

**PERSON SPECIFICATION**

**APPLICATION TO ENTER SPECIALTY TRAINING at CT2: CORE MEDICINE TRAINING 2012**

<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>• MRCP(UK) Part 1 at time of appointment</li> </ul>	<ul style="list-style-type: none"> <li>• MRCP Part 1 at time of application</li> <li>• MRCP Part 2 at time of application</li> <li>• MRCP PACES at time of application</li> </ul>
<b>ELIGIBILITY</b>	<ul style="list-style-type: none"> <li>• Eligible for full registration with the GMC at time of appointment<sup>1</sup> and hold a current licence to practice.<sup>2</sup></li> <li>• Evidence of achievement of <b>Foundation competencies</b> from a UKFPO affiliated Foundation Programme or equivalent by time of appointment in line with GMC standards/Good Medical Practice including:               <ul style="list-style-type: none"> <li>○ Make the care of your patient your first concern</li> <li>○ Protect and promote the health of patients and of the public</li> <li>○ Provide a good standard of practice and care</li> <li>○ Treat patients as individuals and respect their dignity</li> <li>○ Work in partnership with patients</li> <li>○ Be honest and open and act with integrity</li> </ul> </li> <li>• Evidence of achievement of <b>CMT CT1 competencies</b> by the time of appointment.</li> <li>• Eligibility to work in the UK</li> <li>• Not previously relinquished, released or removed from a Core Medical training programme or from an ACCS training programme except under exceptional circumstances<sup>3</sup></li> </ul>	
<b>FITNESS TO PRACTISE</b>	Is up to date and fit to practise safely	

<sup>1</sup> The time of appointment refers to the date at which the post commences.

<sup>2</sup> The GMC introduced a licence to practice in 2009. Any doctor wishing to practice in the UK after this date must be both registered and hold a licence to practice at time of appointment.

<sup>3</sup> Examples might include ARCP outcome 4 or failure to progress after two or more failed RITA Es. Applications will only be considered if there is a letter of support from the Postgraduate Dean or designated Deputy of the deanery in which they worked. Should the Postgraduate Dean not support the application, appeal may be made to the Recruitment Lead whose decision will be final. The Recruitment lead may be the recruitment team at the office managing recruitment or at the deanery to whom you are making your application.

<b>LANGUAGE SKILLS</b>	<p>All applicants to have demonstrable skills in written and spoken English adequate to enable effective communication about medical topics with patients and colleagues demonstrated by one of the following:</p> <ul style="list-style-type: none"> <li>○ that applicants have undertaken undergraduate medical training in English; or</li> <li>○ have achieved the following scores in the academic International English Language Testing System (IELTS) in a single sitting within 24 months at time of application – Overall 7, Speaking 7, Listening 7, Reading 7, Writing 7.</li> </ul> <p>If applicants believe that they have adequate communication skills but do not fit into one of the examples they must provide supporting evidence</p>	
<b>HEALTH</b>	Meets professional health requirements (in line with GMC standards/Good Medical Practice)	
<b>CAREER PROGRESSION<sup>4</sup></b>	<ul style="list-style-type: none"> <li>• Ability to provide a complete employment history</li> <li>• Evidence that career progression is consistent with personal circumstances</li> <li>• Evidence that present achievement and performance is commensurate with totality of period of training</li> <li>• <b>At least 12 months experience<sup>5</sup></b> in medical specialties (not including Foundation modules) by time of appointment<sup>2</sup></li> </ul>	
<b>APPLICATION COMPLETION</b>	<ul style="list-style-type: none"> <li>• <b>ALL</b> sections of application form completed <b>FULLY</b> according to written guidelines</li> </ul>	

<b>SELECTION CRITERIA</b>		
<b>CLINICAL SKILLS</b>	<p><b>Clinical Knowledge &amp; Expertise</b></p> <ul style="list-style-type: none"> <li>• Appropriate knowledge base and ability to apply sound clinical judgement to problems</li> </ul>	<ul style="list-style-type: none"> <li>• Some CMT CT2 competences.</li> </ul>
<b>ACADEMIC / RESEARCH SKILLS</b>	<p><b>Research and Audit Skills:</b></p> <ul style="list-style-type: none"> <li>• Demonstrates understanding of research including awareness of ethical issues</li> <li>• Demonstrates understanding of the basic principles of audit, clinical risk management and governance, evidence based practice, patient safety and clinical quality improvement initiatives</li> <li>• Demonstrates knowledge of evidence-informed practice</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 involvement in an audit project, a quality improvement project, formal research project or other activity <ul style="list-style-type: none"> <li>○ focussing on patient safety / clinical governance / clinical improvement</li> <li>○ that demonstrates an interest in and commitment to the specialty</li> </ul> </li> </ul> <p><b>Teaching:</b></p> <ul style="list-style-type: none"> <li>• Evidence of interest and experience in teaching</li> </ul>

<sup>4</sup> All experience in posts at any level count irrespective of the country the experience is gained in

<sup>5</sup> Any time periods specified in this person specification refer to full time equivalent

<p><b>PERSONAL SKILLS</b></p>	<p><b>Communication Skills:</b></p> <ul style="list-style-type: none"> <li>• Demonstrates clarity in written / spoken communication &amp; capacity to adapt language as appropriate to the situation</li> <li>• Able to build rapport, listen, persuade &amp; negotiate</li> </ul> <p><b>Problem Solving &amp; Decision Making:</b></p> <p>Capacity to use logical/lateral thinking to solve problems/make decisions, indicating an analytical / scientific approach</p> <p><b>Managing Others &amp; Team Involvement:</b></p> <ul style="list-style-type: none"> <li>• Ability to work in multi-professional teams</li> <li>• Ability to show leadership, make decisions, organise and motivate other team members for the benefit of patients through, for example, audit and quality improvement projects</li> </ul> <p><b>Empathy &amp; Sensitivity:</b></p> <ul style="list-style-type: none"> <li>• Capacity to take in others' perspectives and treat others with understanding</li> <li>• Demonstrates respect for all</li> </ul> <p><b>Organisation &amp; Planning:</b></p> <ul style="list-style-type: none"> <li>• Capacity to manage/prioritise time and information effectively.</li> <li>• Evidence of thoroughness (is well prepared, shows self-discipline / commitment, is punctual and meets deadlines)</li> </ul> <p><b>Vigilance &amp; Situational Awareness:</b></p> <ul style="list-style-type: none"> <li>• Capacity to monitor developing situations and anticipate issues</li> </ul> <p><b>Coping with Pressure and managing uncertainty:</b></p> <ul style="list-style-type: none"> <li>• Capacity to operate under pressure</li> <li>• Demonstrates initiative &amp; resilience to cope with changing circumstances</li> <li>• Is able to deliver good clinical care in the face of uncertainty</li> </ul>	<p><b>Management and Leadership Skills:</b></p> <ul style="list-style-type: none"> <li>• Evidence of involvement in management commensurate with experience</li> <li>• Evidence of effective multidisciplinary team working and leadership supported by multi-source feedback or other workplace-based assessments</li> <li>• Evidence of effective leadership in and outside medicine</li> </ul> <p><b>IT Skills:</b></p> <ul style="list-style-type: none"> <li>• Demonstrates information technology skills</li> </ul> <p><b>Other:</b></p> <ul style="list-style-type: none"> <li>• Evidence of achievement outside medicine</li> <li>• Evidence of altruistic behaviour eg voluntary work</li> <li>• Evidence of organisational skills – not necessarily in medicine e.g. Grant or Bursary applications, organisation of a university club, sports section etc</li> </ul>
<p><b>PROBITY</b></p>	<p><b>Professional Integrity:</b></p> <ul style="list-style-type: none"> <li>• Capacity to take responsibility for own actions. Demonstrates respect for all</li> <li>• Displays honesty, integrity, awareness of confidentiality &amp; ethical issues</li> </ul>	

<b>COMMITMENT TO SPECIALTY</b>	<b>Learning &amp; Personal Development:</b> <ul style="list-style-type: none"><li>• Shows initiative / drive / enthusiasm (self-starter, motivated, shows curiosity, initiative)</li><li>• Demonstrable interest in and understanding of the specialty</li><li>• Commitment to personal and professional development</li><li>• Evidence of attendance at organised teaching and training programme</li><li>• Evidence of self-reflective practice</li></ul>	<ul style="list-style-type: none"><li>• Extracurricular activities / achievements relevant to medicine</li></ul>
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## Northern Ireland Training Programme

### Core Medical Trainee Job Description



<b>Reports to:</b>	Consultant Physician in the employing Trust and the Postgraduate Dean
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<b>Contact Information:</b>	<p><u>Training Programme Director:</u></p> <p>Dr Ian Steele Consultant Physician and Deputy Head of School Royal Victoria Hospital Grosvenor Road Belfast, BT12 6BA</p> <p>Tel: 028 90 240503</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.
<b>Managerial</b>	Trainees will have the opportunity to develop managerial skills as they rotate through the various hospitals.
<b>Research</b>	All trainees will be expected and encouraged to have an active interest in research and publication.
<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, which is usually 1 year (CT2). 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. Trainees will be expected to follow the Core medical training curriculum.

## **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](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**