

2010 Person Specification
Application to enter Specialty Training at ST3: Geriatric Medicine

Entry Criteria		
	Essential Criteria	When Evaluated¹
Qualifications	<ul style="list-style-type: none"> • MBBS or equivalent medical qualification • MRCP Part 1 (UK) or equivalent 	Application form
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.² • Evidence of achievement of Foundation competences 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"> ○ <i>Good clinical care</i> ○ <i>Maintaining good medical practice</i> ○ <i>Good relationships and communication with patients</i> ○ <i>Good working relationships with colleagues</i> ○ <i>Good teaching and training</i> ○ <i>Professional behaviour and probity</i> ○ <i>Delivery of good acute clinical care</i> • Evidence of achievement of CT/ST1 competences in medicine at time of appointment & CT/ST2 competences 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 • Eligibility to work in the UK 	Application form Application form Interview / Selection centre ³ Application form/ Interview / Selection centre Application form
Fitness To Practise	Is up to date and fit to practise safely	Application form References
Language Skills	<p>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:</p> <ul style="list-style-type: none"> ○ <i>that applicants have undertaken undergraduate medical training in English; or</i> ○ <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> <p>If applicants believe they have adequate communication skills but do not fit into one of these examples they must provide supporting evidence</p>	Application form Interview / Selection centre
Health	Meets professional health requirements (in line with GMC standards/ Good Medical Practice)	Application form Pre-employment health screening
Career Progression⁴	<ul style="list-style-type: none"> • Ability to provide complete details of 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 • At least 24 months' experience⁵ in medicine (not including Foundation modules) by August 2010 	Application form Interview / Selection centre
Application Completion	ALL sections of application form completed FULLY according to written guidelines	Application form

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

² 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.

³ 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.

⁴ All experience in posts at ST level count irrespective of the country the experience is gained in

⁵ Any time periods specified in this person specification refer to full time equivalent

Selection Criteria			
	Essential	Desirable	When Evaluated
Qualifications	As Above	<ul style="list-style-type: none"> • MRCP (UK) or equivalent • Intercolated BSc or equivalent • Higher degrees including MSc, PhD or MD (where research thesis not part of first medical degree) 	Application form Interview / Selection centre
Career Progression	As above	<ul style="list-style-type: none"> • Evidence that present achievement and performance is commensurate with totality of period of training 	Interview / Selection centre
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 elderly patients by August 2010 	Application form Interview / Selection centre References
Clinical Skills	<p>Clinical Knowledge & Expertise:</p> <ul style="list-style-type: none"> • Appropriate knowledge base and ability to apply sound clinical judgement to problems • Awareness of the basics of managing elderly patients • 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 elderly patients, including emergencies • Evidence of some level 2 competences in acute medicine and Geriatric medicine • Evidence of skills in the management of acute medical emergencies (e.g. ALERT IMPACT certification) 	Application form Interview / Selection centre References

<p>Academic / Research Skills</p>	<p>Research Skills:</p> <ul style="list-style-type: none"> • Demonstrates understanding of the importance of audit & research, including awareness of ethical issues • Demonstrates knowledge of evidence-informed practice • Evidence of active participation in audit <p>Teaching:</p> <ul style="list-style-type: none"> • Evidence of teaching experience and/or training in teaching 	<ul style="list-style-type: none"> • Evidence of relevant academic & research achievements and involvement in a formal research project • Evidence of a portfolio of audit projects including where the audit loop has been closed • 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 • Demonstrates an understanding of research methodology • Demonstrates an understanding of clinical governance • Evidence of exceptional achievement in medicine • Evidence of involvement in teaching students, postgraduates and other professionals • Evidence of participation in a teaching course <p>Management Skills:</p> <ul style="list-style-type: none"> • Evidence of involvement in management commensurate with experience • Demonstrates an understanding of NHS management and resources. <p>IT Skills</p> <ul style="list-style-type: none"> • Demonstrates information technology skills 	<p>Application form Interview / Selection centre</p> <p>Application form Interview / Selection centre</p> <p>Application form Interview / Selection centre</p>
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<p>Personal Skills</p>	<p>Communication Skills:</p> <ul style="list-style-type: none"> • Demonstrates clarity in written/spoken communication & capacity to adapt language as appropriate to the situation • Able to build rapport, listen, persuade & 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 & Sensitivity:</p> <ul style="list-style-type: none"> • Capacity to take in others' perspectives and treat others with understanding; sees 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 • 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 	<ul style="list-style-type: none"> • Evidence of Equality and Diversity training • Evidence of good multidisciplinary team working and leadership supported by multi-source feedback or other workplace-based assessments <p>Evidence of achievement outside medicine</p>	<p>Application form Interview / Selection centre References</p>
<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>Application form Interview / Selection centre References</p>

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