

## 2012 Person Specification

### Application to enter Specialty Training at ST1: Medical Microbiology

Entry Criteria		
	Essential	When Evaluated <sup>1</sup>
<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<sup>2</sup> and hold a current licence to practice.<sup>3</sup></li> <li>• Minimum of 2 years of postgraduate medical experience by August 2012 (equivalent to that obtained in a UK Foundation Training programme)</li> </ul> <p><u>Either</u></p> <ul style="list-style-type: none"> <li>• Evidence of <b>current</b> employment in a UKFPO affiliated Foundation Programme</li> </ul> <p><u>OR</u></p> <ul style="list-style-type: none"> <li>• 12 months experience after full GMC registration or equivalent and evidence of achievement of <b>Foundation competences</b> between <b>31st July 2009</b> and <b>1st August 2012</b> from a UKFPO affiliated Foundation Programme or equivalent in line with GMC standards/Good Medical Practice including:               <ul style="list-style-type: none"> <li>○ <i>Make the care of your patient your first concern</i></li> <li>○ <i>Protect and promote the health of patients and of the public</i></li> <li>○ <i>Provide a good standard of practice and care</i></li> <li>○ <i>Treat patients as individuals and respect their dignity</i></li> <li>○ <i>Work in partnership with patients</i></li> <li>○ <i>Be honest and open and act with integrity</i></li> </ul> </li> <li>• Eligibility to work in the UK.</li> <li>• Not previously relinquished, released or removed from a training programme in this specialty except under exceptional circumstances<sup>4</sup></li> </ul>	Application form  Application form  Interview / Selection centre <sup>5</sup>   Application form
<b>Fitness To Practise</b>	Is up to date and fit to practise safely.	Application form References
<b>Language Skills</b>	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"> <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> 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
<b>Health</b>	Meets professional health requirements (in line with GMC standards/Good Medical Practice).	Application form Pre-employment health screening

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

<sup>2</sup> Time of appointment refers to the date at which the post commences

<sup>3</sup> 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.

<sup>4</sup> 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.

<sup>5</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.

<b>Career Progression<sup>6</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> </ul>	Application form
<b>Application Completion</b>	<b>ALL</b> sections of application form completed <b>FULLY</b> according to written guidelines	Application form

<b>Selection Criteria</b>			
	<b>Essential</b>	<b>Desirable</b>	<b>When Evaluated</b>
<b>Career Progression</b>	<b>As Above</b>	<ul style="list-style-type: none"> <li>• Experience of clinical specialties where there is a significant component of infection, including infectious diseases</li> <li>• Experience of laboratory work (including research) relevant to medical microbiology/virology</li> <li>• <b>No more than 18 months<sup>7</sup></b> Medical Microbiology experience by time of appointment<sup>2</sup></li> </ul>	Application form
<b>Clinical Skills</b>	<b>Clinical Knowledge and Expertise:</b> <ul style="list-style-type: none"> <li>• Demonstrates appropriate knowledge base and sound clinical judgement</li> <li>• Demonstrates basic awareness of importance and impact of infection on clinical practice</li> <li>• Aware of laboratory skills related to Microbiology/Virology</li> </ul>	<ul style="list-style-type: none"> <li>• Able to demonstrate laboratory skills related to Microbiology/Virology</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 and importance of audit and research</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of relevant academic and research achievements, e.g. degrees, prizes, awards, distinctions, publications, presentations, other achievements</li> <li>• Evidence of active participation in audit</li> </ul> <b>Teaching:</b> <ul style="list-style-type: none"> <li>• evidence of interest and experience in teaching</li> </ul>	Application form Interview / Selection centre

<sup>6</sup> All experience in posts at any level count irrespective of the country the experience is gained in

<sup>7</sup> Any time periods specified in this person specification refer to full time equivalent

<b>Personal Skills</b>	<b>Problem Solving and Decision Making:</b> <ul style="list-style-type: none"> <li>• Capacity to use clear, logical thinking with an analytical/scientific approach.</li> <li>• Capacity to make decisions</li> </ul> <b>Organisation and Planning:</b> <ul style="list-style-type: none"> <li>• Capacity to organise oneself and prioritise work, demonstrates punctuality, preparation and self-discipline</li> <li>• Capacity to work without direct supervision where appropriate</li> <li>• Demonstrates IT skills</li> </ul> <b>Communication Skills:</b> <ul style="list-style-type: none"> <li>• Demonstrates clarity in written and spoken communication</li> <li>• Capacity to build rapport, listen, persuade and negotiate</li> </ul> <b>Managing Others and Team Involvement:</b> <ul style="list-style-type: none"> <li>• Capacity to work cooperatively with others and demonstrate leadership/authority where appropriate</li> </ul> <b>Coping with Pressure:</b> <ul style="list-style-type: none"> <li>• Capacity to operate under pressure</li> <li>• Demonstrates initiative and resilience to cope with setbacks and adapt to rapidly changing circumstances</li> </ul>		Application form Interview / Selection centre References
<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 ethical issues, patient safety and clinical governance</li> </ul>		Application form Interview / Selection centre References
<b>Commitment To Specialty</b>	<b>Learning and Personal Development:</b> <ul style="list-style-type: none"> <li>• Demonstrates interest and realistic insight into clinical, laboratory and infection control activities of medical microbiology/virology</li> <li>• Shows commitment to personal and professional development, with awareness of own strengths and limitations</li> </ul>	<ul style="list-style-type: none"> <li>• Extracurricular activities / achievements relevant to clinical or laboratory aspects of infection.</li> </ul>	Application form Interview / Selection centre References