

CHEMICAL PATHOLOGY – ST3

ENTRY CRITERIA	
<p>Qualifications:</p> <p>Applicants must have:</p> <ul style="list-style-type: none"> • MBBS or equivalent medical qualification <p>Physician/Acute Care Common Stem Internal Medicine applicants:</p> <ul style="list-style-type: none"> • Either of the following: <ul style="list-style-type: none"> ○ MRCP (UK) Part 1 at time of application and full MRCP (UK) diploma by offer dateⁱ ○ Eligibility for the specialist register in general internal medicine by time of application ○ Completion of Irish Basic Specialty Training in medicine and the MRCPI full diploma by offer date <p>Paediatrics/Broad Based Training applicants:</p> <ul style="list-style-type: none"> • Hold full MRCPCH by offer date. <p>General Practice/Broad Based Training applicants:</p> <ul style="list-style-type: none"> • Full MRCPGP by offer dateⁱ <p>Core Anaesthesia /Acute Care Common Stem Anaesthesia applicants:</p> <ul style="list-style-type: none"> • FRCA part 1 by offer dateⁱ. 	<p>When is this evaluated?ⁱⁱ</p> <p>Application form</p> <p>Interview/selection centreⁱⁱⁱ, pre-employment check</p>
<p>Eligibility:</p> <p>Applicants must:</p> <ul style="list-style-type: none"> • Be eligible for full registration with, and hold a current licence to practise from, the GMC at intended start date^{iv} <p>Physician/Acute Care Common Stem Internal Medicine applicants:</p> <ul style="list-style-type: none"> • Have evidence of achievement of core medical capabilities, for the round of application, via one of the following methods: <ul style="list-style-type: none"> ▪ Current employment in a programme which leads to successful completion of year 2 of Internal Medicine Stage 1 Training by the advertised post start date, via one of these approved routes: <ul style="list-style-type: none"> ○ UK Internal Medicine Stage 1 Training ○ UK ACCS (Internal Medicine) ○ UK Broad Based Training (medicine route) ○ JRCPTB internationally level 3 accredited equivalent Internal Medicine Stage 1 Training programme ○ UK core medical training or ACCS (acute medicine) ▪ Successful completion of one of the programmes listed above, evidenced by ARCP ▪ Evidence of achievement of the capabilities required by completion of year 2 of the Internal Medicine Stage 1 curriculum at time of application. Acceptable evidence is only permitted via the Alternative Certificate to Enter Group 2 Higher Physician Specialty Training <p>Paediatrics/Broad Based Training applicants:</p> <ul style="list-style-type: none"> • Evidence of achievement of paediatric capabilities commensurate with a trainee who has completed ST2, as defined by the Paediatric RCPCH Progress+ curriculum, by point of application or <p>General Practice/Broad Based Training applicants:</p> <ul style="list-style-type: none"> • Current employment in a general practice training programme at ST3 level and on track to successfully complete ST3 by the advertised post start date, or • Eligibility for the GP Register. This must be evidenced either by entry on the GMC GP Register, or documentation from the GMC confirming eligibility 	<p>When is this evaluated?</p> <p>Application form, interview/selection centre</p>

<p>Broad Based Training applicants:</p> <ul style="list-style-type: none"> Have successfully completed Broad Based Training plus completion of core training in one of the above specialties <p>Core Anaesthesia /Acute Care Common Stem Anaesthesia applicants</p> <ul style="list-style-type: none"> Have evidence of achievement of CT2 competences in Anaesthetics and Intensive Care Medicine (including Initial Assessment of Competency) or equivalent demonstrated by: <ul style="list-style-type: none"> Basic Level Training Certificate (BLTC)/ Core Level Training Certificate (CLTC). To be used if you have completed a UK Anaesthetics/ACCS Anaesthetics Core Training Programme Current employment in a UK Core Anaesthetics / ACCS Anaesthetics Training Programme and achievement of all required core competences evidenced by a BLTC / CLTC by intended start date Basic Level Equivalence form (BLE)/ Core Level Equivalence form (CLE). To be used if you have not completed a UK core training programme but have all the required competencies by time of application. <ul style="list-style-type: none"> Be eligible to work in the UK 	
<p><i>Fitness to practise:</i></p> <p>Is up to date and fit to practise safely.</p>	<p>When is this evaluated?</p> <p>Application form References</p>
<p><i>Language skills:</i></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</p>	<p>When is this evaluated?</p> <p>Application form, interview/selection centre</p>
<p><i>Health:</i></p> <p>Applicants must meet professional health requirements (in line with GMC standards / Good Medical Practice).</p>	<p>When is this evaluated?</p> <p>Application form, pre-employment health screening</p>
<p><i>Career progression:</i></p> <p>Applicants must:</p> <ul style="list-style-type: none"> 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 at least 24 months' experience^v in relevant specialties (not including Foundation modules) by time of commencement of ST3 training 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^{vi}. Not already hold, nor be eligible to hold, a CCT/CESR in the specialty they are applying for and/or must not currently be eligible for the specialist register for the specialty to which they are applying 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^{vii} <p>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</p>	<p>When is this evaluated?</p> <p>Application form Interview/selection centre</p>

<p>Application completion:</p> <p>ALL sections of application form completed FULLY according to written guidelines.</p>	<p>When is this evaluated?</p> <p>Application form</p>
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SELECTION CRITERIA		
Qualifications		
<p>Essential Criteria</p> <ul style="list-style-type: none"> As Above 	<p>Desirable Criteria</p> <ul style="list-style-type: none"> Higher degrees including MSc, PhD or MD (where the research thesis is not part of first medical degree) 	<p>When is this evaluated?</p> <p>Application form, interview/selection centre</p>
Career Progression		
<ul style="list-style-type: none"> Evidence that present achievement and performance is commensurate with totality of training 		<p>When is this evaluated?</p> <p>Interview/selection centre</p>
Clinical Experience		
<p>Essential Criteria</p> <ul style="list-style-type: none"> Evidence of experience in a range of acute medical specialties, with experience of managing patients on unselected medical take during core training or equivalent 	<p>Desirable Criteria</p> <ul style="list-style-type: none"> Experience at CT/ST 1/2 level of managing patients with metabolic disease by the time of commencement of ST3 training. Experience of laboratory work 	<p>When is this evaluated?</p> <p>Application form Interview/selection centre References</p>
Clinical Skills – Clinical Experience & Knowledge		
<p>Essential Criteria</p> <ul style="list-style-type: none"> Demonstrates awareness of the basics of managing patients with metabolic diseases Competence at core completion level in the management of medical emergencies, in patients and out patients Appropriate knowledge base, and ability to apply sound clinical judgement to problems Able to work without direct supervision where appropriate Able to prioritise clinical need 	<p>Desirable Criteria</p> <ul style="list-style-type: none"> Evidence^{viii} of some competences in the specialty as defined by the relevant curricula Evidence of skills in the management of patients not requiring hospital admission Evidence of skills / knowledge of laboratory equipment and working practice 	<p>When is this evaluated?</p> <p>Application form Interview/selection centre References</p>

<ul style="list-style-type: none"> • Able to maximise safety and minimise risk 		
<p>Academic Skills</p>		
<p>Essential Criteria</p> <p>Research, Audit and Quality Improvement:</p> <ul style="list-style-type: none"> • 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 <p>Teaching:</p> <p>Evidence of teaching experience and/or training in teaching</p>	<p>Desirable Criteria</p> <p>Research, Audit and Quality Improvement:</p> <ul style="list-style-type: none"> • Demonstrates an understanding of research methodology • Evidence of relevant academic and research achievements, and involvement in a formal research project • Evidence of relevant academic publications • Evidence of involvement in an audit project, a quality improvement project, formal research project or other activity which: <ul style="list-style-type: none"> ➢ Focuses on patient safety and clinical improvement ➢ Demonstrates an interest in and commitment to the specialty beyond the mandatory curriculum • Evidence of a portfolio of audit/quality improvement projects, including where the audit loop has been closed and there is evidence of learning of the principles of change management • Demonstrates an understanding of clinical governance • Evidence of exceptional achievement in medicine • Evidence of publications relevant to laboratory medicine / work <p>Teaching:</p> <ul style="list-style-type: none"> • Evidence of involvement in teaching students, postgraduates and other professionals • Evidence of participation in a teaching course 	<p>When is this evaluated?</p> <p>Application form</p> <p>Interview/selection centre</p> <p>References</p>
<p>Personal Skills</p>		
<p>Personal Skills – Essential Criteria</p> <p>Communication Skills:</p> <ul style="list-style-type: none"> • Demonstrates clarity in written/spoken communication, and capacity to adapt language to the situation, as appropriate 	<p>Personal Skills – Desirable Criteria</p> <p>Management and Leadership Skills:</p> <ul style="list-style-type: none"> • Evidence of involvement in management commensurate with experience 	<p>When is this evaluated?</p> <p>Application form</p> <p>Interview/selection centre</p>

<ul style="list-style-type: none"> • Able to build rapport, listen, persuade and negotiate <p>Problem Solving and Decision Making:</p> <ul style="list-style-type: none"> • Capacity to use logical/lateral thinking to solve problems/make decisions, indicating an analytical/scientific approach <p>Empathy and Sensitivity:</p> <ul style="list-style-type: none"> • Capacity to take in others' perspectives and treat others with understanding; sees patients as people • Demonstrates respect for all <p>Managing Others and Team Involvement:</p> <ul style="list-style-type: none"> • Able to work in multi professional teams and supervise junior medical staff • 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 • Capacity to work effectively with others <p>Organisation and Planning:</p> <ul style="list-style-type: none"> • Capacity to manage/prioritise time and information effectively • Capacity to prioritise own workload and organise ward rounds • Evidence of thoroughness (is well prepared, shows self-discipline/commitment, is punctual and meets deadlines) <p>Vigilance and Situational Awareness:</p> <ul style="list-style-type: none"> • Capacity to monitor developing situations and anticipate issues <p>Coping with Pressure and Managing Uncertainty:</p> <ul style="list-style-type: none"> • Capacity to operate under pressure • Demonstrates initiative and resilience to cope with changing circumstances • Is able to deliver good clinical care in the face of uncertainty <p>Values: 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)</p>	<ul style="list-style-type: none"> • Demonstrates an understanding of NHS management and resources • Evidence of effective multi-disciplinary team working and leadership, supported by multi-source feedback or other workplace based assessments • Evidence of effective leadership in and outside medicine <p>IT Skills:</p> <ul style="list-style-type: none"> • Demonstrates information technology skills <p>Other:</p> <ul style="list-style-type: none"> • Evidence of achievement outside medicine • Evidence of altruistic behaviour e.g. voluntary work 	<p>References</p>
<p>Probity – Professional Integrity</p>		
<p>Essential Criteria</p> <ul style="list-style-type: none"> • Demonstrates probity (displays honesty, integrity, aware of ethical dilemmas, respects confidentiality) 		<p>When is this evaluated? Application form</p>

PERSON SPECIFICATION 2023

<ul style="list-style-type: none"> Capacity to take responsibility for own actions 		Interview/selection centre References
<p>Commitment to Specialty – Learning & Personal Development</p>		
<p>Essential Criteria</p> <ul style="list-style-type: none"> 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. 	<p>Desirable Criteria</p> <ul style="list-style-type: none"> Extracurricular activities / achievements relevant to the specialty Evidence of participation at meetings and activities relevant to the specialty 	<p>When is this evaluated?</p> Application form Interview/selection centre References

ⁱ The published deadline' refers to a deadline date set in each recruitment round; Round 1 (30/03/2023) Round 2 (20/04/2023) Round 3 (23/10/2023)

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

ⁱⁱⁱ '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.

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

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

^{vi} 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.

^{vii} 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. Please note that this requirement does not apply to trainees who exited Core Medical Training with an ARCP outcome 3 or 4 where they were only missing the full MRCP (UK) diploma.

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