

**PERSON SPECIFICATION 2012**  
**APPLICATION TO ENTER SPECIALTY TRAINING at ST1: HISTOPATHOLOGY**

<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 registration with the GMC at time of appointment and hold a current licence to practice</li> <li>• Minimum of 2 years of postgraduate medical experience by August 2012 (equivalent to that obtained in a UK Foundation Training Programme)</li> </ul> <p><u>Either</u></p> <ul style="list-style-type: none"> <li>• Evidence of current employment in a UKFPO affiliated Foundation Programme</li> </ul> <p><b>OR</b></p> <ul style="list-style-type: none"> <li>• 12 months experience after full GMC registration or equivalent and evidence of achievement of <b>Foundation competencies</b> between <b>31<sup>st</sup> July 2009</b> and <b>1<sup>st</sup> August 2012</b> from a UKFPO affiliated Foundation Programme or equivalent 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>• Eligibility to work in the UK</li> <li>• Not previously relinquished, released or removed from a training programme in this specialty except under exceptional circumstances</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 adequate to enable effective communication about medical topics with patients and colleagues demonstrated by one of the following: <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, and Writing 7.</li> </ul> </li> <li>• If applicants believe they have adequate communication skills but do not fit into one of these examples they must provide supporting 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 a complete employment history, including any gaps and the reason for them</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> </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>CAREER PROGRESSION</b>	<ul style="list-style-type: none"> <li>• As above</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence that most recent ARCP / RITA outcome or equivalent was satisfactory</li> <li>• <b>No more than 18 months</b> Histopathology experience by August 2012</li> <li>• The applicant should not currently hold a National Training Number in Histopathology in the UK by application date</li> </ul>
<b>CLINICAL SKILLS</b>	<p><b>Clinical Knowledge &amp; Expertise:</b></p> <ul style="list-style-type: none"> <li>• Demonstrates appropriate knowledge base and sound clinical judgement.</li> <li>• Demonstrates awareness of autopsy practice</li> </ul>	

<b>ACADEMIC / RESEARCH SKILLS</b>	<b>Research Skills:</b> <ul style="list-style-type: none"> <li>• Demonstrates understanding of the importance of audit &amp; 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> </ul> <b>Teaching:</b> <ul style="list-style-type: none"> <li>• Evidence of interest &amp; experience in teaching</li> </ul>
<b>PERSONAL SKILLS</b>	<b>Problem Solving &amp; Decision Making:</b> <ul style="list-style-type: none"> <li>• Capacity to use clear, logical thinking with an analytical/scientific approach, capacity to make decisions</li> </ul> <b>Organisation &amp; Planning:</b> <ul style="list-style-type: none"> <li>• Capacity to organise oneself &amp; prioritise work, demonstrates punctuality, preparation &amp; self-discipline.</li> <li>• Competent to work without direct supervision where appropriate</li> </ul> <b>Communication Skills:</b> <ul style="list-style-type: none"> <li>• Capacity to answer questions clearly, concisely &amp; appropriately. Capacity to build rapport, listen, persuade &amp; negotiate</li> </ul> <b>Managing Others &amp; Team Involvement:</b> <ul style="list-style-type: none"> <li>• Capacity to work cooperatively with others and to show leadership/authority where appropriate</li> </ul> <ul style="list-style-type: none"> <li>• <b>Coping with Pressure:</b></li> <li>• Capacity to operate under pressure.</li> <li>• Demonstrates initiative &amp; resilience to cope with setbacks &amp; adapt to rapidly changing circumstances</li> </ul>	
<b>PROBITY</b>	<b>Professional Integrity:</b> <ul style="list-style-type: none"> <li>• Capacity to take responsibility for own actions and demonstrate a non-judgemental approach towards others.</li> <li>• Displays honesty, integrity, awareness of ethical issues</li> </ul>	
<b>COMMITMENT TO SPECIALTY</b>	<b>Learning &amp; Personal Development:</b> <ul style="list-style-type: none"> <li>• Demonstrable interest in and understanding of histopathology.</li> <li>• Shows commitment to personal and professional development, with awareness of own strengths &amp; limitations</li> </ul>	<ul style="list-style-type: none"> <li>• Other activities / achievements / scientific meetings relevant to pathology</li> <li>• Attendance at pathological courses</li> <li>• Evidence of participation in audit or research projects with specific relevance to pathology</li> </ul>

## Northern Ireland Histopathology Training Programme

### Specialty Registrar Job Description

<b>Reports to:</b>	Consultant Histopathologists in the employing Trust and the Postgraduate Dean
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<b>Contact Information:</b>	<p><u>Head of School of Pathology:</u></p> <p>Dr D McGibben          Consultant – Histopathology          Cytology Lab          Belfast City Hospital          Lisburn Road          Belfast, BT9 7AB</p> <p>Tel: 028 9032 9241</p>
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<b>MAIN ACTIVITIES / RESPONSIBILITIES:</b>	
<b>Clinical</b>	<p>The trainees have a weekly timetable but they do receive time off the weekly rota to enable them to gain experience in cytopathology, neuropathology and paediatric pathology.</p> <p>They are reporting surgicals about two days per week (10-20 cases each reporting day) and should be reporting about 1000 – 1200 biopsies per year. They will cut specimens 1-2 times per week and usually report the large and complex cases they have cut.</p> <p>There is a rota system for carrying out autopsies</p> <p>Staff will rotate through cytopathology, usually six weeks (for training) per year and in addition there will be opportunity to maintain FNA and non-gynae reporting skills.</p> <p>Most weeks the trainees will be off the rota for one day although this is not</p>

	always possible when several trainees are on leave or are off doing specialist rotations in cytology, etc.
<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>	<p>Trainees are encouraged to develop small research projects. All research is subject to scrutiny by the QUB Research Ethics Committee. Trainees with a particular interest in academic work are encouraged to take time out of the training scheme to work for a higher degree.</p> <p>Trainees are encouraged to present the results of their project/research to local (Trust, Irish Branch of ACP) and national (eg. Path Soc, ACP) meetings. Paid leave will be granted and travel/board expenses met.</p> <p>By the end of five years all trainees should hope to have at least two articles published in peer reviewed journals. These should not be confined to simple case reports.</p>
<b>Audit</b>	All trainees are expected to attend regular audit meeting and present their audits at these. They will be expected to complete at least one supervised audit project per year.
<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. Occasionally trainees will be required to help with teaching of medical students, science and nursing students.
<b>Assessment</b>	Regular assessment of progress will be made during the period of training. There will be an annual review of competence progression (ARCP) at which the trainee will be required to demonstrate evidence of satisfactory progress in order to proceed to the next year.

## **TRAINING**

Training in Histopathology has been extended to 5.5 years and at ST3 level there is an opportunity to go Autopsy light and Cervical Cytology light. It would not be required in the final FRCPath exam. At year 3 there is an opportunity, if vacancies are present, to specialise in Neuropathology, Paediatric Pathology, Forensic Pathology or Academic Pathology.

There is also a requirement for trainees to have two six-month training attachments in recognised training laboratories outside of Belfast that is, Antrim Hospital, Craigavon Hospital and Altnagelvin Hospital.

## **PLACEMENT ARRANGEMENTS:**

Placements between hospitals are administered by the Board of 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.

Please note, there is banding payments (Band B) for additional out of hours work for juniors doctors. This involves a rota in which trainees are required to cut specimens in either BCH or RVH site and be available to carry out autopsies at the weekend.

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**