## PERSON SPECIFICATION 2017

### NUCLEAR MEDICINE – ST3

#### ENTRY CRITERIA

<table>
<thead>
<tr>
<th>ESSENTIAL CRITERIA</th>
<th>WHEN EVALUATED¹</th>
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</thead>
<tbody>
<tr>
<td><strong>Qualifications</strong></td>
<td>Application form, interview/selection centre</td>
</tr>
<tr>
<td>Applicants must have:</td>
<td>Application form, interview/selection centre</td>
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<tr>
<td></td>
<td>Application form, interview/selection centre</td>
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<tr>
<td>• MBBS or equivalent medical qualification</td>
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<tr>
<td>• A qualifying postgraduate examination from one of the following training programmes or EEA eligibility²</td>
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<tr>
<td></td>
<td>Application form</td>
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<tr>
<td></td>
<td>Interview/selection centre³, pre-employment check</td>
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<tr>
<td></td>
<td>Application form</td>
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<td>Application form, interview/selection centre</td>
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<tr>
<td>➢ Physician training: (e.g. CMT): MRCP (UK) Part 1 at time of application and MRCP (UK) full diploma by the published deadline⁴</td>
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<tr>
<td>➢ Paediatric training: Full MRCPCH diploma passed by the published deadline</td>
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<tr>
<td>➢ Surgical training: Full MRCS passed by the published deadline</td>
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<tr>
<td><strong>Eligibility</strong></td>
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<tr>
<td>Applicants must:</td>
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<td></td>
<td>Application form, interview/selection centre</td>
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<tr>
<td>• Be eligible for full registration with, and hold a current licence to practise⁵ from, the GMC at the advertised post start date⁶</td>
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<tr>
<td>• Have evidence of achievement of foundation competences from a UKFPO-affiliated foundation programme or equivalent, by time of appointment in line with GMC standards/Good Medical Practice</td>
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<tr>
<td>• Have evidence of competences, in the three years preceding the advertised post start date for the round of application, via one of the following methods as defined by the relevant curriculum:</td>
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<td>Application form, interview/selection centre</td>
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<td></td>
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<tr>
<td>➢ Physician training: Current employment in a UK core medical training or ACCS (acute medicine) programme and on track to successfully complete the training programme by the advertised post start date, or</td>
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<tr>
<td>➢ Successful completion, by no earlier than 1 January 2014, of a UK core medical training or ACCS (acute medicine) programme⁷, evidenced by ARCP, or</td>
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<tr>
<td>➢ Evidence of achievement of core medicine competences at application. Acceptable evidence is only permitted via the standard <em>Alternative Certificate of Core Competence</em>⁸ by time of application, or</td>
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</tr>
<tr>
<td>➢ Paediatric training: Successful completion of Level 1 competences, by no earlier than 1 January 2013, or equivalent in paediatrics and some evidence of core medical (or equivalent) competences, by time of appointment, or</td>
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<tr>
<td>➢ Surgical training: Successful completion of core competences in surgery and some evidence of core medical (or equivalent) competences, by time of appointment</td>
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<tr>
<td>• Be eligible to work in the UK</td>
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<tr>
<td>• Advanced Life Support Certificate from the Resuscitation Council UK or equivalent⁹ (as required to complete core medical competences) by the advertised post start date</td>
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<tr>
<td><strong>Fitness to practise</strong></td>
<td>Application form, references</td>
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<tr>
<td>Is up to date and fit to practise safely</td>
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¹ Please refer to the NHSE website for more detailed guidance on selection criteria / interview / selection centre details ² Calculations outlined in RCEP ³ UK nationality is not sufficient on its own to secure a training appointment ⁴ Verification (or subsequent) of both MRCP and MRCS (or MRCS equivalent) is necessary ⁵ Of medical registration in the UK ⁶ Alongside a current licence to practise ⁷ As defined by the RCP ⁸ As defined by the RCEP ⁹ As defined by the Resuscitation Council UK
### Language skills

Applicants must have demonstrable skills in written and spoken English, adequate to enable effective communication about medical topics with patients and colleagues; as assessed by the General Medical Council.

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<th>Application form, interview/selection centre</th>
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### Health

Applicants must meet professional health requirements (in line with GMC standards / Good Medical Practice)

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<th>Application form, pre-employment health screening</th>
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### Career progression

Applicants must:
- Be able to provide complete details of their employment history
- Have evidence that their career progression is consistent with their personal circumstances
- Have evidence that their present level of achievement and performance is commensurate with the totality of their period of training
- Have sufficient experience (not including foundation level experience) by the advertised post start date. This can be via either:
  - Training completed in either core medical training, ACCS (acute medicine) or broad based training with the further year in CT2 core medical training, or
  - Have at least 24 months’ experience (of which at least 12 months must include the care of acute medical in-patients). Experience in certain acute care common stem specialties can be counted towards the 24 months in some circumstances, or
  - Level 1 paediatric programme or equivalent, or
  - Core surgical training programme or equivalent
- Have notified the Training Programme Director of the Specialty Training Programme they are currently training in if applying to continue training in the same specialty in another region.
- Not already hold, nor be eligible to hold, a CCT/CESR; and must not currently be eligible for the specialist register for the specialty to which they are applying
- Not have previously relinquished or been released / removed from a Nuclear Medicine or Clinical Radiology programme, except if they have received an ARCP outcome 1 or under exceptional circumstances.
- **For those wishing to be considered for Locum Appointment for Training posts (where available):** no more than 24 months experience in LAT posts in the specialty by intended start date

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<th>Application form</th>
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### Application completion

ALL sections of application form completed FULLY according to written guidelines

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<th>Application form</th>
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## SELECTION CRITERIA

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<tr>
<th>ESSENTIAL CRITERIA</th>
<th>DESIRABLE CRITERIA</th>
<th>WHEN EVALUATED</th>
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</table>
| **Qualifications** | • As above | • Full postgraduate examination (e.g. full MRCP (UK) or MRCPCH or MRCS) at the time of application  
• Intercalated BSc or equivalent  
• Higher degrees including MSc, PhD or MD (where the research thesis is not part of first medical degree) | Application form, interview/selection centre |
| **Clinical Experience** | • Evidence of experience in a range of acute specialties, with experience of managing patients on unselected take during training | | Application form interview/selection centre References |
| **Clinical Skills – Clinical Knowledge and Expertise** | • Able to apply sound clinical knowledge and judgement to problems  
• Able to work without direct supervision where appropriate  
• Able to prioritise clinical need  
• Able to maximise safety and minimise risk | • Evidence** of skills in the management of patients not requiring hospital admission | Application form interview/selection centre References |
| **Academic Skills** | | | |
| **Research and Audit Skills:** | • Demonstrates understanding of research, including awareness of ethical issues  
• Demonstrates understanding of the basic principles of audit, clinical risk management, evidence based practice, patient safety and clinical quality improvement initiatives  
• Demonstrates knowledge of evidence informed practice | • Demonstrates an understanding of research methodology  
• Evidence of relevant academic and research achievements, e.g. degrees, prizes, awards, distinctions, publications, presentations, other achievements  
• Evidence of involvement in an audit project, a quality improvement project, formal research project or other activity which:  
  ➢ Focuses on patient safety and clinical improvement  
  ➢ Demonstrates an interest in and commitment to the specialty beyond the mandatory curriculum | Application form interview/selection centre References |
| **Teaching:** | • Evidence of teaching experience | • Evidence of participation in a teaching course  
• Evidence of feedback for teaching | |

**Notes:**

**Qualification levels:**

- **Academic:** MSc, PhD and MD
- **Professional:** MRCP (UK), MRCPCH, MRCS

**Professional experience:**

- **Relevant:** as per the job description
- **Broad:** of adequate weight for the post
- **Advanced:** of significant weight for the post

**Evidence:**

- **Full:** of the highest level of achievement
- **Part:** of the required level of achievement
- **Limited:** of the required level of achievement
- **Relevant:** of the required level of achievement

**References:**

Application form, interview/selection centre References

**Resident:**

- **Senior:** of the required level of achievement
- **Associate:** of the required level of achievement
- **Trainee:** of the required level of achievement
- **Student:** of the required level of achievement

**Pre-Employment Check:**

- **Mandatory:** for all posts
- **Desirable:** for posts requiring professional experience

**Other checks:**

- **Audit:** of the required level of achievement
- **Prizes:** of the required level of achievement
- **Awards:** of the required level of achievement
- **Distinctions:** of the required level of achievement
- **Publications:** of the required level of achievement

**Degree:**

- **Academic Skills:** MSc, PhD and MD
- **Clinical Experience:** MRCP (UK), MRCPCH, MRCS

**Sworn evidence:**

- **Full:** of the highest level of achievement
- **Part:** of the required level of achievement
- **Limited:** of the required level of achievement
- **Relevant:** of the required level of achievement

**Evidence:**

- **Interview:** of the required level of achievement
- **Selection:** of the required level of achievement
- **Centre:** of the required level of achievement
- **References:** of the required level of achievement

**Exclusions:**

- **Recent:** of the required level of achievement
- **Extended:** of the required level of achievement
- **Broadened:** of the required level of achievement
- **Advanced:** of the required level of achievement

**Research:**

- **Relevant:** of the required level of achievement
- **Broad:** of the required level of achievement
- **Advanced:** of the required level of achievement
**PERSON SPECIFICATION 2017**

### Personal Skills

<table>
<thead>
<tr>
<th>Communication Skills:</th>
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<tbody>
<tr>
<td>- Demonstrates clarity in written/spoken communication, and capacity to adapt language to the situation, as appropriate</td>
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<tr>
<td>- Able to build rapport, listen, persuade and negotiate</td>
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<tr>
<th>Problem Solving and Decision Making:</th>
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<tr>
<td>- Capacity to use logical/lateral thinking to solve problems/make decisions, indicating an analytical/scientific approach</td>
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<tr>
<th>Empathy and Sensitivity:</th>
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<tr>
<td>- Capacity to take in others’ perspectives and treat others with understanding; sees patients as people</td>
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<td>- Demonstrates respect for all</td>
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<tr>
<th>Managing Others and Team Involvement:</th>
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<tbody>
<tr>
<td>- Able to work in multi professional teams and supervise junior medical staff</td>
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<tr>
<td>- 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</td>
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<td>- Capacity to work effectively with others</td>
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<tr>
<th>Organisation and Planning:</th>
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<tr>
<td>- Capacity to manage/prioritise time and information effectively</td>
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<tr>
<td>- Capacity to prioritise own workload and organise ward rounds</td>
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<tr>
<td>- Evidence of thoroughness (is well prepared, shows self-discipline/commitment, is punctual and meets deadlines)</td>
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<tr>
<th>Vigilance and Situational Awareness:</th>
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<tr>
<td>- Capacity to monitor developing situations and anticipate issues</td>
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<tr>
<th>Coping with Pressure and Managing Uncertainty:</th>
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<tr>
<td>- Capacity to operate under pressure</td>
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<tr>
<td>- Demonstrates initiative and resilience to cope with changing circumstances</td>
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<tr>
<td>- Is able to deliver good clinical care in the face of uncertainty</td>
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<th>Values:</th>
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<tr>
<td>- Understands, respects and demonstrates the values of the NHS (e.g. everyone counts; improving lives; commitment to quality of care; respect and dignity; working together for patients; compassion)</td>
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<th>Management and Leadership Skills:</th>
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<tr>
<td>- Evidence of involvement in management commensurate with experience</td>
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<tr>
<td>- Demonstrates an understanding of NHS management and resources</td>
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<tr>
<td>- Evidence of effective multi-disciplinary team working and leadership, supported by multi-source feedback or other workplace based assessments</td>
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<td>- Evidence of effective leadership in and outside medicine</td>
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<tr>
<th>IT Skills:</th>
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<tbody>
<tr>
<td>- Demonstrates information technology skills</td>
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<tr>
<th>Other:</th>
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<tr>
<td>- Evidence of achievement outside medicine</td>
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<td>- Evidence of altruistic behaviour e.g. voluntary work</td>
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<tr>
<td>- Evidence of organisational skills – not necessarily in medicine eg grant or bursary applications, organisation of a university club, sports section etc</td>
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### Probity – Professional Integrity

| - Demonstrates probity (displays honesty, integrity, aware of ethical dilemmas, respects confidentiality) |
| - Capacity to take responsibility for own actions |

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<td>Interview/selection centre</td>
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<td>References</td>
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</table>
Commitment to Specialty – Learning and Personal Development

- Shows initiative/drive/enthusiasm (self-starter, motivated, shows curiosity, initiative)
- Demonstrable interest in, and understanding of, the specialty
- Commitment to personal and professional development
- Evidence of attendance at organised teaching and training programme(s)
- Evidence of self-reflective practice.
- Commitment to chosen career for example through being able to demonstrate some of the following:
  - an understanding of the use of modern imaging techniques in current clinical practice in chosen specialty
  - evidence of time spent in a nuclear medicine/radiology department observing the work of a radiologist/nuclear medicine physician
  - an understanding of the role of a consultant nuclear medicine physician/radiologist in the modern NHS, including the impact of NHS targets
  - an understanding of the structure of training and potential careers in chosen specialty
  - appreciation of change in working practice i.e. a “service” specialty
  - some knowledge of the opportunities and threats to a career in chosen specialty

- Extracurricular activities / achievements relevant to chosen specialty
- Evidence of participation at meetings/courses relevant to chosen specialty
PERSON SPECIFICATION 2017

1. ‘When evaluated’ is indicative, but may be carried out at any time throughout the selection process.

2. Applicants who are EEA nationals and have trained in a non-UK EEA nation may be eligible to apply without MRCP(UK) under the EU directive 2005/36/EC. To qualify training must meet defined criteria to be considered comparable to core medical training in the UK. For further information, please refer to the JRCPTB website: http://www.st3recruitment.org.uk/am-i-eligible/mrcpuk.html

3. ‘The published deadline’ refers to a deadline date set in each recruitment round; this date will be specified clearly within the published advertisement for that recruitment round. However, please note that those applying via the EEA eligibility route will need their eligibility at time of application.

4. ‘Selection centre’ refers to a process, not a place. It involves a number of selection activities which may be delivered as part of the application process.

5. The GMC introduced the licence to practise in 2009. Any doctor wishing to practise in the UK after this date must be both registered with and hold a licence to practise from the GMC at time of appointment.

6. The ‘advertised post start date’ refers to the first date from which the posts recruited in a round can commence. This will be specified clearly within the published advertisement for that recruitment round.

7. Applicants who have an ARCP outcome with all competences signed off apart from the full MRCP(UK), will be eligible to apply on this basis, subject to the normal rules on completing the MRCP(UK).

8. The Alternative Certificate of Core Competence is a document designed by the JRCPTB listing the necessary core competences required for progression to ST3, as defined in the GIM curriculum: http://www.jrcptb.org.uk/trainingandcert/ST3-SpR/Pages/General-Internal-Medicine.aspx. The certificate is available to download from the ST3 recruitment website: http://www.st3recruitment.org.uk/recruitment-process/am-i-eligible/core-competences. Applicants must ensure they are using a permissible version of the form as detailed on the website; previous versions of the form may not be accepted.

9. Information on equivalents to ALS can be found on the ST3 Recruitment website: http://www.st3recruitment.org.uk/recruitment-process/am-i-eligible/other-requirements

10. Applicants are advised to visit the GMC website which gives details of evidence accepted for registration.

11. Any time periods specified in this person specification refer to full-time-equivalent. All relevant postgraduate experience (excluding Foundation level) is counted, irrespective of the country in which it was gained.

12. For information on how experience in acute care common stem specialities will be counted, please visit the ST3 recruitment website: http://www.st3recruitment.org.uk/am-i-eligible/experience-career-progression.html

13. The Support for Application to another region form, signed by the Training Programme Director of their current Specialty Training Programme confirming satisfactory progress must be submitted to the recruitment office at time of application.

14. Exceptional circumstances may be defined as a demonstrated change in circumstances, which can be shown on the ability to train at that time and may include severe personal illness or family caring responsibility incompatible with continuing to train. Applicants will only be considered if they provide a ‘support for reapplication to a specialty training programme’ form signed by both the Training Programme Director / Head of School and the Postgraduate Dean in the LETB/Deanery that the training took place. No other evidence will be accepted.

15. Evidence can include portfolio, logbook, ARCP, or equivalent. Where relevant/applicable, workplace-based assessments (eg CbD, mini-CEX, ACAT, DOPS, MSF, or equivalent) may also be used to demonstrate achievement of competences.