

2010 Person Specification

Application to enter Specialty Training at ST1: Clinical Radiology

Entry Criteria		
	Essential	When Evaluated ¹
Qualifications	MBBS, MBChB 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 • Minimum of 2 years of postgraduate medical experience by August 2010 (equivalent to that obtained in a UK Foundation Training programme) • 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	<ul style="list-style-type: none"> • Meets professional health requirements (in line with GMC standards/Good Medical Practice). • Does not suffer from any significant permanent visual impairment 	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 • No more than 18 months⁵ in clinical radiology (not including Foundation modules) by August 2010 	Application form
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 Evaluated
Career Progression⁶	As above	<ul style="list-style-type: none"> Progress in postgraduate examinations (e.g. MRCP/MRCS) commensurate with period of training 	Application form Interview / Selection centre
Clinical Skills	Technical Knowledge & Clinical Expertise: <ul style="list-style-type: none"> Appropriate knowledge base (including anatomy & pathology) and capacity to apply sound clinical judgement 	Personal Attributes: <ul style="list-style-type: none"> Shows aptitude for practical skills, e.g. hand-eye co-ordination, dexterity, visuo-spatial awareness and has good observational skills 	Application form Interview / Selection centre References
Academic / Research Skills	Research Skills: <ul style="list-style-type: none"> Demonstrates understanding of the basic principles of audit Evidence of active participation in audit 	<ul style="list-style-type: none"> Evidence of an understanding of the basic principles and importance of research Evidence of academic & research achievements, e.g. degrees, awards, distinctions, publications, presentations, other achievements commensurate with stage of career Evidence of interest & experience in formal teaching 	Application form Interview / Selection centre

⁶ All experience in posts at ST level count irrespective of the country the experience is gained in

SELECTION CRITERIA			
	Essential	Desirable	When Evaluated ⁷
Probity	<p>Professional Integrity:</p> <ul style="list-style-type: none"> • Takes responsibility for own actions, demonstrates respect for the rights of all • Demonstrates awareness of ethical principles, safety, confidentiality & consent • Aware of importance of being the patients' advocate, clinical governance & responsibilities of an NHS employee 		<p>Application form</p> <p>Interview / Selection centre</p> <p>References</p>
Commitment To Specialty	<p>Learning & Development:</p> <ul style="list-style-type: none"> • Demonstrates a realistic insight and interest in radiology • Demonstrates self-awareness and commitment to personal & professional development • Commitment to a career in radiology – for example through being able to demonstrate some of the following: <ul style="list-style-type: none"> ○ An understanding of the use of modern imaging techniques in current clinical practice ○ Evidence of time spent in a radiology department observing the work of a radiologist ○ An understanding of the role of a consultant radiologist in the modern NHS, - including the impact of NHS targets ○ An understanding of the structure of training and potential careers in radiology in the UK ○ Appreciation of change in working practice i.e. a 'service' specialty ○ Some knowledge of the opportunities and threats to a career in radiology 	<ul style="list-style-type: none"> • Other activities/achievements relevant to radiology • Attendance at radiological courses • Evidence of participation in audit or research projects with specific relevance to radiology 	<p>Application form</p> <p>Interview / Selection centre</p> <p>References</p>

⁷ 'when evaluated' is indicative, but may be carried out at any time throughout the selection process