

**2010 Person Specification**  
**Application to enter Specialty Training at ST3: Gastroenterology**

<b>Entry Criteria</b>		
	<b>Essential Criteria</b>	<b>When Evaluated<sup>1</sup></b>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• MBBS or equivalent medical qualification</li> <li>• MRCP Part 1 (UK) or equivalent</li> </ul>	Application form
<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.<sup>2</sup></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>○ <i>Good clinical care</i></li> <li>○ <i>Maintaining good medical practice</i></li> <li>○ <i>Good relationships and communication with patients</i></li> <li>○ <i>Good working relationships with colleagues</i></li> <li>○ <i>Good teaching and training</i></li> <li>○ <i>Professional behaviour and probity</i></li> <li>○ <i>Delivery of good acute clinical care</i></li> </ul> </li> <li>• Evidence of achievement of <b>CT/ST1 competences</b> in medicine at time of appointment &amp; <b>CT/ST2 competences</b> in medicine (as defined by the curricula relating to Core Medical training) by August 2010, supported by evidence from work-based assessments of clinical performance (DOPS, Mini-CEX, CBD, ACAT) and Multi-source Feedback or equivalent, ARCP or equivalent</li> <li>• Eligibility to work in the UK</li> </ul>	Application form  Application form Interview / Selection centre <sup>3</sup>   Application form/ Interview / Selection centre Application form
<b>Fitness To Practise</b>	Is up to date and fit to practise safely	Application form References
<b>Language Skills</b>	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>○ <i>that applicants have undertaken undergraduate medical training in English; or</i></li> <li>○ <i>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.</i></li> </ul> If applicants believe they have adequate communication skills but do not fit into one of these examples they must provide supporting evidence	Application form Interview / Selection centre
<b>Health</b>	Meets professional health requirements (in line with GMC standards/ Good Medical Practice)	Application form Pre-employment health screening
<b>Career Progression<sup>4</sup></b>	<ul style="list-style-type: none"> <li>• Ability to provide complete details of employment history</li> <li>• Evidence that career progression is consistent with personal circumstances</li> <li>• At least <b>24 months' experience<sup>5</sup></b> in medicine (not including Foundation modules) by August 2009</li> </ul>	Application form  Interview / Selection centre
<b>Application Completion</b>	<b>ALL</b> sections of application form completed <b>FULLY</b> according to written guidelines	Application form

<sup>1</sup> 'when evaluated' is indicative, but may be carried out at any time throughout the selection process

<sup>2</sup> The GMC will introduce a licence to practice in the autumn of 2009. Any doctor wishing to practice in the UK after this date must be both registered and hold a licence to practice.

<sup>3</sup> A selection centre is a process not a place. It involves a number of selection activities that may be delivered within the Unit of Application.

<sup>4</sup> All experience in posts at ST level count irrespective of the country the experience is gained in

<sup>5</sup> Any time periods specified in this person specification refer to full time equivalent

<b>Selection Criteria</b>			
	<b>Essential</b>	<b>Desirable</b>	<b>When evaluated<sup>1</sup></b>
<b>Qualifications</b>	<b>As above</b>	<ul style="list-style-type: none"> <li>• MRCP (UK) or equivalent</li> <li>• Intercalated BSc or equivalent</li> <li>• Higher degrees including MSc, PhD or MD (where research thesis not part of first medical degree)</li> </ul>	Application form Interview / Selection centre
<b>Career Progression</b>	<b>As above</b>	<ul style="list-style-type: none"> <li>• Evidence that present achievement and performance is commensurate with totality of period of training</li> </ul>	Interview / Selection centre
<b>Clinical Experience</b>	<ul style="list-style-type: none"> <li>• 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</li> </ul>	<ul style="list-style-type: none"> <li>• Experience at ST1 or 2 level of managing patients with GI disease by August 2010</li> </ul>	Application form Interview / Selection centre References
<b>Clinical Skills</b>	<p><b>Clinical Knowledge &amp; Expertise:</b></p> <ul style="list-style-type: none"> <li>• Appropriate knowledge base and ability to apply sound clinical judgement to problems</li> <li>• Demonstrates awareness of the basics of managing GI disease</li> <li>• Able to demonstrate proficiency in a range of medical procedures as an indication of manual dexterity and hand-eye coordination</li> <li>• Evidence of experience in a range of acute medical specialties, with experience of managing patients on unselected medical take during core medical training</li> <li>• Evidence of competence in management of medical emergencies and in-patients through continuous work-based assessments</li> <li>• Evidence of experience of managing patients with acute gastrointestinal emergencies, especially upper gastrointestinal bleeding</li> <li>• Demonstrate current ALS certification or equivalent</li> </ul>	<p><b>Personal Attributes:</b></p> <ul style="list-style-type: none"> <li>• Able to demonstrate commitment to the specialty of gastroenterology</li> <li>• Evidence of skills in the management of acute medical emergencies (e.g. ALERT IMPACT certification)</li> </ul>	Application form Interview / Selection centre References

<p><b>Academic / Research Skills</b></p>	<p><b>Research Skills:</b></p> <ul style="list-style-type: none"> <li>• Demonstrates understanding of the importance of audit &amp; research, including awareness of ethical issues</li> <li>• Demonstrates knowledge of evidence-informed practice</li> <li>• Evidence of active participation in audit</li> </ul> <p><b>Teaching:</b></p> <ul style="list-style-type: none"> <li>• Evidence of teaching experience and/or training in teaching</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of relevant academic &amp; research achievements and involvement in a formal research project</li> <li>• Evidence of a portfolio of audit projects including where the audit loop has been closed</li> <li>• Evidence of involvement in an audit project, research project or other activity, in addition to the mandatory curriculum, that demonstrates an interest in and commitment to the specialty</li> <li>• Demonstrates an understanding of research methodology</li> <li>• Demonstrates an understanding of clinical governance</li> <li>• Evidence of exceptional achievement in medicine</li> <li>• Evidence of involvement in teaching students, postgraduates and other professionals</li> </ul> <p><b>Management Skills:</b></p> <ul style="list-style-type: none"> <li>• Evidence of involvement in management commensurate with experience</li> <li>• Demonstrates an understanding of NHS management and resources.</li> </ul> <p><b>IT Skills</b></p> <ul style="list-style-type: none"> <li>• Demonstrates information technology skills</li> </ul>	<p>Application form Interview / Selection centre</p> <p>Application form Interview / Selection centre</p>
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<p><b>Personal Skills</b></p>	<p><b>Communication Skills:</b></p> <ul style="list-style-type: none"> <li>• Demonstrates clarity in written/spoken communication &amp; capacity to adapt language as appropriate to the situation</li> <li>• Able to build rapport, listen, persuade &amp; negotiate</li> </ul> <p><b>Problem Solving &amp; Decision Making:</b></p> <ul style="list-style-type: none"> <li>• Capacity to use logical/lateral thinking to solve problems/make decisions, indicating an analytical/scientific approach</li> </ul> <p><b>Empathy &amp; Sensitivity:</b></p> <ul style="list-style-type: none"> <li>• Capacity to take in others' perspectives and treat others with understanding; sees patients as people</li> <li>• Demonstrates respect for all</li> </ul> <p><b>Managing Others &amp; Team Involvement:</b></p> <ul style="list-style-type: none"> <li>• Able to work in multi-professional teams &amp; supervise junior medical staff</li> <li>• Ability to show leadership, make decisions, organise and motivate other team members</li> <li>• Capacity to work effectively with others</li> </ul> <p><b>Organisation &amp; Planning:</b></p> <ul style="list-style-type: none"> <li>• Capacity to manage/prioritise time and information effectively</li> <li>• Capacity to prioritise own workload &amp; organise ward rounds</li> <li>• Evidence of thoroughness (is well prepared, shows self-discipline/commitment, is punctual and meets deadlines)</li> </ul> <p><b>Vigilance &amp; Situational Awareness:</b></p> <ul style="list-style-type: none"> <li>• Capacity to monitor developing situations and anticipate issues</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 changing circumstances</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of Equality and Diversity training</li> <li>• Evidence of good multidisciplinary team working and leadership supported by multi-source feedback or other workplace-based assessments</li> </ul> <p>Evidence of achievement outside medicine</p>	<p>Application form Interview / Selection centre References</p>
<p><b>Probity</b></p>	<p><b>Professional Integrity:</b></p> <ul style="list-style-type: none"> <li>• Demonstrates probity (displays honesty, integrity, aware of ethical dilemmas, respects confidentiality)</li> <li>• Capacity to take responsibility for own actions</li> </ul>		<p>Application form Interview / Selection centre References</p>

<b>Commitment To Specialty</b>	<b>Learning &amp; Personal Development:</b> <ul style="list-style-type: none"><li>• Shows initiative/ drive/enthusiasm (self-starter, motivated, shows curiosity, initiative)</li><li>• Demonstrable interest in and understanding of gastroenterology</li><li>• Commitment to personal and professional development</li><li>• Evidence of attendance at organised teaching and training programme.</li><li>• Evidence of self-reflective practice</li></ul>	<ul style="list-style-type: none"><li>• Extracurricular activities / achievements relevant to gastroenterology</li></ul>	Application form Interview / Selection centre References
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