

## 2010 Person Specification

### Application to enter Specialty Training at CT1: Core Medical Training

|                                       | <b>Essential</b>   | <b>When Evaluated<sup>1</sup></b>   |
|---------------------------------------|--|---|
| <b>Qualifications</b>                 | MBBS or equivalent medical qualification.  | Application form  |
| <b>Eligibility</b>                    | <ul style="list-style-type: none"> <li>• Eligible for full registration with the GMC at time of appointment and hold a current licence to practice.<sup>2</sup></li> <li>• Evidence of achievement of <b>Foundation competences</b> between <b>31st July 2007</b> and <b>4th August 2010</b> 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"> <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>• Eligibility to work in the UK.</li> </ul> | Application form<br><br>Application form<br>Interview / Selection centre <sup>3</sup><br><br>Application form |
| <b>Fitness To Practise</b>            | Is up to date and fit to practise safely.  | Application form<br><br>References  |
| <b>Language Skills</b>                | 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"> <li>○ <i>that applicants have undertaken undergraduate medical training in English; or</i></li> <li>○ <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></li> </ul> If applicants believe they have adequate communication skills but do not fit into one of these examples they must provide supporting evidence  | Application form<br><br>Interview / Selection centre  |
| <b>Health</b>                         | Meets professional health requirements (in line with GMC standards/Good Medical Practice).   | Application form<br><br>Pre-employment health screening   |
| <b>Career Progression<sup>4</sup></b> | <ul style="list-style-type: none"> <li>• Ability to provide a complete 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>• <b>18 months or less experience<sup>5</sup></b> in this specialty (not including Foundation modules) by August 2010</li> </ul>   | Application form  |
| <b>Application Completion</b>         | <b>ALL</b> sections of application form completed <b>FULLY</b> according to written guidelines   | Application form  |

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

<sup>2</sup> 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.

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

<sup>5</sup> Any time periods specified in this person specification refer to full time equivalent

| Selection Criteria                |   |  |  |
|-----------------------------------|---|--|--|
|                                   | Essential   | Desirable  | When Evaluated   |
| <b>Clinical Skills</b>            | <b>Clinical Knowledge &amp; Expertise:</b> <ul style="list-style-type: none"> <li>• Appropriate knowledge base and ability to apply sound clinical judgement to problems</li> </ul>   |  | Application form<br>Interview / Selection centre<br>References |
| <b>Academic / Research Skills</b> | <b>Research Skills:</b> <ul style="list-style-type: none"> <li>• Demonstrates understanding of the importance of audit &amp; research</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> </ul> <b>Teaching:</b> <ul style="list-style-type: none"> <li>• Evidence of interest and experience in teaching</li> </ul> | Application form<br>Interview / Selection centre               |
| <b>Personal Skills</b>            | <b>Communication Skills:</b> <ul style="list-style-type: none"> <li>• Capacity to adapt language as appropriate to the situation</li> </ul> <b>Problem Solving &amp; Decision Making:</b> <ul style="list-style-type: none"> <li>• Capacity to use logical/lateral thinking to solve problems/make decisions</li> </ul> <b>Managing Others &amp; Team Involvement:</b> <ul style="list-style-type: none"> <li>• Capacity to work effectively with others</li> </ul> <b>Empathy &amp; Sensitivity:</b> <ul style="list-style-type: none"> <li>• Capacity to take in others' perspectives and treat others with understanding</li> </ul> <b>Organisation &amp; Planning:</b> <ul style="list-style-type: none"> <li>• Capacity to manage/prioritise time and information effectively</li> </ul> <b>Vigilance &amp; Situational Awareness:</b> <ul style="list-style-type: none"> <li>• Capacity to monitor developing situations and anticipate issues</li> </ul> <b>Coping with Pressure:</b> <ul style="list-style-type: none"> <li>• Capacity to operate under pressure. Demonstrates initiative &amp; resilience to cope with changing circumstances</li> </ul> |  | Application form<br>Interview / Selection centre<br>References |
| <b>Probity</b>                    | <b>Professional Integrity:</b> <ul style="list-style-type: none"> <li>• Capacity to take responsibility for own actions. Demonstrates respect for all</li> </ul>  |  | Application form<br>Interview / Selection centre<br>References |

|                                |   |  |  |
|--------------------------------|---|--|--|
| <b>Commitment To Specialty</b> | <b>Learning &amp; Personal Development:</b> <ul style="list-style-type: none"><li>• Realistic insight into specialty. Commitment to personal and professional development</li></ul> | <ul style="list-style-type: none"><li>• Extracurricular activities / achievements relevant to medicine</li></ul> | Application form<br>Interview / Selection centre<br>References |
|--------------------------------|---|--|--|