

2012 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 appointment² and hold a current licence to practice.³ • Minimum of 2 years of postgraduate medical experience by August 2012 (equivalent to that obtained in a UK Foundation Training programme) <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 training programme in this specialty except under exceptional circumstances⁴ 	Application form Application form Interview / Selection centre ⁵ 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). 	Application form Pre-employment health screening

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 two 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.

Career Progression⁶	<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 experience⁷ in clinical radiology (not including Foundation modules) by time of appointment² 	Application form
Application Completion	ALL sections of application form completed FULLY according to written guidelines	Application form

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 any level count irrespective of the country the experience is gained in

⁷ Any time periods specified in this person specification refer to full time equivalent.

Selection Criteria			
	Essential	Desirable	When Evaluated
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>