

**2010 Person Specification**  
**Application to enter Specialty Training at ST3: Paediatrics**

<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>• Success in MRCPCH Part 1 A and B or equivalent</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 and hold a current licence to practice.<sup>2</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>Good clinical care</i></li> <li>○ <i>Maintaining good medical practice</i></li> <li>○ <i>Good relationships and communication with patients</i></li> <li>○ <i>Good working relationships with colleagues</i></li> <li>○ <i>Good teaching and training</i></li> <li>○ <i>Professional behaviour and probity</i></li> <li>○ <i>Delivery of good acute clinical care</i></li> </ul> </li> <li>• Evidence of achievement of <b>ST1 competences</b> in this specialty at time of appointment and <b>ST2 competences</b> by February 2011.</li> <li>• Evidence of achievement of <b>those competences</b> in 'A Framework of Competences for BST in Paediatrics'<sup>3</sup> which are highlighted in '<b>Guidance on Safe Cover Arrangements for Paediatric Departments Out of Hours</b>'<sup>4</sup></li> <li>• Evidence of achievement of <b>ST1 &amp; ST2 competences relevant to neonatal intensive care</b> by February 2011.</li> <li>• Eligibility to work in the UK</li> </ul>	<p>Application form</p> <p>Application form Interview / Selection centre<sup>5</sup></p> <p>Application form/ Interview / Selection centre</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>○ <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>	Application form Interview / Selection centre
<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>6</sup></b>	<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>At least 24 months experience<sup>7</sup></b> in this specialty (not including Foundation modules) by February 2011.</li> </ul>	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> The GMC will introduce a licence to practice in the autumn of 2009. Any doctor wishing to practice in the UK after this date must be both registered and hold a licence to practice.

<sup>3</sup> A Framework of Competences for BST in Paediatrics, RCPCH October 2004

<sup>4</sup> Guidance on Safe Cover Arrangements for Paediatric Departments Out of Hours, RCPCH 19.7.05

<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>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>Career Progression<sup>6</sup></b>	<b>As above</b>	Less than <b>48 months'</b> <b>experience</b> in this specialty at ST/SHO level (not including Foundation modules) by February 2011.	Application form
<b>Clinical Skills</b>	<b>Clinical Knowledge &amp; Expertise:</b> <ul style="list-style-type: none"> <li>Capacity to apply sound clinical knowledge &amp; judgement.</li> <li>Potential to develop excellent diagnostic skills</li> <li>Successful completion of APLS and NLS or equivalent</li> <li>Successful completion of a child protection course or equivalent</li> </ul>	<b>Personal Attributes:</b> <ul style="list-style-type: none"> <li>Shows aptitude for practical skills, e.g. hand-eye co-ordination, dexterity</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 importance of audit &amp; research and potential to contribute to development in paediatrics</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>Evidence of active participation in audit</li> </ul> <b>Teaching:</b> <ul style="list-style-type: none"> <li>Evidence of interest and experience in teaching</li> </ul>	Application form Interview / Selection centre

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

<sup>7</sup> Any time periods specified in this person specification refer to full time equivalent

<b>Personal Skills</b>	<b>Communication Skills:</b> <ul style="list-style-type: none"> <li>Capacity to communicate effectively at different levels, e.g. with babies, young people and their families</li> </ul> <b>Empathy &amp; Sensitivity:</b> <ul style="list-style-type: none"> <li>Capacity to take in others' perspectives and treat others with understanding</li> </ul> <b>Managing Others &amp; Team Involvement:</b> <ul style="list-style-type: none"> <li>Capacity to work cooperatively with others &amp; work effectively in a multidisciplinary team</li> </ul> <b>Problem Solving &amp; Decision Making:</b> <ul style="list-style-type: none"> <li>Demonstrates an analytic approach to practice. Capacity to bring a range of approaches to solving problems</li> </ul> <b>Coping with Pressure:</b> <ul style="list-style-type: none"> <li>Capacity to manage acute situations under pressure. Demonstrates initiative &amp; resilience to cope with changing circumstances</li> </ul> <b>Organisation &amp; Planning:</b> <ul style="list-style-type: none"> <li>Capacity to achieve a balance between urgent and important demands</li> </ul> <b>Vigilance &amp; Situational Awareness:</b> <ul style="list-style-type: none"> <li>Capacity to monitor acute situations that may change rapidly</li> </ul>	<b>Management:</b> <ul style="list-style-type: none"> <li>Evidence of interest and experience in management and leadership</li> </ul>	Application form Interview / Selection centre References
<b>Probity</b>	<b>Professional Integrity &amp; Respect for Others:</b> <ul style="list-style-type: none"> <li>Takes responsibility for own actions. Displays honesty, integrity &amp; awareness of ethical issues</li> <li>Understands importance of advocacy, children's rights, safety, confidentiality &amp; consent</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>Understanding &amp; awareness of particular requirements &amp; demands of working with children &amp; their parents</li> <li>Demonstrates reflective approach to practice &amp; commitment to personal development</li> </ul>	Extracurricular activities / achievements relevant to paediatrics	Application form Interview / Selection centre References