

PUBLIC HEALTH – ST3

ENTRY CRITERIA

ESSENTIAL CRITERIA	WHEN EVALUATED ⁱ
<p style="text-align: center;">Qualifications</p> <p>Applicants must have:</p> <ul style="list-style-type: none"> • MBBS or equivalent medical qualification or • First degree (1st or 2:1 or equivalent grade)ⁱⁱ or • Higher degree (Masters or PhD) <p>AND</p> <ul style="list-style-type: none"> • Part A MFPH in the 5 years before the commencement of the Public Health ST3 training post AND by time of application 	<p>Application form</p>
<p style="text-align: center;">Eligibility</p> <p>Applicants must:</p> <ul style="list-style-type: none"> • Be eligible to work in the UK <p>For those with a medical degree applying for a medical training post in Public Health</p> <ul style="list-style-type: none"> • Be eligible for full registration with, and hold a current licence to practiseⁱⁱⁱ from, the GMC at intended start date^{iv} and • Minimum of 4 years of postgraduate medical experience by time of appointment^v (equivalent to 2 years obtained in a UK Foundation Training Programme and 2 years further training), demonstrated by <ul style="list-style-type: none"> ➢ 12 months' experience after full GMC registration, and evidence of achievement of foundation competences from a UKFPO-affiliated foundation programme or equivalent, in line with GMC standards / Good Medical Practice; including: <ul style="list-style-type: none"> ▪ Good clinical care ▪ Maintaining good medical practice ▪ Good relationships and communication with patients ▪ Good working relationships with colleagues ▪ Good teaching and training ▪ Professional behaviour and probity ▪ Delivery of good acute clinical care <p>AND</p> <ul style="list-style-type: none"> ➢ Evidence of satisfactory completion of CT/ST1 and CT/ST2 training in GMC approved training posts in any medical specialty by the commencement of the Public Health ST3 training post, AND evidence of achieving some public health phase 1 learning outcomes demonstrated as transferable competence during these training posts. <p>OR</p> <ul style="list-style-type: none"> ➢ Evidence of satisfactory completion of ST1 and ST2 training in GMC approved training posts in General Practice by the commencement of the Public Health ST3 training post, AND evidence of achieving some public health phase 1 learning outcomes demonstrated as transferable competence during these training posts. 	<p>Application form</p> <p>Application form, interview/selection centre</p>

<p>For those without a medical degree, or those with a medical degree, choosing to apply through the non medical route</p> <ul style="list-style-type: none"> At least 84 months (wte) work experience at time of appointment, of which at least 48 months (wte) must be in an area relevant to population health practice^{vi}. The 48 months in an area relevant to population health practice must be: <ul style="list-style-type: none"> 24 months at a Band 6 or above of Agenda for Change or equivalent^{vii} and 24 months at Band 7 or above Agenda for Change or equivalent OR 48 months (wte) at Band 7 or above Agenda for Change or equivalent <p>AND</p> <ul style="list-style-type: none"> Registration as a Public Health Practitioner with the UK Public Health Register on application for the ST3 training post in Public Health AND evidence of achieving some public health phase 1 learning outcomes demonstrated as transferable competence during the process of practitioner registration. 	
<p style="text-align: center;">Fitness to practise</p> <p>Is up to date and fit to practise safely and is aware of own training needs.</p>	<p>Application form, references</p>
<p style="text-align: center;">Language skills</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^{viii}</p>	<p>Application form, interview/selection centre</p>
<p style="text-align: center;">Health</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;">Career progression</p> <ul style="list-style-type: none"> Provide complete details of employment history showing satisfactory career progression. This should include evidence of achievement in different career choices, where appropriate Evidence that career progression is consistent with personal circumstances in that no unexplained gaps were present Evidence that present achievement and performance is commensurate with totality of period of training (where applicable) 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^{ix} 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^x 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 	<p>Application form, interview/selection centre</p>
<p style="text-align: center;">Application completion</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;">Qualifications</p> <ul style="list-style-type: none"> <li data-bbox="65 479 213 501">• As above 		<ul style="list-style-type: none"> <li data-bbox="1305 479 1506 555">Application form, interview/selection centre <li data-bbox="1305 573 1430 595">References
<p style="text-align: center;">Technical skills – technical knowledge and clinical expertise</p> <ul style="list-style-type: none"> <li data-bbox="65 680 628 788">• 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 data-bbox="65 806 639 882">• Demonstrates understanding of public health concepts and inequalities and an appreciation of the importance of health protection <li data-bbox="65 900 639 1034">• 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 		<ul style="list-style-type: none"> <li data-bbox="1305 680 1506 757">Application form, interview/selection centre <li data-bbox="1305 775 1430 797">References

Academic and Research skills		
<p>Research skills:</p> <ul style="list-style-type: none"> • Demonstrates understanding of the importance and basic principles of scientific research and evidence based practice • Demonstrates basic understanding of research methodology including research ethics, statistics and epidemiology, basic ability to appraise critically a scientific research paper 		<p>Application form, interview/selection centre</p> <p>References</p>
Personal skills		
<p>Communication skills:</p> <ul style="list-style-type: none"> • Capability to communicate effectively in written and spoken English to a wide variety of audiences, adapting language as appropriate, to the situation • Capability to listen, build rapport, persuade and negotiate with individuals and groups <p>Conceptual thinking and problem solving:</p> <ul style="list-style-type: none"> • Capability to use critical and strategic thinking to understand and solve complex problems • Capability for numerical, critical thinking and verbal reasoning • Capability to handle uncertainty <p>Managing others and team involvement:</p> <ul style="list-style-type: none"> • Capability to work effectively in partnership with others and demonstrate leadership where appropriate • Demonstrates a facilitative, collaborative approach and respects others' views • Demonstrates capability and willingness to work in multi-disciplinary teams and respects multi-agency contribution to health <p>Organisation and planning:</p> <ul style="list-style-type: none"> • Capability to manage and prioritise time, information and resources in an organised and systematic way • Demonstrates preparation and self-discipline • Capability to work with long time scales for delivery within agencies with differing priorities • Demonstrates basic computer literacy, including electronic communication <p>Coping with pressure:</p> <ul style="list-style-type: none"> • Capability to operate under pressure and awareness of own limitations • Demonstrates initiative and resilience to adapt and respond to changing circumstances, timescales, organisational structures and systems <p>Values:</p> <ul style="list-style-type: none"> • 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 		<p>Application form, interview/selection centre</p> <p>References</p>

patients; compassion)		
Probity – professional integrity		
<ul style="list-style-type: none"> • Takes responsibility for own actions • Demonstrates a non-judgemental approach to others • Displays honesty, integrity, awareness of confidentiality and ethical issues 		Application form, interview/selection centre References
Commitment to specialty – learning and personal development		
<ul style="list-style-type: none"> • Demonstrates relevance of first and/or higher degree and previous experience to Public Health • 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 • Is self aware, self motivated and committed to personal and professional development • Capability for reflective and high quality practice 	<ul style="list-style-type: none"> • 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 	Application form, interview/selection centre References

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

ⁱⁱ The qualifying degree must have been certificated by the date of submission of the application

ⁱⁱⁱ 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.

^{iv} 'Intended start date' refers to the date at which the post commences, not (necessarily) the time an offer is accepted..

^v 'Time of appointment' refers to the date at which the post commences, not (necessarily) the time an offer is accepted. For 2017 ST3 posts this will normally be **2 August 2017**, unless a different start date is specifically indicated in advance by the employing trust/LETB.

^{vi} 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.

^{vii} <http://www.nhsemployers.org/payandcontracts/agendaforchange/pages/payrates.aspx>

^{viii} Applicants are advised to visit the GMC website which gives details of evidence accepted for registration.

^{ix} 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.

^x 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 where the training took place. No other evidence will be accepted.

Any time periods specified in this person specification refer to whole time equivalent.