

2010 Person Specification

Application to enter Specialty Training at CT1: Psychiatry

	Essential	When Evaluated¹
Qualifications	MBBS or equivalent medical qualification.	Application form
Eligibility	<ul style="list-style-type: none"> • Eligible for full registration with the GMC at time of appointment and hold a current licence to practice.² • Evidence of achievement of Foundation competences between 31st July 2007 and 4th August 2010 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> • Eligibility to work in the UK. 	Application form Application form Interview / Selection centre ³ 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 a complete employment history • Evidence that career progression is consistent with personal circumstances • Evidence that present achievement and performance is commensurate with totality of period of training • 18 months or less experience⁵ in Psychiatry (not including Foundation modules) by 15th August 2010 • No unexplained career gaps 	Application form
Application Completion	ALL sections of application form completed FULLY according to written guidelines	Application form
Transportation	Holds and will use current valid driving licence or provides evidence of proposed alternative	

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

Selection Criteria			
	Essential	Desirable	When Evaluated
Clinical Experience	As above	Clinical exposure to a community based specialty-	Application form Interview / Selection centre
Clinical Skills	Clinical Knowledge & Expertise: <ul style="list-style-type: none"> • Demonstrates appropriate knowledge base and capacity to apply sound clinical judgement • Capacity to prioritise clinical need 		Application form Interview / Selection centre References
Academic / Research Skills	Research Skills: <ul style="list-style-type: none"> • Demonstrates understanding of the principles of audit & research, with some awareness of specific principles of research in psychiatry 	<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 • Understanding of service-user contribution to and perspective of, audit and research • Teaching: Evidence of interest and experience in teaching 	Application form Interview / Selection centre

<p>Personal Skills</p>	<p>Communication Skills:</p> <ul style="list-style-type: none"> • Capacity to communicate effectively & sensitively with others • Capacity to listen & engage others in open/equal dialogue <p>Empathy & Sensitivity:</p> <ul style="list-style-type: none"> • Capacity & motivation to treat others with understanding & sensitivity • Sees patients as people, demonstrates awareness of their needs & wishes <p>Conceptual Thinking & Problem Solving:</p> <ul style="list-style-type: none"> • Capacity to think beyond the obvious, with analytical and flexible mind • Capacity to bring a range of approaches to solving problems & making decisions <p>Managing Others & Team Involvement:</p> <ul style="list-style-type: none"> • Capacity to work cooperatively with others and demonstrate leadership when appropriate • Capacity to work effectively in multi-professional teams <p>Coping with Pressure:</p> <ul style="list-style-type: none"> • 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 <p>Organisation & Planning:</p> <ul style="list-style-type: none"> • Capacity to organise oneself & prioritise own work • Demonstrates punctuality, preparation & self-discipline • Able to keep effective notes/records • Demonstrates awareness of IT systems <p>Vigilance & Situational Awareness:</p> <ul style="list-style-type: none"> • Capacity to be alert to dangers and developing situations, particularly in relation to clinical governance 		<p>Application form</p> <p>Interview / Selection centre</p> <p>References</p>
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Probity	Professional Integrity: <ul style="list-style-type: none"> • Capacity to take responsibility for own actions and demonstrate a non-judgemental approach towards others • Displays honesty, integrity, awareness of confidentiality & ethical issues 		Application form Interview / Selection centre References
Commitment To Specialty	Learning & Personal Development: <ul style="list-style-type: none"> • Demonstrates commitment to life long learning • Demonstrates interest and realistic insight into psychiatry and mental health • Demonstrates self-awareness, capacity for reflective learning & commitment to personal & professional development 	<ul style="list-style-type: none"> • Extracurricular activities / achievements/interest and realistic insight relevant to psychiatry 	Application form Portfolio review (at Selection Centre) Interview / Selection centre References