

**2012 Person Specification**  
**Application to enter Specialty Training at ST4: General Adult Psychiatry**

<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>• MRCPsych examination</li> </ul> <p style="text-align: center;"><b>OR</b></p> <ul style="list-style-type: none"> <li>• a specialist qualification in psychiatry from an EU country that complies with the requirements of EU directive 2005/36/EC</li> </ul>	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>• Evidence of achievement of <b>Foundation competences</b> from a UKFPO affiliated Foundation Programme or equivalent by time of appointment<sup>2</sup> 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 &amp; CT/ST2 competences</b> in Psychiatry at time of application &amp; <b>CT/ST3 competences</b> in Psychiatry by time of appointment<sup>2</sup>, supported by evidence from work-based assessments of clinical performance (DOPS, Mini-CEX, CBD, ACAT) and Multisource Feedback 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>4</sup></li> </ul>	<p>Application form</p> <p>Application form Interview / Selection centre<sup>5</sup></p> <p>Application form/ Interview / Selection centre 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>Written and spoken English skills to enable clear communication about medical topics with patients and colleagues to be demonstrated by one of the following:</p> <ul style="list-style-type: none"> <li>• Evidence of undergraduate medical training in English</li> </ul> <p style="text-align: center;"><b>OR</b></p> <ul style="list-style-type: none"> <li>• Evidence of the following scores in the academic international English Language Testing System (IELTS) achieved in a single sitting within 24 months at time of application: <ul style="list-style-type: none"> <li>- <i>Overall 7</i></li> <li>- <i>Speaking 7</i></li> <li>- <i>Listening 7</i></li> <li>- <i>Reading 7</i></li> <li>- <i>Writing 7</i></li> </ul> </li> </ul> <p>Applicants who do not fit into the above categories need to provide other evidence<sup>6</sup> of adequate communication skills.</p>	Application form Interview / Selection centre

<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 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>Health</b>	Meets professional health requirements (in line with GMC standards/ Good Medical Practice)	Application form Pre-employment health screening
<b>Career Progression<sup>7</sup></b>	<ul style="list-style-type: none"> <li>Ability to provide complete employment history with no unexplained career gaps</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>36 months' experience<sup>8</sup></b> in psychiatry (not including Foundation modules) by time of appointment<sup>2</sup></li> </ul> OR <ul style="list-style-type: none"> <li><b>36 months' training</b> in psychiatry posts in an EU country, supported by evidence of compliance with the requirements of EU directive 2005/36/EC issued by a competent authority in that EU member state</li> </ul>	Application form  Interview / Selection centre
<b>Application Completion</b>	<b>ALL</b> sections of application form completed <b>FULLY</b> according to written guidelines	Application form
<b>Transportation</b>	Holds and will use current valid driving licence or provides evidence of proposed alternative	Application form

<b>Selection Criteria</b>			
	<b>Essential</b>	<b>Desirable</b>	<b>When Evaluated</b>
<b>Clinical Skills</b>	<b>Clinical Knowledge &amp; Expertise:</b> <ul style="list-style-type: none"> <li>Demonstrates appropriate knowledge base and capacity to apply sound clinical judgement</li> <li>Capacity to prioritise clinical need</li> <li>Demonstrates ability in basic skills of history taking, examination (mental &amp; physical) &amp; synthesis of findings</li> <li>Demonstrates basic psychotherapeutic skills</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 of audit, research &amp; clinical risk management.</li> <li>Demonstrates understanding of contemporary research in psychiatry &amp; the principles of its application to clinical practice.</li> <li>Demonstrates potential to construct clinical research questions from everyday practice.</li> <li>Evidence of active participation in audit</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of relevant academic &amp; research achievements, e.g. degrees, prizes, awards, distinctions, publications, presentations, other achievements</li> <li><b>Teaching:</b> Evidence of interest and experience in teaching</li> </ul>	Application form Interview / Selection centre

<sup>6</sup> e.g. a letter from a UK supervisor attesting to the applicant's competence in English at the level appropriate for communication with patients and colleagues within the last 2 years

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

<sup>8</sup> Non training non EU posts, or UK/EU posts such as e.g. staff grade, associate specialist, locum consultant, specialty doctor, locum appointment for service (LAS), Trust SHO, not prospectively approved by the competent authority (STA/PMETB/GMC in UK), do not count towards the award of the Certificate of Completion of Training (CCT). Doctors who have spent time in such posts will be eligible for appointment to the specialty training programme leading to the award of the Certificate of Eligibility for Specialist Registration via a combined programme of non - training and training posts (CESR CP). Any time periods specified in this person specification refer to full time equivalent.

<p><b>Personal Skills</b></p>	<p><b>Communication Skills:</b></p> <ul style="list-style-type: none"> <li>• Capacity to communicate effectively &amp; sensitively with others verbally &amp; in writing at all times, including with children &amp; young people</li> <li>• Capacity to listen &amp; engage others in open/equal dialogue</li> </ul> <p><b>Empathy &amp; Sensitivity:</b></p> <ul style="list-style-type: none"> <li>• Capacity &amp; motivation to treat others with understanding &amp; sensitivity</li> <li>• Sees patients as people, demonstrates awareness of their needs &amp; wishes, with capacity to reflect on &amp; learn from relationships with patients</li> </ul> <p><b>Conceptual Thinking &amp; Problem Solving:</b></p> <ul style="list-style-type: none"> <li>• Capacity to think beyond the obvious, with analytical and flexible mind</li> <li>• Capacity to bring a range of approaches to solving problems &amp; making decisions</li> </ul> <p><b>Managing Others &amp; Team Involvement:</b></p> <ul style="list-style-type: none"> <li>• Capacity to work cooperatively with others and demonstrate leadership when appropriate</li> <li>• Capacity to work effectively in multi-professional &amp; multi-agency teams &amp; to understand own role in team</li> </ul> <p><b>Coping with Pressure:</b></p> <ul style="list-style-type: none"> <li>• Capacity to operate under pressure</li> <li>• Demonstrates initiative &amp; resilience to cope with setbacks &amp; adapt to rapidly changing circumstances</li> <li>• Capacity to deal with ambiguity &amp; uncertainty in clinical life and seek help when appropriate</li> </ul> <p><b>Organisation &amp; Planning:</b></p> <ul style="list-style-type: none"> <li>• Capacity to organise oneself &amp; prioritise own work</li> <li>• Demonstrates punctuality, preparation &amp; self-discipline</li> <li>• Able to keep effective notes/records</li> <li>• Demonstrates IT skills</li> </ul> <p><b>Vigilance &amp; Situational Awareness:</b></p> <ul style="list-style-type: none"> <li>• Capacity to be alert to dangers and developing situations, particularly in relation to clinical governance</li> <li>• Capacity to assess &amp; provide immediate care for acute clinical situations (including deliberate self harm, acute psychosis &amp; acute organic brain syndromes) with a level of independence</li> </ul>		<p>Application form Interview / Selection centre References</p>
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<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 confidentiality &amp; ethical issues</li> </ul>		Application form Interview / Selection centre References
<b>Commitment To Specialty</b>	<b>Learning &amp; Personal Development:</b> <ul style="list-style-type: none"> <li>• Demonstrates interest and realistic insight into psychiatry and mental health</li> <li>• Demonstrates self-awareness, capacity for reflective learning &amp; commitment to personal &amp; professional development</li> <li>• Capacity to organise learning &amp; assessment in a way that prepares for lifelong learning</li> </ul>	<ul style="list-style-type: none"> <li>• Extracurricular activities / achievements relevant to general adult psychiatry</li> </ul>	Application form Interview / Selection centre References Portfolio review (at Selection Centre)