

## PUBLIC HEALTH - ST1

## ENTRY CRITERIA

ESSENTIAL CRITERIA	WHEN EVALUATED <sup>i</sup>
<p style="text-align: center;"><b>Qualifications</b></p> <p>Applicants must have:</p> <ul style="list-style-type: none"> <li>• MBBS or equivalent medical qualification <b>or</b></li> <li>• First degree (1<sup>st</sup> or 2:1 or equivalent grade)<sup>ii</sup> <b>or</b></li> <li>• Higher certificated degree (Masters or PhD)</li> </ul>	Application form
<p style="text-align: center;"><b>Eligibility</b></p> <p>Applicants must:</p> <ul style="list-style-type: none"> <li>• Be eligible to work in the UK</li> </ul> <p><b>For those with a medical degree applying for a medical training post in Public Health</b></p> <ul style="list-style-type: none"> <li>• Be eligible for full registration with, and hold a current licence to practise<sup>iii</sup> from, the GMC at intended start date<sup>iv</sup> <b>and</b></li> <li>• Minimum of 2 years of postgraduate medical experience by time of appointment<sup>v</sup> (equivalent to that obtained in a UK Foundation Training Programme)</li> <li>• Have evidence of <b>either</b>: <ul style="list-style-type: none"> <li>➢ <b>current</b> employment in a UKFPO-affiliated foundation programme</li> <li>or:</li> <li>➢ 12 months' experience<sup>vi</sup> after full GMC registration or equivalent, and evidence of achievement of <b>foundation competences</b> in the three years preceding the <b>intended start date</b> from a UKFPO-affiliated foundation programme or equivalent, in line with GMC standards / Good Medical Practice; including: <ul style="list-style-type: none"> <li>▪ make the care of your patient your first concern</li> <li>▪ provide a good standard of practice and care</li> <li>▪ take prompt action if you think that patient safety, dignity or comfort is being compromised</li> <li>▪ protect and promote the health of patients and of the public</li> <li>▪ treat patients as individuals and respect their dignity</li> <li>▪ work in partnership with patients</li> <li>▪ work with colleagues in the ways that best serve patients' interests</li> <li>▪ be honest and open and act with integrity</li> <li>▪ never discriminate unfairly against patients or colleagues</li> <li>▪ never abuse your patients' trust in you or the public's trust in the profession.</li> </ul> </li> </ul> </li> </ul> <p><b>For those without a medical degree, or those with a medical degree, choosing to apply through the non medical route</b></p> <ul style="list-style-type: none"> <li>• At least 60 months (wte) work experience at time of appointment, of which at least 24 months (wte) must be in an area relevant to population health practice<sup>vii</sup>. The 24 months should be at Band 6 or above of Agenda for Change or equivalent<sup>viii</sup> and a minimum of 3 months wte at Band 6 level or equivalent in the 3 years preceding the intended start date</li> </ul>	<p>Application form</p> <p>Application form, interview/selection centre<sup>ix</sup></p> <p>Application form, interview/selection centre</p> <p>Application form</p>
<p style="text-align: center;"><b>Fitness to practise</b></p> <p>Is up to date and fit to practise safely and is aware of own training needs.</p>	Application form, references

<p style="text-align: center;"><b>Language skills</b></p> <p>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<sup>x</sup></p>	<p>Application form, interview/selection centre</p>
<p style="text-align: center;"><b>Life Support Skills</b></p> <p><b>For those with a medical degree applying for a medical training post in Public Health:</b> Possession of a certified Advanced Life Support qualification (ALS or equivalent) by the start date of the advertised post - <i>certificate will be verified for those invited to selection centre or by employing authority if offered post</i></p> <p><b>For those without a medical degree, or those with a medical degree, choosing to apply through the non medical route:</b> Possession of a certified Basic Life Support qualification (BLS or equivalent) by the start date of the advertised post – <i>certificate will be verified for those invited to selection centre or by employing authority if offered a post</i></p>	<p>Application form, pre-employment screening</p>
<p style="text-align: center;"><b>Health</b></p> <p>Applicants must meet professional health requirements (in line with GMC standards / Good Medical Practice).</p>	<p>Application form, pre-employment health screening</p>
<p style="text-align: center;"><b>Career progression</b></p> <ul style="list-style-type: none"> <li>• Evidence of satisfactory career progression through documented employment history</li> <li>• Applicants must 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.<sup>xi</sup></li> <li>• Applicants must not have previously relinquished or been released / removed from a training programme in this specialty, except if they have received an ARCP outcome 1 or under exceptional circumstances<sup>xii</sup></li> <li>• Not already hold, nor be eligible to hold, a CCT/CESR in Public Health and/or must not currently be eligible for the specialist register for Public Health</li> </ul>	<p>Application form Interview/selection centre</p>
<p style="text-align: center;"><b>Application completion</b></p> <p>ALL sections of application form completed FULLY according to written guidelines.</p>	<p>Application form</p>

**SELECTION CRITERIA**

ESSENTIAL CRITERIA	DESIRABLE CRITERIA	WHEN EVALUATED
<p style="text-align: center;"><b>Qualifications</b></p> <ul style="list-style-type: none"> <li>• As above</li> </ul>		<p>Application form, interview/selection centre' References</p>

<p style="text-align: center;"><b>Technical skills – technical knowledge and clinical expertise</b></p> <ul style="list-style-type: none"> <li>• Demonstrates an understanding of the concepts of health, disease and illness and of structural, environmental and behavioural determinants of health at a population level</li> <li>• Demonstrates understanding of public health concepts and inequalities and an appreciation of the importance of health protection</li> <li>• Demonstrates awareness of situations in which work is undertaken, including political awareness, understanding of the impact of national policy on health, and awareness of the importance of clinical and corporate governance</li> </ul>		<p>Application form, interview/selection centre, References</p>
<p style="text-align: center;"><b>Academic and Research skills</b></p> <ul style="list-style-type: none"> <li>• Demonstrates understanding of the importance and basic principles of scientific research and evidence based practice</li> <li>• Demonstrates basic understanding of research methodology including research ethics, statistics and epidemiology, basic ability to appraise critically a scientific research paper</li> </ul>		<p>Application form, interview/selection centre, References</p>
<p style="text-align: center;"><b>Personal skills</b></p> <p><b>Communication skills:</b></p> <ul style="list-style-type: none"> <li>• Capability to communicate effectively in written and spoken English to a wide variety of audiences, adapting language as appropriate, to the situation</li> <li>• Capability to listen, build rapport, persuade and negotiate with individuals and groups</li> </ul> <p><b>Conceptual thinking and problem solving:</b></p> <ul style="list-style-type: none"> <li>• Capability to use critical and strategic thinking to understand and solve complex problems</li> <li>• Capability for numerical, critical thinking and verbal reasoning</li> <li>• Capability to handle uncertainty</li> </ul> <p><b>Managing others and team involvement:</b></p> <ul style="list-style-type: none"> <li>• Capability to work effectively in partnership with others and demonstrate leadership where appropriate</li> <li>• Demonstrates a facilitative, collaborative approach and respects others' views</li> <li>• Demonstrates capability and willingness to work in multi-disciplinary teams and respects multi-agency contribution to health</li> </ul> <p><b>Organisation and planning:</b></p> <ul style="list-style-type: none"> <li>• Capability to manage and prioritise time, information and resources in an organised and systematic way</li> <li>• Demonstrates preparation and self-discipline</li> <li>• Capability to work with long time scales for delivery within agencies with differing priorities</li> </ul>		<p>Application form Interview/selection centre References</p>

<ul style="list-style-type: none"> <li>• Demonstrates basic computer literacy, including electronic communication</li> </ul> <p><b>Coping with pressure:</b></p> <ul style="list-style-type: none"> <li>• Capability to operate under pressure and awareness of own limitations</li> <li>• Demonstrates initiative and resilience to adapt and respond to changing circumstances, timescales, organisational structures and systems</li> </ul> <p><b>Values:</b></p> <ul style="list-style-type: none"> <li>• Understands, respects and demonstrates the values of the NHS Constitution (e.g. everyone counts; improving lives; commitment to quality of care; respect and dignity; working together for patients; compassion)</li> </ul>		
<b>Probity – professional integrity</b>		
<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>		Application form, interview/selection centre, references
<b>Commitment to specialty – learning and personal development</b>		
<ul style="list-style-type: none"> <li>• Demonstrates relevance of first and/or higher degree and previous experience to Public Health</li> <li>• Demonstrates evidence of interest and realistic insight into public health, with an understanding of, and commitment to, public health principles in relation to interventions around the needs of an individual and the population in general</li> <li>• Is self aware, self motivated and committed to personal and professional development</li> <li>• Capability for reflective and high quality practice</li> </ul>	<ul style="list-style-type: none"> <li>• Achievements/extracurricular activities relevant to public health, e.g. relevant experience in clinical/community settings, demonstration of commitment to public health principles in previous service work, courses or training</li> </ul>	Application form Interview/selection centre References

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

<sup>ii</sup> The qualifying degree must have been certificated by the date of submission of the application

<sup>iii</sup> 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.

<sup>iv</sup> 'Intended start date' refers to the date at which the post commences, not (necessarily) the time an offer is accepted.

<sup>v</sup> 'Time of appointment' refers to the date at which the post commences, not (necessarily) the time an offer is accepted. For 2017 ST1 posts this will normally be **2 August 2017**, unless a different start date is specifically indicated in advance by the employing trust/LETB.

<sup>vi</sup> Any time periods specified in this person specification refer to whole time equivalent

<sup>vii</sup> Experience relevant to public health practice will be evidenced either by registration through the health and care professions council or by explanation of relevance on the application form.

<sup>viii</sup> <http://www.nhsemployers.org/payandcontracts/agendaforchange/pages/payrates.aspx>

<sup>ix</sup> 'Selection centre' refers to a process, not a place. It involves a number of selection activities which may be delivered within the unit of application.

<sup>x</sup> Applicants are advised to visit the GMC website which gives details of evidence accepted for registration.

<sup>xi</sup> 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.

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<sup>xii</sup> 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.