

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

<b>Entry Criteria</b>		
	<b>Essential Criteria</b>	<b>When Evaluated<sup>1</sup></b>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• MBBS or equivalent medical qualification</li> <li>• MRCP(UK) Part 1 or equivalent<sup>2</sup> at time of application</li> <li>• MRCP(UK) full diploma or equivalent<sup>2</sup> by time of appointment<sup>3</sup> (for subsequent Rounds, the full qualifying exam must be obtained by the date of offers)</li> </ul>	Application form Application form Interview / Selection centre / pre-employment check
<b>Eligibility</b>	<ul style="list-style-type: none"> <li>• Eligible for full registration with the GMC at time of appointment<sup>3</sup> and hold a current licence to practice.<sup>4</sup></li> <li>• Evidence of achievement of <b>Foundation competences</b> from a UKFPO affiliated Foundation Programme or equivalent by time of appointment 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>• Evidence of achievement of <b>CT/ST1 competences</b> in medicine at time of application &amp; <b>CT/ST2 competences</b> in medicine (as defined by the curricula relating to Core Medical training) by the commencement of the ST3 training post (August 2012 or later), supported by evidence from work-based assessments of clinical performance (DOPS, Mini-CEX, CBD, ACAT) and Multi-Source Feedback or equivalent, ARCP or equivalent</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>5</sup></li> </ul>	Application form Application form Interview / Selection centre <sup>6</sup> Application form/ Interview / Selection centre Application form
<b>Fitness To Practise</b>	Is up to date and fit to practise safely	Application form References

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

<sup>2</sup> It is not possible to specify individual equivalent exams. If CMT competences will have been gained (see 'Eligibility' section) before commencement of ST3 training then the associated Postgraduate exam is *likely* to be deemed equivalent

<sup>3</sup> Time of appointment refers to the date at which the post commences

<sup>4</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>5</sup> 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.

<sup>6</sup> A selection centre is a process not a place. It involves a number of selection activities that may be undertaken on behalf of the Unit of Application

<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>○ <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> <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>
<b>Health</b>	<p>Meets professional health requirements (in line with GMC standards / Good Medical Practice)</p>	<p>Application form Pre-employment health screening</p>
<b>Career Progression<sup>7</sup></b>	<ul style="list-style-type: none"> <li>• Ability to provide complete details of 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>• At least <b>24 months<sup>8</sup> experience</b> in medicine or an ACCS<sup>9</sup> programme or equivalent (not including Foundation modules) by the time of commencement of ST3 training</li> </ul>	<p>Application form  Interview / Selection centre</p>
<b>Application Completion</b>	<p><b>ALL</b> sections of application form completed <b>FULLY</b> according to written guidelines</p>	<p>Application form</p>

<b>Selection Criteria</b>			
	<b>Essential</b>	<b>Desirable</b>	<b>When Evaluated</b>
<b>Qualifications</b>	<p><b>As above</b></p>	<ul style="list-style-type: none"> <li>• MRCP(UK) or equivalent<sup>2</sup> at the time of application</li> <li>• Intercolated BSc or equivalent</li> <li>• Higher degrees including MSc, PhD or MD (where research thesis not part of first medical degree)</li> </ul>	<p>Application form Interview / Selection centre</p>
<b>Career Progression</b>	<ul style="list-style-type: none"> <li>• Evidence that present achievement and performance is commensurate with totality of period of training</li> </ul>		<p>Interview / Selection centre</p>
<b>Clinical Experience</b>	<ul style="list-style-type: none"> <li>• Evidence of experience in a range of acute medical specialties, with experience of managing patients on unselected medical take during core medical training or equivalent</li> </ul>	<ul style="list-style-type: none"> <li>• Experience at ST1 or 2 level of managing patients with renal disease by the time of commencement of ST3 training</li> </ul>	<p>Application form Interview / Selection centre References</p>

<sup>7</sup> All experience in posts at any level count irrespective of the country the experience is gained in

<sup>8</sup> Any time periods specified in this person specification refer to full time equivalent

<sup>9</sup> An ACCS programme provides 6 months in Acute Medicine, Anaesthesia, Emergency Medicine and Intensive Care Medicine.

<p><b>Clinical Skills</b></p>	<p><b>Clinical Knowledge &amp; Expertise:</b></p> <ul style="list-style-type: none"> <li>• Appropriate knowledge base and ability to apply sound clinical judgement to problems</li> <li>• Awareness of the basics of managing patients with renal disease</li> <li>• Able to demonstrate proficiency in a range of medical procedures as an indication of manual dexterity and hand-eye coordination</li> <li>• Evidence of competence in management of medical emergencies and in-patients through continuous work-based assessments, portfolio evidence, including log book documentation if applicable</li> <li>• Evidence of competence to work without direct supervision where appropriate</li> <li>• Demonstrate current ALS certification or equivalent</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrates awareness of the basics of managing renal conditions, including emergencies</li> <li>• Evidence of some competences in the specialty as defined by the relevant curricula</li> <li>• Evidence of skills in the management of acute medical emergencies (e.g. ALERT, IMPACT certification)</li> </ul>	<p>Application form Interview / Selection centre References</p>
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<p><b>Academic skills (research, audit, teaching etc)</b></p>	<p><b>Research &amp; Audit skills:</b></p> <ul style="list-style-type: none"> <li>• Demonstrates understanding of research, including awareness of ethical issues</li> <li>• Demonstrates understanding of the basic principles of audit, clinical risk management, evidence based practice, patient safety and clinical quality improvement initiatives</li> <li>• Demonstrates knowledge of evidence-informed practice</li> </ul> <p><b>Teaching:</b></p> <ul style="list-style-type: none"> <li>• Evidence of teaching experience and/or training in teaching</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrates an understanding of research methodology</li> <li>• Evidence of relevant academic &amp; research achievements and involvement in a formal research project</li> <li>• Evidence of relevant academic publications</li> <li>• Evidence of involvement in an audit project, a quality improvement project, formal research project or other activity <ul style="list-style-type: none"> <li>○ focussing on patient safety and clinical improvement</li> <li>○ that in addition to the mandatory curriculum demonstrates an interest in and commitment to the specialty</li> </ul> </li> <li>• 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</li> <li>• Demonstrates an understanding of clinical governance</li> <li>• Evidence of exceptional achievement in medicine</li> <li>• Evidence of involvement in teaching students, postgraduates and other professionals, with feedback</li> <li>• Evidence of participation in a teaching course</li> </ul>	<p>Application form Interview / Selection centre</p>
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<p><b>Personal Skills</b></p>	<p><b>Communication Skills:</b></p> <ul style="list-style-type: none"> <li>• Demonstrates clarity in written / spoken communication &amp; capacity to adapt language as appropriate to the situation</li> <li>• Able to build rapport, listen, persuade &amp; negotiate</li> </ul> <p><b>Problem Solving &amp; Decision Making:</b></p> <ul style="list-style-type: none"> <li>• Capacity to use logical / lateral thinking to solve problems / make decisions, indicating an analytical / scientific approach</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; sees patients as people</li> <li>• Demonstrates respect for all</li> </ul> <p><b>Managing Others &amp; Team Involvement:</b></p> <ul style="list-style-type: none"> <li>• Able to work in multi-professional teams &amp; supervise junior medical staff</li> <li>• 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</li> <li>• Capacity to work effectively with others</li> </ul> <p><b>Organisation &amp; Planning:</b></p> <ul style="list-style-type: none"> <li>• Capacity to manage / prioritise time and information effectively</li> <li>• Capacity to prioritise own workload &amp; organise ward rounds</li> <li>• Evidence of thoroughness (is well prepared, shows self-discipline / commitment, is punctual and meets deadlines)</li> </ul> <p><b>Vigilance &amp; Situational Awareness:</b></p> <ul style="list-style-type: none"> <li>• Capacity to monitor developing situations and anticipate issues</li> </ul> <p><b>Coping with Pressure and managing uncertainty:</b></p> <ul style="list-style-type: none"> <li>• Capacity to operate under pressure</li> <li>• Demonstrates initiative &amp; resilience to cope with changing circumstances</li> <li>• Is able to deliver good clinical care in the face of uncertainty</li> </ul>	<p><b>Management and Leadership Skills:</b></p> <ul style="list-style-type: none"> <li>• Evidence of involvement in management commensurate with experience</li> <li>• Demonstrates an understanding of NHS management and resources.</li> <li>• Evidence of effective multidisciplinary team working and leadership supported by multi-source feedback or other workplace-based assessments</li> <li>• Evidence of effective leadership in and outside medicine</li> </ul> <p><b>IT Skills:</b></p> <ul style="list-style-type: none"> <li>• Demonstrates information technology skills</li> </ul> <p><b>Other:</b></p> <ul style="list-style-type: none"> <li>• Evidence of achievement outside medicine</li> <li>• Evidence of altruistic behaviour eg voluntary work</li> </ul>	<p>Application form Interview / Selection centre References</p>
<p><b>Probity</b></p>	<p><b>Professional Integrity:</b></p> <ul style="list-style-type: none"> <li>• Demonstrates probity (displays honesty, integrity, aware of ethical dilemmas, respects confidentiality)</li> <li>• Capacity to take responsibility for own actions</li> </ul>		<p>Application form Interview / Selection centre References</p>

<b>Commitment To Specialty</b>	<b>Learning &amp; Personal Development:</b> <ul style="list-style-type: none"> <li>• Shows initiative / drive / enthusiasm (self-starter, motivated, shows curiosity, initiative)</li> <li>• Demonstrable interest in and understanding of the specialty</li> <li>• Commitment to personal and professional development</li> <li>• Evidence of attendance at organised teaching and training programme</li> <li>• Evidence of self-reflective practice</li> </ul>	<ul style="list-style-type: none"> <li>• Extracurricular activities / achievements relevant to the specialty</li> <li>• Evidence of participation at meetings and activities relevant to the specialty</li> </ul>	Application form Interview / Selection centre References
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