

PERSON SPECIFICATION 2012
APPLICATION TO ENTER SPECIALTY TRAINING at ST3: CHEMICAL PATHOLOGY

ENTRY CRITERIA		
	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<ul style="list-style-type: none"> • MBBS or equivalent medical qualification • MRCP (UK) Part 1 or equivalent at time of application. • MRCP (UK) full diploma or equivalent by time of appointment (for subsequent Rounds, the full qualifying exam must be obtained by the date of offers) 	<ul style="list-style-type: none"> • Intercalated BSc or equivalent • Higher degrees including MSc, PhD or MD (where research thesis not part of first medical degree)
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 • Evidence of achievement of Foundation competences 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 • Evidence of achievement of CT/ST1 competences in medicine at time of application & CT2/ST2 competences in medicine (as defined by the curricula relating to Core Medical Training) by the commencement of the ST3 training post at August 2012, supported by evidence from work-place based assessments or clinical performance (DOPS, Mini-CEX, CBD, ACAT) and Multi-Source Feedback or equivalent, ARCP or equivalent) • 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 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, and 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 complete details of employment history, including any gaps and the reason for them Evidence that career progression is consistent with personal circumstances Evidence that present achievement and performance is commensurate with totality of period of training At least 24 months experience in medicine or an ACCS programme or equivalent (not including Foundation modules) by the time of commencement of ST3 training) 	
APPLICATION COMPLETION	<ul style="list-style-type: none"> ALL sections of application form completed FULLY according to written guidelines 	

SELECTION CRITERIA		
QUALIFICATIONS	<ul style="list-style-type: none"> As above 	<ul style="list-style-type: none"> MRCP (UK) or equivalent at the time of application Intercalated BSc or equivalent Higher degrees including MSc, PhD or MD (where research thesis not part of first medical degree)
CAREER PROGRESSION	<ul style="list-style-type: none"> Evidence that present achievement and performance is commensurate with totality of period of training 	
CLINICAL EXPERIENCE	<ul style="list-style-type: none"> Evidence of experience in a range of acute medical specialties, with experience of managing patients on unselected medical take during core medical training or equivalent 	<ul style="list-style-type: none"> Experience at ST1 or 2 level of managing patients with metabolic diseases by the time of commencement of ST3 training

CLINICAL SKILLS	Clinical Knowledge & Expertise: <ul style="list-style-type: none"> • Appropriate knowledge base and ability to apply sound clinical judgement to problems • Awareness of the basics of managing patients with metabolic diseases • Able to demonstrate proficiency in a range of medical procedures as an indication of manual dexterity and hand-eye coordination • Evidence of competence in management of medical emergencies and in-patients through continuous work-based assessments, portfolio evidence, including log book documentation if applicable • Evidence of competence to work without direct supervision where appropriate • Demonstrate current ALS certification or equivalent. 	<ul style="list-style-type: none"> • Demonstrates awareness of the basics of managing metabolic patients, including emergencies • Evidence of some level 2 competences in acute medicine and metabolic medicine • Evidence of skills in the management of acute medical emergencies (eg ALERT, IMPACT certification)
ACADEMIC / RESEARCH SKILLS	Research Skills: <ul style="list-style-type: none"> • Demonstrates understanding of research, including awareness of ethical issues • Demonstrates understanding of the basic principles of audit, clinical risk management, evidence based practice, patient safety and clinical quality improvement initiatives • Demonstrates knowledge of evidence-informed practice 	<ul style="list-style-type: none"> • Demonstrates an understanding of research methodology • Evidence of relevant academic & research achievements and involvement in a formal research project • Evidence of relevant academic publications • Evidence of involvement in an audit project, a quality improvement project, formal research project or other activity <ul style="list-style-type: none"> ○ focusing on patient safety and clinical improvement ○ that in addition to the mandatory curriculum demonstrates an interest in and commitment to the specialty • Evidence of a portfolio of audit projects including where the audit loop has been closed and there is evidence of learning of the principles of change management. • Demonstrates an understanding of clinical governance • Evidence of exceptional achievement in medicine • Evidence of involvement in teaching students, postgraduates and other professionals, with feedback • Evidence of participation in a teaching course

<p>PERSONAL SKILLS</p>	<p>Communications Skills:</p> <ul style="list-style-type: none"> • Demonstrates clarity in written/spoken communication & capacity to adapt language as appropriate the situation • Able to build rapport, listen, persuade and negotiate <p>Problem Solving & Decision Making:</p> <ul style="list-style-type: none"> • Capacity to use logical/lateral thinking to solve problems/make decisions, indicating an analytical/scientific approach. <p>Empathy and Sensitivity:</p> <ul style="list-style-type: none"> • Capacity to take in others' perspectives and treat others with understanding; see patients as people. • Demonstrates respect for all <p>Managing Others & Team Involvement:</p> <ul style="list-style-type: none"> • Able to work in multi-professional teams & supervise junior medical staff • Ability to show leadership, make decisions, organise and motivate other team members for the benefit of the patients through, for example, audit and quality improvement projects • Capacity to work effectively with others <p>Organisation & Planning:</p> <ul style="list-style-type: none"> • Capacity to manage/prioritise time and information effectively • Capacity to prioritise own workload & organise ward rounds • Evidence of thoroughness (is well prepared, shows self-discipline/commitment, is punctual and meets deadlines) <p>Vigilance & Situational Awareness:</p> <ul style="list-style-type: none"> • Capacity to monitor developing situations and anticipate issues <p>Coping with Pressure:</p> <ul style="list-style-type: none"> • Capacity to operate under pressure. • Demonstrates initiative & resilience to cope with changing circumstances • Is able to deliver good clinical care in the face of uncertainty 	<p>Management and Leadership Skills:</p> <ul style="list-style-type: none"> • Evidence of involvement in management commensurate with experience • Demonstrates an understanding of NHS management and resources • Evidence of effective multidisciplinary team working and leadership supported by multi-source feedback or other workplace-based assessments • Evidence of effective leadership in and outside medicine <p>IT Skills:</p> <ul style="list-style-type: none"> • Demonstrates information technology skills <p>Other:</p> <ul style="list-style-type: none"> • Evidence of achievement outside of medicine • Evidence of altruistic behaviour, eg voluntary work
<p>PROBITY</p>	<p>Professional Integrity:</p> <ul style="list-style-type: none"> • Demonstrates probity (displays honesty, integrity, aware of ethical dilemmas, respects confidentiality) • Capacity to take responsibility for own actions 	
<p>COMMITMENT TO SPECIALTY</p>	<p>Learning & Personal Development:</p> <ul style="list-style-type: none"> • Shows initiative/drive/enthusiasm (self-starter, motivated, shows curiosity, initiative • Demonstrable interest in and understanding of the specialty. • Commitment to personal and professional development • Evidence of attendance at organised teaching and training programmes • Evidence of self-reflected practice 	<ul style="list-style-type: none"> • Extracurricular activities/achievements relevant to the specialty • Evidence of participation at meetings and activities relevant to the specialty

Northern Ireland Chemical Pathology Training Programme

Specialty Registrar Job Description

Reports to:	Consultant Chemical Pathologists in the employing Trust and the Postgraduate Dean
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Contact Information:	<p><u>Training Programme Director:</u></p> <p>Dr K Ryan Consultant – Chemical Pathologist Mater Hospital (BHSCT) Crumlin Road Belfast BT14 6AB</p> <p>Tel: 028 9080 2106</p>
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MAIN ACTIVITIES / RESPONSIBILITIES:	
Clinical	The exact duties of the post will depend on the placement and will take into account the training needs of the appointee. All appointees will take part in acute on-call rotas, which will be subject to change as progress is made in relation to targets set by the Government for Junior Doctors hours.
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 & Audit	Trainees are encouraged and given support to participate in audit, to develop

	research activities and to present and publish scientific data.
Education	Postgraduate clinical teaching is available in all locations on a regular and continuous basis (Details are available in the Postgraduate Calendar)
Assessment	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. Trainees will complete the examinations in Chemical Pathology to obtain Fellowship of the Royal College of Pathologists.

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.

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