

2012 Person Specification
Application to enter Specialty Training at ST3: Occupational Medicine

Entry Criteria		
	Essential Criteria	When Evaluated ¹
Qualifications	<ul style="list-style-type: none"> • MBBS or equivalent medical qualification 	Application form
Eligibility	<ul style="list-style-type: none"> • Eligible for full registration with the GMC at time of appointment³ and hold a current licence to practice.² • Evidence of achievement of Foundation competences from a UKFPO affiliated Foundation Programme or equivalent by time of appointment² 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> • Evidence of achievement of CT1 competences in medicine (ACCS or CMT) at time of application & CT2 competences in medicine (with the exception of MRCPUK) (ACCS or CMT) by the commencement of the ST3 training post, OR • Evidence of achievement of CT/ST1 competences in surgery at time of application & CT/ST2 competences in Surgery by the commencement of the ST3 training post, OR • Evidence of achievement of CT/ST1 competences in psychiatry at time of application & CT/ST2 competences in psychiatry by the commencement of the ST3 training post, OR • ST1, ST2 & ST3 competences in General Practice at time of appointment². • (All above routes must be supported by evidence from work-based assessments of clinical performance (DOPS, Mini-CEX, CBD, ACAT) and Multi-source Feedback or equivalent, ARCP or equivalent) OR • Evidence of achievement of Phase 1 of the Faculty of Public Health training curriculum • Eligibility to work in the UK • Not previously relinquished, released or removed from a training programme in this specialty except under exceptional circumstances³ 	<p>Application form</p> <p>Application form Interview / Selection centre⁴</p> <p>Application form/ Interview / Selection centre Application form</p>
Fitness To Practise	Is up to date and fit to practise safely	Application form References

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

² 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.

³ 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.

⁴ 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.

Language Skills	<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"> ○ <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> <p>If applicants believe they have adequate communication skills but do not fit into one of these examples they must provide supporting evidence</p>	<p>Application form Interview / Selection centre</p>
Health	<p>Meets professional health requirements (in line with GMC standards / Good Medical Practice)</p>	<p>Application form Pre-employment health screening</p>
Career Progression⁵	<ul style="list-style-type: none"> • Ability to provide complete details of 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 • At least 24 months' experience⁶ in medicine or surgery or Public Health or psychiatry or 36 months in general practice (not including Foundation modules) by the time of commencement of ST3 training 	<p>Application form Interview / Selection centre</p>
Application Completion	<p>ALL sections of application form completed FULLY according to written guidelines</p>	<p>Application form</p>

Selection Criteria			
	Essential	Desirable	When Evaluated
Qualifications	<p>As above</p>	<ul style="list-style-type: none"> • MRCP (UK), MRCPGP or DOccMed 	<p>Application form Interview / Selection centre</p>
Clinical Experience	<p>As Above</p>	<ul style="list-style-type: none"> • Evidence of experience in a range of acute specialties, with experience of managing patients on unselected medical take during core medical training or demonstrably equivalent experience/ training 	<p>Application form Interview / Selection centre References</p>
Clinical Skills	<p>Technical Knowledge & Clinical Expertise:</p> <ul style="list-style-type: none"> • Capacity to apply sound clinical knowledge & judgement & prioritise clinical need • Demonstrates appropriate technical and clinical competence and evidence of the development of diagnostic skills and clinical judgement 		<p>Application form Interview / Selection centre References</p>

⁵ All experience in posts at any level count irrespective of the country the experience is gained in

⁶ Any time periods specified in this person specification refer to full time equivalent

<p>Academic / Research Skills</p>	<p>Research & Audit skills:</p> <ul style="list-style-type: none"> • Demonstrates understanding of research, including awareness of ethical issues • Demonstrates understanding of the basic principles of audit, clinical risk management, evidence based practice, patient safety and clinical quality improvement initiatives • Demonstrates knowledge of evidence-informed practice <p>Teaching: Evidence of teaching experience and/or training in teaching</p>	<ul style="list-style-type: none"> • Demonstrates an understanding of research methodology • Evidence of relevant academic & research achievements and involvement in a formal research project • Evidence of relevant academic publications • Evidence of involvement in an audit project, a quality improvement project, formal research project or other activity <ul style="list-style-type: none"> ○ focussing on patient safety and clinical improvement ○ that in addition to the mandatory curriculum demonstrates an interest in and commitment to the specialty • Evidence of a portfolio of audit projects including where the audit loop has been closed and there is evidence of learning of the principles of change management • Demonstrates an understanding of clinical governance • Evidence of exceptional achievement in medicine • Evidence of involvement in teaching students, postgraduates and other professionals, with feedback • Evidence of participation in a teaching course 	<p>Application form Interview / Selection centre</p> <p>Application form Interview / Selection centre</p>
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<p>Personal Skills</p>	<p>Communication Skills:</p> <ul style="list-style-type: none"> • Demonstrates clarity in written / spoken communication & capacity to adapt language as appropriate to the situation • Able to build rapport, listen, persuade & negotiate <p>Problem Solving & Decision Making:</p> <ul style="list-style-type: none"> • Capacity to use logical / lateral thinking to solve problems / make decisions, indicating an analytical / scientific approach <p>Empathy & Sensitivity:</p> <ul style="list-style-type: none"> • Capacity to take in others' perspectives and treat others with understanding; sees patients as people • Demonstrates respect for all <p>Managing Others & Team Involvement:</p> <ul style="list-style-type: none"> • Able to work in multi-professional teams & supervise junior medical staff • Ability to show leadership, make decisions, organise and motivate other team members for the benefit of patients through, for example, audit and quality improvement projects • Capacity to work effectively with others <p>Organisation & Planning:</p> <ul style="list-style-type: none"> • Capacity to manage / prioritise time and information effectively • Capacity to prioritise own workload & organise ward rounds • Evidence of thoroughness (is well prepared, shows self-discipline / commitment, is punctual and meets deadlines) <p>Vigilance & Situational Awareness:</p> <ul style="list-style-type: none"> • Capacity to monitor developing situations and anticipate issues <p>Coping with Pressure and managing uncertainty:</p> <ul style="list-style-type: none"> • Capacity to operate under pressure • Demonstrates initiative & resilience to cope with changing circumstances • Is able to deliver good clinical care in the face of uncertainty 	<p>Management and Leadership Skills:</p> <ul style="list-style-type: none"> • Evidence of involvement in management commensurate with experience • Demonstrates an understanding of NHS management and resources. • Evidence of effective multidisciplinary team working and leadership supported by multi-source feedback or other workplace-based assessments • Evidence of effective leadership in and outside medicine <p>IT Skills:</p> <ul style="list-style-type: none"> • Demonstrates information technology skills <p>Other:</p> <ul style="list-style-type: none"> • Evidence of achievement outside medicine • Evidence of altruistic behaviour eg voluntary work 	<p>Application form Interview / Selection centre References</p>
<p>Probity</p>	<p>Professional Integrity:</p> <ul style="list-style-type: none"> • Capacity to take responsibility for own actions • Demonstrates respect for all 		<p>Application form Interview / Selection centre References</p>

Commitment To Specialty	Learning & Personal Development: <ul style="list-style-type: none">• Demonstrable interest in and understanding of occupational medicine• Commitment to personal and professional development• Evidence of self-reflective practice• Evidence of attendance at organised teaching and training programmes during training programmes	<ul style="list-style-type: none">• Extracurricular activities / achievements relevant to occupational medicine	Application form Interview / Selection centre References
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