

**2010 Person Specification**  
**Application to enter Specialty Training at CT2: Psychiatry**

<b>Entry Criteria</b>		
	<b>Essential Criteria</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> 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>• Evidence of achievement of <b>CT/ST1 competences</b> in this specialty at time of appointment</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>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> <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
<b>Health</b>	Meets professional health requirements (in line with GMC standards/ Good Medical Practice)	Application form 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>At least 12 months experience<sup>5</sup></b> in Psychiatry (not including Foundation modules) by August 2010</li> </ul>	Application form  Interview / Selection centre
<b>Application Completion</b>	<b>ALL</b> sections of application form completed <b>FULLY</b> according to written guidelines	Application form
<b>Transportation</b>	Holds and will use current valid driving licence or provides evidence of proposed alternative	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>• Demonstrates appropriate knowledge base and capacity to apply sound clinical judgement</li> <li>• Capacity to prioritise clinical need</li> <li>• Demonstrates ability in basic skills of history taking, examination (mental &amp; physical) &amp; synthesis of findings</li> </ul>		Application form Interview / Selection centre References
<b>Academic / Research Skills</b>	<b>Research Skills:</b> <ul style="list-style-type: none"> <li>• Demonstrates understanding of the principles of audit &amp; research, including understanding the principles of research in psychiatry</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> <li>• <b>Teaching:</b> Evidence of interest and experience in teaching</li> </ul>	Application form Interview / Selection centre

<p><b>Personal Skills</b></p>	<p><b>Communication Skills:</b></p> <ul style="list-style-type: none"> <li>• Capacity to communicate effectively &amp; sensitively with others verbally &amp; in writing at all times</li> <li>• Capacity to listen &amp; engage others in open/equal dialogue</li> </ul> <p><b>Empathy &amp; Sensitivity:</b></p> <ul style="list-style-type: none"> <li>• Capacity &amp; motivation to treat others with understanding &amp; sensitivity</li> <li>• Sees patients as people, demonstrates awareness of their needs &amp; wishes, with capacity to reflect on &amp; learn from relationships with patients</li> </ul> <p><b>Conceptual Thinking &amp; Problem Solving:</b></p> <ul style="list-style-type: none"> <li>• Capacity to think beyond the obvious, with analytical and flexible mind</li> <li>• Capacity to bring a range of approaches to solving problems &amp; making decisions</li> </ul> <p><b>Managing Others &amp; Team Involvement:</b></p> <ul style="list-style-type: none"> <li>• Capacity to work cooperatively with others and demonstrate leadership when appropriate</li> <li>• Capacity to work effectively in multi-professional &amp; multi-agency teams</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>• Capacity to deal with ambiguity &amp; uncertainty in clinical life and seek help when appropriate</li> </ul> <p><b>Organisation &amp; Planning:</b></p> <ul style="list-style-type: none"> <li>• Capacity to organise oneself &amp; prioritise own work</li> <li>• Demonstrates punctuality, preparation &amp; self-discipline</li> <li>• Able to keep effective notes/records</li> <li>• Demonstrates IT skills</li> </ul> <p><b>Vigilance &amp; Situational Awareness:</b></p> <ul style="list-style-type: none"> <li>• Capacity to be alert to dangers and developing situations, particularly in relation to clinical governance</li> <li>• Capacity to assess &amp; provide immediate care for acute clinical situations (including deliberate self harm, acute psychosis &amp; acute organic brain syndromes)</li> </ul>		<p>Application form Interview / Selection centre References</p>
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<b>Probity</b>	<b>Professional Integrity:</b> <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>		Application form Interview / Selection centre References
<b>Commitment To Specialty</b>	<b>Learning &amp; Personal Development:</b> <ul style="list-style-type: none"> <li>• Demonstrates interest and realistic insight into psychiatry and mental health</li> <li>• Demonstrates self-awareness, capacity for reflective learning &amp; commitment to personal &amp; professional development</li> <li>• Capacity to organise learning &amp; assessment in a way that prepares for lifelong learning</li> </ul>	<ul style="list-style-type: none"> <li>• Extracurricular activities / achievements/ interests and realistic insight relevant to psychiatry</li> </ul>	Application form Interview / Selection centre References Portfolio review (at Selection Centre)