

2010 Person Specification
Application to enter Specialty Training at CT2: Core Medical Training

Entry Criteria		
	Essential Criteria	When Evaluated ¹
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 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> • Evidence of achievement of CT/ST1 competences in this specialty by August 2010 • Eligibility to work in the UK 	<p>Application form</p> <p>Application form Interview / Selection centre³</p> <p>Application form/ Interview / Selection centre</p> <p>Application form</p>
Fitness To Practise	Is up to date and fit to practise safely	Application form References
Language Skills	<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"> ○ <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> <p>If applicants believe they have adequate communication skills but do not fit into one of these examples they must provide supporting evidence</p>	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 • At least 12 months experience⁵ in this specialty (not including Foundation modules) by August 2010 	Application form Interview / Selection centre
Application Completion	ALL sections of application form completed FULLY according to written guidelines	Application form

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 Evaluated¹
Qualifications	As above	MRCP Part 1	Application form Interview / Selection centre
Clinical Skills	Clinical Knowledge & Expertise: <ul style="list-style-type: none"> Appropriate knowledge base and ability to apply sound clinical judgement to problems 		Application form Interview / Selection centre References
Academic / Research Skills	Research Skills: <ul style="list-style-type: none"> Demonstrates understanding of the importance of audit & research 	<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: <ul style="list-style-type: none"> Evidence of interest and experience in teaching 	Application form Interview / Selection centre
Personal Skills	Communication Skills: <ul style="list-style-type: none"> Capacity to adapt language as appropriate to the situation Problem Solving & Decision Making: <ul style="list-style-type: none"> Capacity to use logical/lateral thinking to solve problems/make decisions Managing Others & Team Involvement: <ul style="list-style-type: none"> Capacity to work effectively with others Empathy & Sensitivity: <ul style="list-style-type: none"> Capacity to take in others' perspectives and treat others with understanding Organisation & Planning: <ul style="list-style-type: none"> Capacity to manage/prioritise time and information effectively Vigilance & Situational Awareness: <ul style="list-style-type: none"> Capacity to monitor developing situations and anticipate issues Coping with Pressure: <ul style="list-style-type: none"> Capacity to operate under pressure. Demonstrates initiative & resilience to cope with changing circumstances 		Application form Interview / Selection centre References
Probity	Professional Integrity: <ul style="list-style-type: none"> Capacity to take responsibility for own actions. Demonstrates respect for all 		Application form Interview / Selection centre References

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