available in all locations on a regular and continuous basis (Details are available in the Postgraduate Calendar)
Assessment	Each appointee will report to a named Clinical Supervisor, and will undertake regular appraisal by a named Educational Supervisor. An annual ARCP interview will be organised by the Head of School and members of the Paediatric Training Committee for the School of Paediatrics

PLACEMENT ARRANGEMENTS:

Placements between hospitals are administered by the Regional Specialty Training Committee for the School of Paediatrics 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.

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AN EQUAL OPPORTUNITIES EMPLOYER

PERSON SPECIFICATION 2008
APPLICATION TO ENTER FIXED TERM SPECIALIST TRAINING APPOINTMENT at ST3:
PAEDIATRICS

ENTRY CRITERIA		
	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<ul style="list-style-type: none"> • MBBS or equivalent medical qualification • Success in MRCPCH Part 1 A and B 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 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 • Evidence of achievement of ST1 competencies in this specialty at time of appointment and ST2 competencies by August 2008 • Evidence of achievement of those competences in 'A Framework of Competences'¹ for BST in Paediatrics which are highlighted in 'Guidance on Safe Cover Arrangements for Paediatric Departments Out of Hours'² • Eligibility to work in the UK 	
FITNESS TO PRACTISE	<ul style="list-style-type: none"> • Is up to date and fit to practise safely 	

¹ A Framework of Competencies for BST in Paediatrics, RCPCH October 2004

² Guidance on Safe Cover Arrangements for Paediatric Departments Out of Hours, RCPCH 19.7.05

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' experience³ 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 	

SELECTION CRITERIA		
CLINICAL SKILLS	<ul style="list-style-type: none"> Clinical Knowledge & Expertise: Capacity to apply sound clinical knowledge & judgement. Potential to develop excellent diagnostic skills Successful completion of APLS, NLS or equivalent 	<ul style="list-style-type: none"> Personal Attributes: Shows aptitude for practical skills, e.g. hand-eye co-ordination, dexterity
ACADEMIC / RESEARCH SKILLS	<ul style="list-style-type: none"> Research Skills: Demonstrates understanding of importance of audit & research and potential to contribute to development in paediatrics 	<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

³ Any time periods specified in this person specification refer to full time equivalent

PERSONAL SKILLS	<ul style="list-style-type: none"> • Communication Skills: Capacity to communicate effectively at different levels, e.g. with babies, young people and their families • Empathy & Sensitivity: Capacity to take in others' perspectives and treat others with understanding • Managing Others & Team Involvement: Capacity to work cooperatively with others & work effectively in a multidisciplinary team • Problem Solving & Decision Making: Demonstrates an analytic approach to practice. Capacity to bring a range of approaches to solving problems • Coping with Pressure: Capacity to manage acute situations under pressure. Demonstrates initiative & resilience to cope with changing circumstances. • Organisation & Planning: Capacity to achieve a balance between urgent and important demands • Vigilance & Situational Awareness: Capacity to monitor acute situations that may change rapidly 	
PROBITY	<ul style="list-style-type: none"> • Professional Integrity & Respect for others: Takes responsibility for own actions. Displays honesty, integrity, awareness of ethical issues. Understands importance of advocacy, children's rights, safety, confidentiality & consent 	
COMMITMENT TO SPECIALTY	<ul style="list-style-type: none"> • Learning & Personal Development: Understanding & awareness of particular requirements & demands of working with children & their parents. Demonstrates reflective approach to practice & commitment to personal development 	<ul style="list-style-type: none"> • Extracurricular activities / achievements relevant to paediatrics

Northern Ireland Paediatric Training Programme

Specialty Registrar Job Description

Reports to:	Consultant Paediatricians in the employing Trust and the Postgraduate Dean
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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 the 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 & Audit	Trainees are encouraged and given support to participate in audit, to develop research activities and to present and publish scientific data.
Education	Postgraduate clinical teaching is available in all locations on a regular and continuous basis (Details are available in the Postgraduate Calendar)
Assessment	Each appointee will report to a named Clinical Supervisor, and will undertake regular appraisal by a named Educational Supervisor. An annual ARCP interview will be organised by the Head of School and members of the Paediatric Training Committee for the School of Paediatrics

PLACEMENT ARRANGEMENTS:

Placements between hospitals are administered by the Regional Specialty Training Committee for the School of Paediatrics 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.

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