

**PERSON SPECIFICATION
APPLICATION TO ENTER CORE TRAINING at CT3: PSYCHIATRY**

ENTRY CRITERIA			
	ESSENTIAL	DESIRABLE	WHEN EVALUATED¹
QUALIFICATIONS	<ul style="list-style-type: none"> • MBBS or equivalent medical qualification • A pass in MRCPsych Part 1 or equivalent 	<ul style="list-style-type: none"> • Full current UK driving licence (please also check local requirements) 	Application form
ELIGIBILITY	<ul style="list-style-type: none"> • Eligible for full or limited registration with the GMC at time of appointment • Evidence of achievement of Foundation competencies by time of appointment in line with GMC standards/Good Medical Practice including: <ul style="list-style-type: none"> • Good clinical care • Maintaining good medical practice • Good relationships and communication with patients • Good working relationships with colleagues • Good teaching and training • Professional behaviour and probity • Delivery of good acute clinical care • Evidence of achievement of ST1 & ST2 competencies in this specialty at time of appointment • Eligibility to work in the UK 		Application form Application form Interview / Selection centre ² Application form Interview / Selection centre Application form
FITNESS TO PRACTISE	<ul style="list-style-type: none"> • Is up to date and fit to practise safely • Demonstrates commitment to life long learning 		Application form References Portfolio review

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

² 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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LANGUAGE SKILLS	<ul style="list-style-type: none"> 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: <ul style="list-style-type: none"> a) that applicants have undertaken undergraduate medical training in English; or b) have the following scores in the academic international English Language Testing System (IELTS) – Overall 7, Speaking 7, Listening 6, Reading 6, Writing 6. However, if applicants believe that they have adequate communication skills but do not fit into one of the examples they need to provide evidence 		Application form Interview / Selection centre
HEALTH	<ul style="list-style-type: none"> Meets professional health requirements (in line with GMC standards/Good Medical Practice) 		Application form Pre-employment health screening
CAREER PROGRESSION	<ul style="list-style-type: none"> No unexplained career gaps At least 24 months' experience³ (at SHO / ST1-3 level) in this specialty (not including Foundation modules) by August 2008*<i>see note</i> 		Application form
APPLICATION COMPLETION	<ul style="list-style-type: none"> ALL sections of application form FULLY completed according to written guidelines 		Application form

SELECTION CRITERIA			
CLINICAL SKILLS	<ul style="list-style-type: none"> Clinical Knowledge & Expertise: Demonstrates appropriate knowledge base and capacity to apply sound clinical judgement. Capacity to prioritise clinical need. Demonstrates ability in basic skills of history taking, examination (mental & physical) & synthesis of findings, with increasing independent practice 		Application form Interview / Selection centre References

³ Any time periods specified in this person specification refer to full time equivalent

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ACADEMIC / RESEARCH SKILLS	<ul style="list-style-type: none">• Research Skills: Demonstrates understanding of the principles of audit & research, including an understanding of contemporary research in psychiatry & the principles of its application to clinical practice	<ul style="list-style-type: none">• Evidence of relevant academic & research achievements , e.g. degrees, prizes, awards, distinctions, publications, presentations, other achievements• Evidence of active participation in audit• Teaching: Evidence of interest and experience in teaching	Application form Interview / Selection centre
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<p>PERSONAL SKILLS</p>	<ul style="list-style-type: none"> • Communication Skills: Capacity to communicate effectively & sensitively with others verbally & in writing at all times. Capacity to listen & engage others in open/equal dialogue • Empathy & Sensitivity: Capacity & motivation to treat others with understanding & sensitivity. Sees patients as people, demonstrates awareness of their needs & wishes, with capacity to reflect on & learn from relationships with patients • Conceptual Thinking & Problem Solving: Capacity to think beyond the obvious, with analytical and flexible mind. Capacity to bring a range of approaches to solving problems & making decisions • Managing Others & Team Involvement: Capacity to work cooperatively with others and demonstrate leadership when appropriate. Capacity to work effectively in multi-professional & multi-agency teams & to understand own role in team • Coping with Pressure: Capacity to operate under pressure. Demonstrates initiative & resilience to cope with setbacks & adapt to rapidly changing circumstances. Capacity to deal with ambiguity & uncertainty in clinical life and seek help when appropriate • Organisation & Planning: Capacity to organise oneself & prioritise own work. Demonstrates punctuality, preparation & self-discipline. Able to keep effective notes/records. Demonstrates IT skills • Vigilance & Situational Awareness: Capacity to be alert to dangers and developing situations, particularly in relation to clinical governance. Capacity to assess & provide immediate care for acute clinical situations (including deliberate self harm, acute psychosis & acute organic brain syndromes) 		<p>Application form Interview / Selection centre References</p>
<p>PROBITY</p>	<ul style="list-style-type: none"> • Professional Integrity: Capacity to take responsibility for own actions and demonstrate a non-judgemental approach towards others. Displays honesty, integrity, awareness of confidentiality & ethical issues 		<p>Application form Interview / Selection centre References</p>

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COMMITMENT TO SPECIALTY	<ul style="list-style-type: none">• Learning & Personal Development: Demonstrates interest and realistic insight into psychiatry & mental health. Demonstrates self-awareness, capacity for reflective learning, commitment to personal & professional development. Capacity to organise learning & assessment in a way that prepares for lifelong learning	<ul style="list-style-type: none">• Extracurricular activities / achievements relevant to psychiatry	Application form Interview / Selection centre References
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