

2012 Person Specification
Application to enter Specialty Training at CT1: Psychiatry

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 appointment² and hold a current licence to practice.³ <p><u>Either</u></p> <ul style="list-style-type: none"> • Evidence of current employment in a UKFPO affiliated Foundation Programme <p><u>OR</u></p> <ul style="list-style-type: none"> • 12 months experience after full GMC registration or equivalent and evidence of achievement of Foundation competences between 31st July 2009 and 1st August 2012 from a UKFPO affiliated Foundation Programme or equivalent in line with GMC standards/Good Medical Practice including: <ul style="list-style-type: none"> ○ <i>Make the care of your patient your first concern</i> ○ <i>Protect and promote the health of patients and of the public</i> ○ <i>Provide a good standard of practice and care</i> ○ <i>Treat patients as individuals and respect their dignity</i> ○ <i>Work in partnership with patients</i> ○ <i>Be honest and open and act with integrity</i> • Eligibility to work in the UK. • Not previously relinquished, released or removed from a Core Psychiatry training programme except under exceptional circumstances⁴ 	<p>Application form</p> <p>Application form</p> <p>Interview / Selection centre⁵</p> <p>Application form</p>
Fitness To Practise	Is up to date and fit to practise safely.	<p>Application form</p> <p>References</p>
Language Skills	<p>Written and spoken English skills to enable clear communication about medical topics with patients and colleagues to be demonstrated by one of the following:</p> <ul style="list-style-type: none"> • Evidence of undergraduate medical training in English <p><u>OR</u></p> <ul style="list-style-type: none"> • Evidence of the following scores in the academic international English Language Testing System (IELTS) achieved in a single sitting within 24 months at time of application: <ul style="list-style-type: none"> - <i>Overall 7</i> - <i>Speaking 7</i> - <i>Listening 7</i> - <i>Reading 7</i> - <i>Writing 7</i> <p>Applicants who do not fit into the above categories need to provide other evidence⁶ of adequate communication skills.</p>	<p>Application form</p> <p>Interview / Selection centre</p>

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

² Time of appointment refers to the date at which the post commences

³ The GMC introduced a licence to practice in 2009. Any doctor wishing to practice in the UK after this date must be both registered and hold a licence to practice at time of appointment.

⁴ Examples might include ARCP outcome 4 or failure to progress after two or more failed RITA Es. Applications will only be considered if there is a letter of support from the Postgraduate Dean or designated Deputy of the deanery in which they worked. Should the Postgraduate Dean not support the application, appeal may be made to the Recruitment Lead whose decision will be final. The Recruitment lead may be the recruitment team at the office managing recruitment or at the deanery to whom you are making your application.

⁵ 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.

⁶ e.g. a letter from a UK supervisor attesting to the applicant's competence in English at the level appropriate for communication with patients and colleagues within the last 2 years

Health	Meets professional health requirements (in line with GMC standards/Good Medical Practice).	Application form Pre-employment health screening
Career Progression⁷	<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 experience⁸ in Psychiatry (not including Foundation modules) by time of appointment² 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	

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

⁷ All experience in posts at any level count irrespective of the country the experience is gained in

⁸ Non training non EU posts, or UK/EU posts such as e.g. staff grade, associate specialist, locum consultant, specialty doctor, locum appointment for service (LAS), Trust SHO, not prospectively approved by the competent authority (STA/PMETB/GMC in UK), do not count towards the award of the Certificate of Completion of Training (CCT). Doctors who have spent time in such posts will be eligible for appointment to the specialty training programme leading to the award of the Certificate of Eligibility for Specialist Registration via a combined programme of non - training and training posts (CESR CP). Any time periods specified in this person specification refer to full time equivalent.

<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