

## 2012 Person Specification

### Application to enter Specialty Training at ST1: Community Sexual & Reproductive Health

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 current 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> </ul> <p>(Details of the specific competences are detailed within the Foundation Learning Portfolio, one of several relevant documents available for download at:  <a href="http://www.foundationprogramme.nhs.uk/pages/home/keydocs">http://www.foundationprogramme.nhs.uk/pages/home/keydocs</a>)</p> <ul style="list-style-type: none"> <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>	<p>Application form</p> <p>Application form Interview/ Selection centre<sup>5</sup></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>▪ a) that applicants have undertaken undergraduate medical training in English; or</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>	Application form Interview

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.

	<ul style="list-style-type: none"> <li>If applicants believe they have adequate communication skills but do not fit into one of these examples they must provide supporting evidence</li> </ul>	
<b>Health</b>	Meets professional health requirements (in line with GMC standards/ Good Medical Practice)	Application form Pre-employment health screening
<b>Career Progression</b> <sup>6</sup>	<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>18 months or less experience</b> in this specialty (not including Foundation modules) by time of appointment<sup>2</sup></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>Qualifications</b>	As above	<ul style="list-style-type: none"> <li>Intercalated BSc, BA, MSc involving time taken out from standard five year undergraduate medical curriculum</li> <li>Other relevant degrees or diplomas</li> <li>MD or PhD (Note: will only score if awarded for defending a thesis; <i>not</i> for primary or secondary medical degree. This usually equates to 2-3 years spent in pure research with minimal clinical activity)</li> </ul>	Application form Interview
<b>Clinical Experience, Training &amp; Skills</b>	<ul style="list-style-type: none"> <li>Evidence of successful completion of Basic Life Support course or equivalent, in the 12 months prior to submitting an application</li> <li>Awareness of own training needs</li> </ul>	<ul style="list-style-type: none"> <li>Shows aptitude for practical skills, e.g. manual dexterity</li> <li>Relevant experience in other specialties which would complement a career in sexual and reproductive health</li> <li>Extracurricular activities / achievements relevant to sexual and reproductive health</li> </ul>	Application form Interview References
<b>Academic / Research Skills</b>	<ul style="list-style-type: none"> <li>Demonstrates understanding of the basic principles of research</li> <li>Active involvement in Audit (clear description, outcomes &amp; appropriate experience for level of application)</li> </ul>	<ul style="list-style-type: none"> <li>Formal academic achievement is not a pre-requisite for application to sexual and reproductive health at ST1 level, but relevant achievements will</li> </ul>	Application form

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

		be considered as part of the overall assessment of an application	
<b>Personal Skills</b>	<p><b>Communication Skills:</b></p> <ul style="list-style-type: none"> <li>Capacity to communicate effectively</li> </ul> <p><b>Empathy &amp; Sensitivity</b></p> <ul style="list-style-type: none"> <li>Capacity to take in others' perspectives and treat others with understanding</li> </ul> <p><b>Managing Others &amp; Team Involvement:</b></p> <ul style="list-style-type: none"> <li>Contribution to team work (may be within or out with the working environment)</li> </ul> <p><b>Problem Solving &amp; Decision Making:</b></p> <ul style="list-style-type: none"> <li>Demonstrates problem-solving, decision-making &amp; situational awareness</li> </ul> <p><b>Organisation &amp; Planning:</b></p> <ul style="list-style-type: none"> <li>Relevant contribution to management within or out with the working environment (rotas, committees etc)</li> <li>IT skills</li> </ul> <p><b>Coping with Pressure:</b></p> <ul style="list-style-type: none"> <li>Capacity to manage acute situations under pressure</li> <li>Demonstrates initiative &amp; resilience to cope with changing circumstances</li> </ul>		Application form Interview References
<b>Probity</b>	<p><b>Professional Integrity &amp; Respect for Others:</b></p> <ul style="list-style-type: none"> <li>Clearly demonstrates drive and initiative</li> <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 References
<b>Commitment To Specialty</b>	<p><b>Learning &amp; Personal Development:</b></p> <ul style="list-style-type: none"> <li>Demonstrates realistic insight into sexual and reproductive health as practised in the UK</li> <li>Commitment to personal and professional development, including capacity for reflective practice &amp; learning</li> <li>Sound reasons for applying to this particular programme</li> </ul>	<ul style="list-style-type: none"> <li>Extracurricular activities / achievements relevant to sexual and reproductive health</li> </ul>	Application form Interview References