

2012 Person Specification
Application to enter Specialty Training at ST3: Ophthalmology

Entry Criteria		
	Essential Criteria	When Evaluated¹
Qualifications	<ul style="list-style-type: none"> • MBBS or equivalent medical qualification • Success in appropriate RCOphth Postgraduate Examinations or equivalent 	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 • 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 ST1 competences in Ophthalmology at time of application & ST2 competences in Ophthalmology by time of appointment², supported by evidence from work-based assessments of clinical performance (DOPS, Mini-CEX, CBD, ACAT) and Multisource Feedback or equivalent • Eligibility to work in the UK • Not previously relinquished, released or removed from a training programme in this specialty except under exceptional circumstances⁴ 	<p>Application form</p> <p>Application form Interview / Selection centre⁵</p> <p>Application form/ Interview / Selection centre</p> <p>Application form</p>
Fitness To Practise	Is up to date and fit to practise safely	Application form References
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>	Application form Interview / Selection centre
Health	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 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' experience⁷ in Ophthalmology (not including Foundation modules) by time of appointment² 	<p>Application form</p> <p>Interview / Selection centre</p>
Application Completion	ALL sections of application form completed FULLY according to written guidelines	Application form

Selection Criteria			
	Essential	Desirable	When Evaluated
Clinical Skills	<ul style="list-style-type: none"> Clinical Knowledge & Expertise: Appropriate knowledge base and capacity to apply sound clinical judgement Ability to perform intraocular surgery appropriate to year of training completed 	<ul style="list-style-type: none"> Evidence of range of knowledge e.g. documented competencies Evidence of ability to perform ophthalmic procedures other than cataract surgery 	<p>Application form</p> <p>Interview / Selection centre</p> <p>References</p>
Academic / Research Skills	<ul style="list-style-type: none"> Active participation in a research project, either within or outside the field of ophthalmology 	<ul style="list-style-type: none"> Evidence of relevant academic & research achievements , e.g. degrees, prizes, awards, distinctions, publications, presentations, other achievements 	<p>Application form</p> <p>Interview / Selection centre</p>
Audit	<ul style="list-style-type: none"> Evidence of active participation in at least one ophthalmic audit 	<ul style="list-style-type: none"> Evidence of active participation in one ophthalmic audit where the audit loop has been completed 	<p>Application form</p> <p>Interview / Selection centre</p>
Teaching	<ul style="list-style-type: none"> Evidence of interest and experience in teaching 	<ul style="list-style-type: none"> Attendance at a formal teaching course 	<p>Application form</p> <p>Interview / Selection centre</p>

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

Personal Skills	<ul style="list-style-type: none"> • Empathy & Sensitivity: Capacity to take in others' perspectives, sees patients as people, able to develop rapport • Communication Skills: Capacity to adapt language as appropriate to the situation, open and non-defensive • Managing Others & Team Involvement: Capacity to work cooperatively with others and show leadership/authority where appropriate • Problem Solving & Decision Making: Capacity to use logical/lateral thinking to solve problems and make decisions • Coping with Pressure: Capacity to operate under pressure. Demonstrates initiative & resilience to cope with setbacks & adapt to rapidly changing circumstances • Organisation & Planning: Capacity to manage time and information effectively. Capacity to prioritise clinical tasks 		Application form Interview / Selection centre References
Probity	<ul style="list-style-type: none"> • Professional Integrity: Capacity to take responsibility for own actions and demonstrate a non-judgemental approach towards others 		Application form Interview / Selection centre References
Commitment To Specialty	<ul style="list-style-type: none"> • Learning & Personal Development: Realistic insight into specialty. Demonstrates self-awareness and commitment to personal & professional development 	<ul style="list-style-type: none"> • Evidence of understanding of developments in ophthalmic services 	Interview / Selection centre References