

PERSON SPECIFICATION

APPLICATION TO ENTER SPECIALTY TRAINING at ST3: OCCUPATIONAL MEDICINE

Updated November 2007

ENTRY CRITERIA			
	ESSENTIAL	DESIRABLE	WHEN EVALUATED¹
QUALIFICATIONS	<ul style="list-style-type: none"> • MBBS or equivalent medical qualification 	<ul style="list-style-type: none"> • MRCP, MRCPGP, Dip Occ Med 	Application form
ELIGIBILITY	<ul style="list-style-type: none"> • Eligible for full or limited registration with the GMC at time of appointment • Evidence of achievement of Foundation Training competencies in line with GMC standards/<i>Good Medical Practice</i>, including: <ul style="list-style-type: none"> • Good clinical care • Maintaining good medical practice • Good relationships & communication with patients • Good working relationships with colleagues • Good teaching and training • Professional behaviour and probity • Delivery of good acute clinical care • Evidence of achievement of the end competencies of (a) Core Medical Training or (b) Acute Care Common Stem Medicine or (c) Surgery in General or (d) Psychiatry in General or (e) Phase 1 of the Faculty of Public Health training curriculum or (e) General practice training to the ST3 level • Eligibility to work in the UK 		Application form Application form Interview / Selection centre ² Application form Interview / Selection centre Application form
FITNESS TO PRACTISE	<ul style="list-style-type: none"> • Is up to date and fit to practise safely 		Application form References
LANGUAGE SKILLS	<ul style="list-style-type: none"> • All applicants to have demonstrable skills in written and spoken English that are adequate to enable effective communication about medical topics with patients and colleagues which could be demonstrated by one of the following: <ul style="list-style-type: none"> a) that applicants have undertaken undergraduate medical training in English; or b) have the following scores in the academic International English Language Testing System (IELTS) – Overall 7, Speaking 7, Listening 6, Reading 6, Writing 6. • However, if applicants believe that they have adequate communication skills but do not fit into one of the examples they need to provide evidence 		Application form Interview / Selection centre

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

² 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.

ENTRY CRITERIA			
	ESSENTIAL	DESIRABLE	WHEN EVALUATED ³
HEALTH	<ul style="list-style-type: none"> Meets professional health requirements (in line with GMC standards/<i>Good Medical Practice</i>) 		Application form Pre-employment health screening
CAREER PROGRESSION	<ul style="list-style-type: none"> No unexplained career gaps 		Application form
APPLICATION COMPLETION	<ul style="list-style-type: none"> ALL sections of application form FULLY completed according to written guidelines 		Application form

SELECTION CRITERIA			
CLINICAL SKILLS	<ul style="list-style-type: none"> Clinical Knowledge & Expertise: Appropriate knowledge base and ability to apply sound clinical judgement to problems 		Application form Interview / Selection centre References
ACADEMIC / RESEARCH SKILLS	<ul style="list-style-type: none"> Research Skills: Demonstrates understanding of the importance of audit & research Teaching: Evidence of teaching experience Evidence of active participation in audit 	<ul style="list-style-type: none"> Evidence of relevant academic & research achievements, e.g. degrees, prizes, awards, distinctions, publications, presentations, other achievements 	Application form Interview / Selection centre

³ 'when evaluated' is indicative, but may be carried out at any time throughout the selection process

PERSONAL SKILLS	<ul style="list-style-type: none"> • Communication Skills: Demonstrates clarity in written/spoken communication & capacity to adapt language as appropriate to the situation. Able to build rapport, listen, persuade & negotiate • Problem Solving & Decision Making: Capacity to use logical/lateral thinking to solve problems/make decisions • Managing Others & Team Involvement: Capacity to work effectively with others. Able to work in multi-professional teams • Empathy & Sensitivity: Capacity to take in others' perspectives and treat others with understanding; sees patients as people • Organisation & Planning: Capacity to manage/prioritise time and information effectively. Capacity to prioritise own workload. Basic IT skills • Vigilance & Situational Awareness: Capacity to monitor developing situations and anticipate issues • Coping with Pressure: Capacity to operate under pressure. Demonstrates initiative & resilience to cope with changing circumstances 		Application form Interview / Selection centre References
PROBITY	<ul style="list-style-type: none"> • Professional Integrity: Capacity to take responsibility for own actions. Demonstrates respect for all 		Application form Interview / Selection centre References
COMMITMENT TO SPECIALTY	<ul style="list-style-type: none"> • Learning & Personal Development: Demonstrable interest in and understanding of occupational medicine. Commitment to personal and professional development 	<ul style="list-style-type: none"> • Extracurricular activities or achievements relevant to occupational medicine 	Application form Interview / Selection centre References

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