

**2009 Person Specification**  
**Application to enter Specialty Training at ST3: General Internal Medicine/Acute Medicine**

<b>Entry Criteria</b>		
	<b>Essential</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</li> <li>• Evidence of achievement of <b>Foundation competences</b> 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 and/or acute care specialties<sup>2</sup> at time of appointment &amp; <b>CT/ST2 competences</b> in medicine and/or acute care specialties by August 2009, supported by evidence from work-based assessments of clinical performance (DOPS, Mini-CEX, CBD, ACAT) and Multisource Feedback or equivalent</li> <li>• Evidence of achievement of Acute Medicine level 1 competences by August 2009</li> <li>• Eligibility to work in the UK</li> </ul>	<p>Application form</p> <p>Application form Interview / Selection centre<sup>3</sup></p> <p>Application form Interview / Selection centre</p> <p>Application form</p>
<b>Fitness To Practise</b>	Is up to date and fit to practise safely	Application form References
<b>Language Skills</b>	<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"> <li>○ <i>a) that applicants have undertaken undergraduate medical training in English; or</i></li> <li>○ <i>b) have the following scores in the academic International English Language Testing System (IELTS) – Overall 7, Speaking 7, Listening 6, Reading 6, Writing 6</i></li> </ul> <ul style="list-style-type: none"> <li>• If applicants believe they have adequate communication skills but do not fit into one of these examples they must provide supporting evidence</li> </ul>	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</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>• Evidence that present achievement and performance is commensurate with totality of period of training</li> <li>• At least <b>24 months' experience<sup>4</sup></b> in medicine and/or acute care specialties at ST/SHO level (not including Foundation modules) by August 2009</li> </ul>	Application form

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

<sup>2</sup> Acute care specialties are anaesthesia, intensive care medicine, acute medicine and emergency medicine

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

<b>Application Completion</b>	<b>ALL</b> sections of application form completed <b>FULLY</b> according to written guidelines	Application form
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<b>Selection Criteria</b>			
	<b>Essential</b>	<b>Desirable</b>	<b>When Evaluated</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> </ul>	Application form Interview / Selection centre
<b>Clinical Experience</b>	<ul style="list-style-type: none"> <li>• Evidence of experience in acute medical specialties, with experience of managing patients on unselected medical take during core training</li> <li>• Evidence of competence in management of medical emergencies and in-patients through continuous work-based assessments or equivalent</li> </ul>	<ul style="list-style-type: none"> <li>• At least 4 months' experience of geriatric medicine at ST level<sup>5</sup></li> <li>• Experience of relevant medical specialties at ST level such as neurology, renal medicine, rheumatology, rehabilitation medicine, palliative care, psychiatry or general practice<sup>5</sup></li> <li>• Evidence of training in critical care specialties, including acute medicine ,intensive care medicine and emergency medicine.<sup>5</sup></li> </ul>	Application form Interview / Selection centre References
<b>Clinical Skills</b>	<b>Clinical Knowledge &amp; Expertise:</b> <ul style="list-style-type: none"> <li>• Appropriate knowledge base &amp; capacity to apply sound clinical judgement to problems</li> <li>• Able to prioritise clinical need &amp; aware of the basics of managing acutely ill patients</li> <li>• Demonstrate current ALS certification or equivalent</li> <li>• Demonstrate successful completion of an ALERT (Basic emergency medicine practical)course or equivalent</li> </ul>	<ul style="list-style-type: none"> <li>• Attendance at relevant courses, e.g. ATLS, EPLS, APLS or equivalent</li> <li>• Demonstrate successful completion of an IMPACT (More advanced practical emergency ) course or equivalent</li> </ul>	Application form Interview / Selection centre References

<sup>5</sup> Some or all of the following experience would be desirable



<p><b>Personal Skills</b></p>	<p><b>Vigilance &amp; Situational Awareness:</b></p> <ul style="list-style-type: none"> <li>• Capacity to be alert to dangers or problems, particularly in relation to clinical governance.</li> <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 setbacks &amp; adapt to rapidly changing circumstances.</li> <li>• Awareness of own limitations &amp; when to ask for help</li> </ul> <p><b>Managing Others &amp; Team Involvement:</b></p> <ul style="list-style-type: none"> <li>• Capacity to work cooperatively with others &amp; work effectively in multi-professional teams</li> <li>• Capacity to demonstrate leadership when appropriate, e.g. supervising junior staff</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 &amp; make decisions</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> </ul> <p><b>Communication Skills:</b></p> <ul style="list-style-type: none"> <li>• Demonstrates clarity in written/spoken communication and capacity to adapt language as appropriate to the situation</li> <li>• Able to build rapport, listen, persuade &amp; negotiate</li> </ul> <p><b>Organisation &amp; Planning:</b></p> <ul style="list-style-type: none"> <li>• Capacity to organise oneself, prioritise own work &amp; organise ward rounds</li> <li>• Demonstrates punctuality, preparation &amp; self-discipline</li> <li>• Basic IT skills</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence from multisource feedback or other workbased assessments of good multidisciplinary team working.</li> </ul>	<p>Application form Interview / Selection centre References</p>
<p><b>Probity</b></p>	<p><b>Professional Integrity &amp; Respect for Others:</b></p> <ul style="list-style-type: none"> <li>• Capacity to take responsibility for own actions and demonstrate a non-judgemental approach towards others</li> <li>• Displays honesty, integrity, awareness of confidentiality &amp; ethical issues</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>• Demonstrates interest and realistic insight into acute medicine</li><li>• Demonstrates self-awareness &amp; ability to accept feedback</li><li>• Evidence of self-reflective practice</li><li>• Evidence of attendance at organised teaching and training programmes during training programmes</li></ul>	<ul style="list-style-type: none"><li>• Extracurricular activities / achievements relevant to acute medicine</li></ul>	Application form Interview / Selection centre References
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