

PERSON SPECIFICATION 2012
APPLICATION TO ENTER SPECIALTY TRAINING at ST1: CLINICAL RADIOLOGY

ENTRY CRITERIA		
	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<ul style="list-style-type: none"> • MBBS, MBChB 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 2008 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 demonstrated by one of the following: <ul style="list-style-type: none"> ○ that the applicants have undertaken undergraduate medical training in English; or ○ 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. • If applicants believe they have adequate communication skills but do not fit into one of the 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 • 18 months or less experience in clinical radiology (not including Foundation modules) by time of appointment 	
APPLICATION COMPLETION	<ul style="list-style-type: none"> • ALL sections of application form FULLY completed according to written guidelines 	

SELECTION CRITERIA		
CAREER PROGRESSION	<ul style="list-style-type: none"> • As above 	<ul style="list-style-type: none"> • Progress in postgraduate examinations (e.g. MRCP/MRCS) commensurate with period of training
CLINICAL SKILLS	<p>Technical Knowledge & Clinical Expertise:</p> <ul style="list-style-type: none"> • Appropriate knowledge base (including anatomy & pathology) and capacity to apply sound clinical judgement 	<p>Personal Attributes:</p> <ul style="list-style-type: none"> • Shows aptitude for practical skills, e.g. hand-eye co-ordination, dexterity, visuo-spatial awareness and has good observational skills • Attendance at relevant courses, e.g. ALS or equivalent
ACADEMIC / RESEARCH SKILLS	<p>Research Skills:</p> <ul style="list-style-type: none"> • Demonstrates understanding of the basic principles of audit • Evidence of active participation in audit 	<ul style="list-style-type: none"> • Evidence of an understanding of the basic principles and importance of research • Evidence of academic and research achievements, e.g. degrees, awards, distinctions, publications, presentations, other achievements commensurate with stage of career • Evidence of interest & experience in formal teaching

<p>PERSONAL SKILLS</p>	<p>Judgement under Pressure:</p> <ul style="list-style-type: none"> • Capacity to operate effectively under pressure and remain objective in pressurised and changing situations. • Awareness of own limitations and when to ask for help <p>Communication Skills:</p> <ul style="list-style-type: none"> • Capacity to communicate effectively and sensitively in both written and spoken form with others, able to explain options to patients in a way they can understand. <p>Problem Solving:</p> <ul style="list-style-type: none"> • Capacity to think beyond the obvious, with an analytical and flexible mind • Capacity to bring a range of approaches to problem solving <p>Situaton Awareness</p> <ul style="list-style-type: none"> • Capacity to monitor and anticipate situations that may change rapidly <p>Decision Making:</p> <ul style="list-style-type: none"> • Demonstrates effective judgement and decision-making skills <p>Leadership & Team Involvement:</p> <ul style="list-style-type: none"> • Capacity to work effectively in a multi-disciplinary team and demonstrates leadership when appropriate • Capacity to establish good working relations with others <p>Organisation & Planning:</p> <ul style="list-style-type: none"> • Capacity to manage time and prioritise workload, balance urgent and important demands and follow instructions as well as to work without direct supervision where appropriate. • Understands the importance, impact and awareness of information systems 	
<p>PROBITY</p>	<p>Professional Integrity:</p> <ul style="list-style-type: none"> • Takes responsibility for own actions, demonstrates respect for the rights of all. • Demonstrates awareness of ethical principles, safety, confidentiality and consent • Aware of importance of being the patients advocate, clinical governance and responsibilities of an NHS employee 	

<p>COMMITMENT TO SPECIALTY</p>	<p>Learning & Personal Development:</p> <ul style="list-style-type: none"> • Demonstrates a realistic insight and interest in radiology. • Demonstrates self-awareness and commitment to personal and professional development • Commitment to a career in radiology, for example through being able to demonstrate some of the following- <ul style="list-style-type: none"> ○ An understanding of the use of modern imaging techniques in current clinical practice ○ Evidence of time spent in a radiology department observing the work of a radiologist. ○ An understanding of the role of a consultant radiologist in the modern NHS – including the impact of NHS targets ○ An understanding of the structure of training and potential careers in radiology in the UK ○ Appreciation of change in working practice i.e. a 'service' specialty ○ Some knowledge of the opportunities and threats to a career in radiology 	<ul style="list-style-type: none"> • Other activities/achievements relevant to radiology • Attendance at radiological courses • Evidence of participation in audit or research projects with specific relevance to radiology
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Northern Ireland Radiology Training Programme

Specialty Registrar Job Description

Reports to:	Consultant Radiologists in the employing Trust and the Postgraduate Dean
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Contact Information:	<u>Head of School of Radiology:</u> Dr John Lawson Consultant Radiologist Belfast City Hospital Lisburn Road Belfast BT9 7AB Tel: 028 9032 9241	<u>Deputy Head of School:</u> Dr Anton Collins Consultant Radiologist Royal Victoria Hospital Grosvenor Road Belfast BT12 6BA Tel: 028 9024 0503
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MAIN ACTIVITIES / RESPONSIBILITIES:	
Clinical	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 outlined in the curriculum of the RCR. Trainees will have the opportunity to spend time in the various subspecialties during the course of the training programme and will be encouraged to develop a special interest where appropriate.
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	All trainees will be expected and encouraged to have an active interest in

	<p>research and publication. This does not necessarily mean taking a year or two years out-of-programme to work towards an MD or PhD but in the appropriate circumstances that would be encouraged.</p>
Audit	<p>All trainees will be expected and encouraged to have an active interest in audit and will be expected to undertake an audit project during each year of training.</p>
Education	<p>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.</p>
Assessment	<p>At the end of each rotational placement, each trainee's progress is assessed by the appropriate consultant trainer. The Clinical Supervisor will assess the trainee's progress at the end of each hospital attachment and complete the appropriate section of the registrar's e-portfolio.</p> <p>The training portfolio will be referred to at the annual review of competence progression (ARCP) meeting of the training committee. At this meeting, the training committee will formally approve the progress of the registrar and decide whether he or she should continue into the next training year. It may also be appropriate to consider further training in any particular area where it is felt that experience has been deficient.</p>

PLACEMENT ARRANGEMENTS:

Placements between hospitals are administered by the Training Committee of the Specialty School 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