

**PERSON SPECIFICATION 2008**  
**APPLICATION TO SPECIALTY TRAINING APPOINTMENT at ST3 : PLASTIC SURGERY**

<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> <li>• Successful completion of MRCS or equivalent at time of application</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 application, 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 the ST1 and ST2 competencies in surgery by August 2008</li> <li>• Evidence of achievement of the ST1 and ST2 competences relevant to plastic surgery 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>	
<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>• At least 24 months experience in surgery (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>	<p><b>Technical Knowledge &amp; Clinical Expertise:</b> Capacity to apply sound clinical knowledge &amp; judgement &amp; prioritise clinical need. Demonstrates appropriate technical competence &amp; evidence of development of excellent diagnostic skills &amp; judgement</p> <p>Validated logbook documentation of surgical exposure to date</p>	<ul style="list-style-type: none"> <li>• <b>Personal Attributes:</b> Shows aptitude for practical skills, e.g. hand-eye co-ordination, dexterity, visuo-spatial awareness</li> <li>• Attendance at relevant courses, e.g. ATLS, Basic Surgical Skills or equivalent</li> </ul>
<b>ACADEMIC / RESEARCH SKILLS</b>	<p><b>Research Skills:</b> Demonstrates understanding of the basic principles of audit, clinical risk management &amp; evidence-based practice. Understanding of research basic research principles, methodology &amp; ethics, with potential to contribute to research</p> <p><b>Teaching:</b> Evidence of contributing to teaching &amp; learning of others</p>	<p>Evidence of relevant academic &amp; research achievements, e.g. degrees, prizes, awards, distinctions, publications, presentations, other achievements</p> <p>Evidence of active participation in audit</p> <p>Evidence of participation in risk management and/or clinical/laboratory research</p>
<b>PERSONAL SKILLS</b>	<p><b>Judgement under Pressure:</b> Capacity to operate effectively under pressure &amp; remain objective in highly emotive/pressurised situations. Awareness of own limitations &amp; when to ask for help</p> <p><b>Communication Skills:</b> Capacity to communicate effectively &amp; sensitively with others, able to discuss treatment options with patients in a way they can understand</p> <p><b>Problem Solving:</b> Capacity to think beyond the obvious, with analytical and flexible mind. Capacity to bring a range of approaches to problem solving</p> <p><b>Situation Awareness:</b> Capacity to monitor and anticipate situations that may change rapidly</p> <p><b>Decision Making:</b> Demonstrates effective judgement and decision-making skills</p> <p><b>Leadership &amp; Team Involvement:</b> Capacity to work effectively in a multi-disciplinary team &amp; demonstrate leadership when appropriate. Capacity to establish good working relations with others</p> <p><b>Organisation &amp; Planning:</b> Capacity to manage time and prioritise workload, balance urgent &amp; important demands, follow instructions. Understands importance &amp; impact of information systems</p>	
<b>PROBITY</b>	<ul style="list-style-type: none"> <li>• <b>Professional Integrity:</b> Takes responsibility for own actions, demonstrates respect for the rights of all. Demonstrates awareness of ethical principles, safety, confidentiality &amp; consent. Awareness of importance of being the patients' advocate, clinical governance &amp; responsibilities of an NHS employee</li> </ul>	
<b>COMMITMENT TO SPECIALTY</b>	<ul style="list-style-type: none"> <li>• <b>Learning &amp; Development:</b> Shows realistic insight into plastic surgery and the demands of a surgical lifestyle. Demonstrates knowledge of training programme &amp; commitment to own development. Shows critical &amp; enquiring approach to knowledge acquisition, commitment to self-directed learning &amp; reflective/analytical approach to practice</li> </ul>	<ul style="list-style-type: none"> <li>• Extracurricular activities / achievements relevant to Plastic surgery</li> </ul>

## Northern Ireland Plastic Surgery Training Programme

### Specialty Registrar Job Description

<b>Reports to:</b>	Consultant Plastic Surgeons in the employing Trust and the Postgraduate Dean
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<b>Contact Information:</b>	<p><u>Training Programme Director:</u></p> <p>Mr S Sinclair          Consultant - Plastic Surgeon          Ulster Hospital          Upper Newtownards Road          Dundonald, BT16 0RH</p> <p>Tel: 028 9048 4511</p>
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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 JCHST Structured Training Programme. Trainees will have the opportunity to spend time in the various subspecialties during the course for the 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 are administered by the Regional Specialty Training Committee and are determined usually on a yearly basis according to the Trainee's educational and training needs. Trainees will rotate through the various posts 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 this unit.

Further information on hospitals in Northern Ireland is available at [www.n-i.nhs.uk](http://www.n-i.nhs.uk)

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**