

**PERSON SPECIFICATION**  
**APPLICATION TO ENTER CORE TRAINING at CT1: PSYCHIATRY**

<b>ENTRY CRITERIA</b>			
	<b>ESSENTIAL</b>	<b>DESIRABLE</b>	<b>WHEN EVALUATED<sup>1</sup></b>
<b>QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>• MBBS or equivalent medical qualification</li> </ul>	<ul style="list-style-type: none"> <li>• Full current UK driving licence (please also check local requirements)</li> </ul>	Application form
<b>ELIGIBILITY</b>	<ul style="list-style-type: none"> <li>• Eligible for full or limited registration with the GMC at time of appointment</li> <li>• Evidence of achievement of Foundation competencies by August 2008 in line with GMC standards/Good Medical Practice including:                             <ul style="list-style-type: none"> <li>• Good clinical care</li> <li>• Maintaining good medical practice</li> <li>• Good relationships and communication with patients</li> <li>• Good working relationships with colleagues</li> <li>• Good teaching and training</li> <li>• Professional behaviour and probity</li> <li>• Delivery of good acute clinical care</li> </ul> </li> <li>• Eligibility to work in the UK</li> </ul>		Application form  Application form Interview / Selection centre <sup>2</sup>          Application form
<b>FITNESS TO PRACTISE</b>	<ul style="list-style-type: none"> <li>• Is up to date and fit to practise safely</li> <li>• Demonstrates commitment to life long learning</li> </ul>		Application form References Portfolio review

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

<sup>2</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.

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<p><b>LANGUAGE SKILLS</b></p>	<ul style="list-style-type: none"> <li>• All applicants to have demonstrable skills in written and spoken English to enable good clear communication about medical topics with patients and colleagues which could be demonstrated by one of the following:</li> <li>• a) that applicants have undertaken undergraduate medical training in English; or</li> <li>• b) have the following scores in the academic international English Language Testing System (IELTS) – Overall 7, Speaking 7, Listening 6, Reading 6, Writing 6.</li> <li>• However, if applicants believe that they have adequate communication skills but do not fit into one of the examples they need to provide evidence</li> </ul>		<p>Application form Interview / Selection centre</p>
<p><b>HEALTH</b></p>	<ul style="list-style-type: none"> <li>• Meets professional health requirements (in line with GMC standards/Good Medical Practice)</li> </ul>		<p>Application form Pre-employment health screening</p>
<p><b>CAREER PROGRESSION</b></p>	<ul style="list-style-type: none"> <li>• No unexplained career gaps</li> <li>• 12 months' or less experience<sup>3</sup> (at SHO / ST1-3 level) in this specialty (not including Foundation modules) by August 2008</li> </ul>		<p>Application form</p>
<p><b>APPLICATION COMPLETION</b></p>	<ul style="list-style-type: none"> <li>• <b>ALL</b> sections of application form <b>FULLY</b> completed according to written guidelines</li> </ul>		<p>Application form</p>

<p><b>SELECTION CRITERIA</b></p>			
<p><b>CLINICAL SKILLS</b></p>	<ul style="list-style-type: none"> <li>• <b>Clinical Knowledge &amp; Expertise:</b> Demonstrates appropriate knowledge base and capacity to apply sound clinical judgement. Capacity to prioritise clinical need.</li> </ul>		<p>Application form Interview / Selection centre References</p>

<sup>3</sup> Any time periods specified in this person specification refer to full time equivalent

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<p><b>ACADEMIC / RESEARCH SKILLS</b></p>	<ul style="list-style-type: none"> <li>• <b>Research Skills:</b> Demonstrates understanding of the principles of audit &amp; research, with some awareness of specific principles of research in psychiatry</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> <li>• Evidence of active participation in audit</li> <li>• <b>Teaching:</b> Evidence of interest and experience in teaching</li> </ul>	<p>Application form Interview / Selection centre</p>
<p><b>PERSONAL SKILLS</b></p>	<ul style="list-style-type: none"> <li>• <b>Communication Skills:</b> Capacity to communicate effectively &amp; sensitively with others. Capacity to listen &amp; engage others in open/equal dialogue</li> <li>• <b>Empathy &amp; Sensitivity:</b> Capacity &amp; motivation to treat others with understanding &amp; sensitivity. Sees patients as people, demonstrates awareness of their needs &amp; wishes</li> <li>• <b>Conceptual Thinking &amp; Problem Solving:</b> Capacity to think beyond the obvious, with analytical and flexible mind. Capacity to bring a range of approaches to solving problems &amp; making decisions</li> <li>• <b>Managing Others &amp; Team Involvement:</b> Capacity to work cooperatively with others and demonstrate leadership when appropriate. Capacity to work effectively in multi-professional teams</li> <li>• <b>Coping with Pressure:</b> Capacity to operate under pressure. Demonstrates initiative &amp; resilience to cope with setbacks &amp; adapt to rapidly changing circumstances. Capacity to deal with ambiguity &amp; uncertainty in clinical life and seek help when appropriate</li> <li>• <b>Organisation &amp; Planning:</b> Capacity to organise oneself &amp; prioritise own work. Demonstrates punctuality, preparation &amp; self-discipline. Able to keep effective notes/records. Demonstrates awareness of IT systems</li> <li>• <b>Vigilance &amp; Situational Awareness:</b> Capacity to be alert to dangers and developing situations, particularly in relation to clinical governance.</li> </ul>		<p>Application form Interview / Selection centre References</p>

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<p><b>PROBITY</b></p>	<ul style="list-style-type: none"> <li>• <b>Professional Integrity:</b> Capacity to take responsibility for own actions and demonstrate a non-judgemental approach towards others. Displays honesty, integrity, awareness of confidentiality &amp; ethical issues</li> </ul>		<p>Application form Interview / Selection centre References</p>
<p><b>COMMITMENT TO SPECIALTY</b></p>	<ul style="list-style-type: none"> <li>• <b>Learning &amp; Personal Development:</b> Demonstrates interest and realistic insight into psychiatry and mental health. Demonstrates self-awareness, capacity for reflective learning &amp; commitment to personal &amp; professional development</li> </ul>	<ul style="list-style-type: none"> <li>• Extracurricular activities / achievements relevant to psychiatry</li> </ul>	<p>Application form Interview / Selection centre References</p>