

2010 Person Specification
Application to enter Specialty Training at ST3: Renal 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 and valid 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	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"> ○ <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> 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
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 employment history with no unexplained career gaps • 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

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

Application Completion	ALL sections of application form completed FULLY according to written guidelines	Application form
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Selection Criteria			
	Essential	Desirable	When Evaluated
Qualifications	As above	<ul style="list-style-type: none"> • MRCP (UK) or equivalent • Intercalated 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 patients with renal disease 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 renal disease • 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"> • Evidence of clinical skills in renal medicine • Demonstrates awareness of the basics of managing renal disease and renal emergencies • Evidence of some level 2 competences in acute medicine and renal 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>
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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 renal 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 renal medicine 	Application form Interview / Selection centre References
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