

**PERSON SPECIFICATION 2012**  
**APPLICATION TO ENTER SPECIALTY TRAINING at**  
**ST4: CHILD AND ADOLESCENT PSYCHIATRY**

<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>• MRCPsych examination</li> <li>• MRCPsych examination equivalent approved by the Royal College of Psychiatrists</li> <li>• A specialist qualification in psychiatry from an EU country that complies with the requirements of EU directive 2005/36/EC</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>• Evidence of achievement of <b>Foundation competences</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>CT/ST1 &amp; CT/ST2 competences</b> in Psychiatry at time of application &amp; <b>CT/ST3 competences</b> in Psychiatry by time of appointment, supported by evidence from work-based assessments of clinical performance (DOPS, Mini-CEX, CBD, ACAT) and Multisource Feedback or equivalent</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 to enable clear communication about medical topics with patients and colleagues demonstrated by one of the following: <ul style="list-style-type: none"> <li>○ Evidence of undergraduate medical training in English,</li> </ul> </li> <li><b>OR</b></li> <li>○ Evidence of 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 &amp; Writing 7</li> <li>• Applicants who do not fit into the above categories need to provide other evidence of adequate communications skills.</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 complete employment history with no unexplained career gaps</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>At least <b>36 months' experience</b> in psychiatry (not including Foundation modules) by time of appointment</li> </ul> <p><b>OR</b></p> <ul style="list-style-type: none"> <li><b>36 months' training</b> in psychiatry posts in an EU country, supported by evidence of compliance with the requirements of EU directive 2005/36/EC issued by a competent authority in that EU member state</li> </ul>	
<b>TRANSPORTATION</b>	<ul style="list-style-type: none"> <li>Holds and will use current valid driving licence or provides evidence of proposed alternative</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>	

**SELECTION CRITERIA**

<b>CLINICAL SKILLS</b>	<p><b>Clinical Knowledge &amp; Expertise:</b></p> <ul style="list-style-type: none"> <li>Demonstrates appropriate knowledge base and capacity to apply sound clinical judgement.</li> <li>Capacity to prioritise clinical need.</li> <li>Demonstrates ability in basic skills of history taking, examination (mental &amp; physical) &amp; synthesis of findings</li> <li>Demonstrates basic psychotherapeutic skills</li> </ul>	
<b>ACADEMIC / RESEARCH SKILLS</b>	<p><b>Research Skills:</b></p> <ul style="list-style-type: none"> <li>Demonstrates understanding of the principles of audit, research &amp; clinical risk management</li> <li>Demonstrates understanding of contemporary research in psychiatry &amp; the principles of its application to clinical practice</li> <li>Demonstrates potential to construct clinical research questions from everyday practice</li> <li>Evidence of active participation in audit</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> </ul> <p><b>Teaching</b></p> <ul style="list-style-type: none"> <li>Evidence of interest and experience in teaching</li> </ul>

<p><b>PERSONAL SKILLS</b></p>	<p><b>Communication Skills:</b></p> <ul style="list-style-type: none"> <li>• Capacity to communicate effectively &amp; sensitively with others verbally &amp; in writing at all times, including with children and young people</li> <li>• Capacity to listen &amp; engage others in open/equal dialogue</li> </ul> <p><b>Empathy &amp; Sensitivity:</b></p> <ul style="list-style-type: none"> <li>• Capacity &amp; motivation to treat others with understanding &amp; sensitivity.</li> <li>• Sees patients as people, demonstrates awareness of their needs &amp; wishes, with capacity to reflect on &amp; learn from relationships with patients</li> </ul> <p><b>Conceptual Thinking &amp; Problem Solving:</b></p> <ul style="list-style-type: none"> <li>• Capacity to think beyond the obvious, with analytical and flexible mind.</li> <li>• Capacity to bring a range of approaches to solving problems &amp; making decisions</li> </ul> <p><b>Managing Others &amp; Team Involvement:</b></p> <ul style="list-style-type: none"> <li>• Capacity to work cooperatively with others and demonstrate leadership when appropriate.</li> <li>• Capacity to work effectively in multi-professional &amp; multi-agency teams &amp; to understand own role in team</li> </ul> <p><b>Coping with Pressure:</b></p> <ul style="list-style-type: none"> <li>• Capacity to operate under pressure.</li> <li>• Demonstrates initiative &amp; resilience to cope with setbacks &amp; adapt to rapidly changing circumstances.</li> <li>• Capacity to deal with ambiguity &amp; uncertainty in clinical life and seek help when appropriate</li> </ul> <p><b>Organisation &amp; Planning:</b></p> <ul style="list-style-type: none"> <li>• Capacity to organise oneself &amp; prioritise own work.</li> <li>• Demonstrates punctuality, preparation &amp; self-discipline.</li> <li>• Able to keep effective notes/records.</li> <li>• Demonstrates awareness of IT systems</li> </ul> <p><b>Vigilance &amp; Situational Awareness:</b></p> <ul style="list-style-type: none"> <li>• Capacity to be alert to dangers and developing situations, particularly in relation to clinical governance.</li> <li>• Capacity to assess &amp; provide immediate care for acute clinical situations (including deliberate self harm, acute psychosis &amp; acute organic brain syndromes) with a level of independence</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 and demonstrate a non-judgemental approach towards others.</li> <li>• Displays honesty, integrity, awareness of confidentiality &amp; ethical issues</li> </ul>	
<p><b>COMMITMENT TO SPECIALTY</b></p>	<p><b>Learning &amp; Personal Development:</b></p> <ul style="list-style-type: none"> <li>• Demonstrates interest and realistic insight into psychiatry and mental health.</li> <li>• Demonstrates self-awareness, capacity for reflective learning &amp; commitment to personal &amp; professional development</li> <li>• Capacity to organise learning &amp; assessment in a way that prepares for lifelong learning</li> </ul>	<ul style="list-style-type: none"> <li>• Extracurricular activities / achievements relevant to child and adolescent psychiatry</li> <li>• Evidence of attendance at conferences/courses relevant to child and adolescent for example, family therapy, psychotherapy in relation to child and adolescents etc.</li> </ul>

**Northern Ireland School of Psychiatry Training Programme**

**ST4 Child & Adolescent Psychiatry Job Description**

<b>Reports to:</b>	Consultant Child and Adolescent Psychiatrists in the employing Trust and the Postgraduate Dean
--------------------	--

<b>Contact Information:</b>	<p><u>Training Programme Director</u></p> <p>Dr Peter Gallagher          Consultant Child and Adolescent Psychiatrist          Maseereene House          Station Road          Antrim          BT41 4AB</p> <p>028 9441 5700</p>
-----------------------------	--

<b>MAIN ACTIVITIES / RESPONSIBILITIES:</b>	
<b>Clinical</b>	<p>The ST4 Trainee will work at part of a team in each clinical post. As the trainee rotates through various posts he/she will work along side the Consultant to gain experience in various setting in which Child and Adolescent psychiatry today is practiced. He/she will work alongside the Consultant and gain experience in multidisciplinary team management/team building. Trainees will also gain clinical experience at clinics and clinical team meetings as well as experience/training in formal family therapy. He/she will also have a role in managing inpatients under the Consultant's supervision and will also have opportunity to attend management</p>

	meetings.
<b>Managerial</b>	The ST4 Trainee will have the opportunity to develop managerial skills as he/she rotates through the various hospitals. Trainees should undertake a formal management-training course during the final year of training.
<b>Research</b>	The ST4 Trainee will be expected and encouraged to have an active interest in research and publication. This does not necessarily mean taking a year or two years out-of-programme to work towards an MD or PhD unless he/she also wishes to undertake sub-specialist training.
<b>Audit</b>	The ST4 Trainee will be expected and encouraged to have an active interest in audit and will be expected to undertake audit projects during his/her period of training.
<b>Education</b>	The ST4 Trainee will be expected to attend the various educational opportunities provided in his/her own hospital and those provided on a regional basis. Trainees should also where appropriate assist in the training and education of others.
<b>Assessment</b>	ST4 Trainees will be invited to meet the specialty Training Programme Director annually and have their performance assessed within three months of completion of each year of their training programme.

#### **PLACEMENT ARRANGEMENTS:**

Placements between hospitals are administered by the Regional Specialty Training Committee 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**