

PERSON SPECIFICATION 2012
APPLICATION TO ENTER SPECIALTY TRAINING at ST1: MEDICAL MICROBIOLOGY

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 registration with the GMC at time of appointment and hold a current licence to practice. • Minimum of 2 years of postgraduate medical experience by August 2012 (equivalent to that obtained in a UK Foundation Training Programme) <p>Either</p> <ul style="list-style-type: none"> • Evidence of current employment in a UKFPO affiliated Foundation Programme <p>or</p> <ul style="list-style-type: none"> • 12 months experience after full GMC registration or equivalent and evidence of achievement of Foundation competencies between 31st July 2009 and 1st August 2012 from a UKFPO affiliated Foundation Programme or equivalent in line with GMC standards/Good Medical Practice including: <ul style="list-style-type: none"> ○ Make the care of your patient your first concern ○ Protect and promote the health of patients and of the public ○ Provide a good standard of practice and care ○ Treat patients as individuals and respect their dignity ○ Work in partnership with patients ○ Be honest and open and act with integrity • Eligibility to work in the UK • Not previously relinquished, released or removed from a training programme in this specialty except under exceptional circumstances 	
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 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"> ○ that applicants have undertaken undergraduate medical training in English; or ○ have achieved the following scores in the academic International English Language Testing System (IELTS) – Overall 7, Speaking 7, Listening 7, Reading 7 & Writing 7. • If applicants believe they have adequate communication skills but do not fit into one of these examples they must provide supporting 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 a complete employment history • Evidence that career progression is consistent with personal circumstances • Evidence that present achievement and performance is commensurate with totality of period of training 	
APPLICATION COMPLETION	<ul style="list-style-type: none"> • ALL sections of application form completed FULLY according to written guidelines 	

SELECTION CRITERIA

CAREER PROGRESSION	As above	<ul style="list-style-type: none"> • Experience of clinical specialties where there is a significant component of infection including infectious diseases • Experience of laboratory work (including research) relevant to medical microbiology/virology • No more than 18 months Medical Microbiology experience by time of appointment
CLINICAL SKILLS	Clinical Knowledge & Expertise: <ul style="list-style-type: none"> • Demonstrates appropriate knowledge base and sound clinical judgement. • Demonstrates basic awareness of importance and impact of infection on clinical practice • Aware of laboratory skills related to Microbiology/Virology 	<ul style="list-style-type: none"> • Able to demonstrate laboratory skills related to Microbiology/Virology
ACADEMIC / RESEARCH SKILLS	Research Skills: <ul style="list-style-type: none"> • Demonstrates understanding of the principles and importance of audit and research 	<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: <ul style="list-style-type: none"> • evidence of interest & experience in teaching

<p>PERSONAL SKILLS</p>	<p>Problem Solving & Decision Making:</p> <ul style="list-style-type: none"> • Capacity to use clear, logical thinking with an analytical/scientific approach • Capacity to make decisions <p>Organisation & Planning:</p> <ul style="list-style-type: none"> • Capacity to organise oneself and prioritise work, demonstrates punctuality, preparation & self-discipline • Capacity to work without direct supervision where appropriate • Demonstrates IT Skills <p>Communication Skills:</p> <ul style="list-style-type: none"> • Demonstrates clarity in written and spoken communication • Capacity to build rapport, listen, persuade & negotiate <p>Managing Others & Team Involvement:</p> <ul style="list-style-type: none"> • Capacity to work cooperatively with others and demonstrate leadership/authority where appropriate <p>Coping with Pressure:</p> <ul style="list-style-type: none"> • Capacity to operate under pressure • Demonstrates initiative & resilience to cope with setbacks & adapt to rapidly changing circumstances 	
<p>PROBITY</p>	<p>Professional Integrity:</p> <ul style="list-style-type: none"> • Capacity to take responsibility for own actions and demonstrate a non-judgemental approach towards others. • Displays honesty, integrity, awareness of ethical issues, patient safety and clinical governance 	
<p>COMMITMENT TO SPECIALTY</p>	<p>Learning & Personal Development:</p> <ul style="list-style-type: none"> • Demonstrates interest and realistic insight into clinical, laboratory and infection control activities of medical microbiology/virology • Shows commitment to personal and professional development, with awareness of own strengths & limitations 	<ul style="list-style-type: none"> • Extracurricular activities/achievements relevant to clinical or laboratory aspects of infection

Northern Ireland Medical Microbiology Training Programme

Specialty Registrar Job Description

Reports to:	Consultant Medical Microbiologists in the employing Trust and the Postgraduate Dean
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Contact Information:	<p><u>Training Programme Director:</u></p> <p>Dr Elaine McHenry Consultant – Medical Microbiology Royal Victoria Hospital Grosvenor Road Belfast BT12 6BA</p> <p>Tel: 028 9024 0503</p>
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MAIN ACTIVITIES / RESPONSIBILITIES:	
Clinical	<p>The Trainee will enter a programme of structured and in-service training, which fulfils the requirements of the core-training programme of the Royal College of Pathologists.</p> <p>This will include full participation, under Consultant supervision, in all aspects of the diagnostic, clinical liaison and infection control services provided by the department. When appropriately experienced, the trainee will contribute to the medical bacteriologist on-call service including weekend and prospective cover. The organisation of this service may be reviewed in the light of altered legislation or a changing</p>

	pattern of service delivery.
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	The Trainee will be expected to take full advantage of the opportunities for research and to collaborate with training consultants in the overall research strategy of the department. 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. There are active research programmes in many areas including food microbiology, respiratory infection, gastrointestinal infection, epidemiology and infection control, molecular diagnostics and intensive care.
Audit	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.
Education	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.
Assessment	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 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.

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