

## CHEMICAL PATHOLOGY - METABOLIC MEDICINE – ST3

ENTRY CRITERIA	
Essential Criteria	When is this evaluated? <sup>i</sup>
<p><b>Qualifications:</b></p> <p>Applicants must have:</p> <ul style="list-style-type: none"> <li>• MBBS or equivalent medical qualification</li> <li>• MRCP (UK) Part 1 or EEA eligibility<sup>ii</sup> at time of application</li> <li>• MRCP (UK) full diploma or EEA eligibility by the required deadline<sup>iii</sup></li> </ul>	<p>Application form</p> <p>Interview/selection centre<sup>iv</sup>, pre-employment check</p>
<p><b>Eligibility:</b></p> <p>Applicants must:</p> <ul style="list-style-type: none"> <li>• Be eligible for full registration with, and hold a current licence to practise<sup>v</sup> from, the GMC at intended start date<sup>vi</sup></li> <li>• Have evidence of achievement of <b>foundation competences</b> from a UKFPO-affiliated foundation programme or equivalent, by time of appointment<sup>vii</sup> 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> <li>• Have evidence of achievement of <b>CT/ST1 competences</b> in medicine at time of application and <b>CT/ST2 competences</b> in medicine (as defined by the curricula relating to core medical training) by time of appointment. Acceptable evidence includes ARCP or equivalent, Certificate C<sup>viii</sup>, or alternative certification of core competences</li> <li>• Be eligible to work in the UK</li> </ul>	
<p><b>Fitness to practise:</b></p> <p>Is up to date and fit to practise safely.</p>	<p>Application form, references</p>
<p><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><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>

PERSON SPECIFICATION 2020

<p><b>Career progression:</b></p> <p>Applicants must:</p> <ul style="list-style-type: none"> <li>• Be able to provide complete details of their employment history</li> <li>• Have evidence that their career progression is consistent with their personal circumstances</li> <li>• Have evidence that their present level of achievement and performance is commensurate with the totality of their period of training</li> <li>• Have at least <b>24 months' experience<sup>x</sup> in medical specialties (not including Foundation modules)</b> (of which at least 12 months must include the care of medical in-patients) by time of commencement of ST3 training; this experience<sup>xi</sup> must be/have been gained in either:             <ul style="list-style-type: none"> <li>➢ a UK Core Medical/Acute Care Common Stem; or</li> <li>➢ physicianly medical specialties as defined by JRCPTB<sup>xii</sup> (excluding experience at foundation level)</li> </ul> </li> <li>• 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>xiii</sup>.</li> <li>• 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</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>xiv</sup></li> <li>• <b>For those wishing to be considered for Locum Appointment for Training posts (where available):</b> no more than 24 months' experience in LAT posts in the specialty by intended start date</li> </ul>	<p>Application form Interview/selection centre</p>
<p><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 is this evaluated?
<b>Qualifications</b>		
<ul style="list-style-type: none"> <li>• As above</li> </ul>	<ul style="list-style-type: none"> <li>• Full MRCP (UK) at the time of application</li> <li>• Intercalated BSc or equivalent</li> <li>• Higher degrees including MSc, PhD or MD (where the research thesis is not part of first medical degree)</li> </ul>	<p>Application form, interview/selection centre</p>
<b>Career Progression</b>		
<ul style="list-style-type: none"> <li>• Evidence that present achievement and performance is commensurate with totality of training</li> </ul>		<p>Interview/selection centre</p>
<b>Clinical Experience</b>		
<ul style="list-style-type: none"> <li>• Evidence of experience in a range of acute medical specialties, with experience of managing patients on unselected medical take during core training or equivalent</li> </ul>	<ul style="list-style-type: none"> <li>• Experience at CT/ST 1/2 level of managing patients with metabolic disease by the time of commencement of ST3 training.</li> <li>• Experience of laboratory work</li> </ul>	<p>Application form Interview/selection centre References</p>

PERSON SPECIFICATION 2020

<b>Clinical skills – clinical knowledge &amp; expertise</b>		
<ul style="list-style-type: none"> <li>• Demonstrates awareness of the basics of managing patients with metabolic diseases</li> <li>• Competence at core completion level in the management of medical emergencies, in patients and out patients</li> <li>• Appropriate knowledge base, and ability to apply sound clinical judgement to problems</li> <li>• Proficiency in a range of medical procedures (as defined by the core curriculum) as an indication of manual dexterity and hand-eye coordination</li> <li>• Able to work without direct supervision where appropriate</li> <li>• Able to prioritise clinical need</li> <li>• Able to maximise safety and minimise risk</li> <li>• Demonstrates current ALS certification or equivalent</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence<sup>xv</sup> of some competences in the specialty as defined by the relevant curricula</li> <li>• Evidence of skills in the management of patients not requiring hospital admission</li> <li>• Evidence of skills / knowledge of laboratory equipment and working practice</li> </ul>	<p>Application form Interview/selection centre References</p>
<b>Academic skills</b>		
<p><b>Research and Audit Skills:</b></p> <ul style="list-style-type: none"> <li>• Demonstrates understanding of research, including awareness of ethical issues</li> <li>• Demonstrates understanding of the basic principles of audit, clinical risk management, evidence based practice, patient safety and clinical quality improvement initiatives</li> <li>• Demonstrates knowledge of evidence informed practice</li> </ul> <p><b>Teaching:</b></p> <ul style="list-style-type: none"> <li>• Evidence of teaching experience and/or training in teaching</li> </ul>	<p><b>Research and Audit skills:</b></p> <ul style="list-style-type: none"> <li>• Demonstrates an understanding of research methodology</li> <li>• Evidence of relevant academic and research achievements, and involvement in a formal research project</li> <li>• Evidence of relevant academic publications</li> <li>• Evidence of involvement in an audit project, a quality improvement project, formal research project or other activity which:               <ul style="list-style-type: none"> <li>➢ Focuses on patient safety and clinical improvement</li> <li>➢ Demonstrates an interest in and commitment to the specialty beyond the mandatory curriculum</li> </ul> </li> <li>• 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</li> <li>• Demonstrates an understanding of clinical governance</li> <li>• Evidence of exceptional achievement in medicine</li> <li>• Evidence of publications relevant to laboratory medicine / work</li> </ul> <p><b>Teaching:</b></p> <ul style="list-style-type: none"> <li>• Evidence of involvement in teaching students, postgraduates and other professionals</li> <li>• Evidence of participation in a teaching course</li> </ul>	<p>Application form Interview/selection centre References</p>

PERSON SPECIFICATION 2020

<i>Personal skills</i>		
<p><b>Communication Skills:</b></p> <ul style="list-style-type: none"> <li>• Demonstrates clarity in written/spoken communication, and capacity to adapt language to the situation, as appropriate</li> <li>• Able to build rapport, listen, persuade and negotiate</li> </ul> <p><b>Problem Solving and Decision Making:</b></p> <ul style="list-style-type: none"> <li>• Capacity to use logical/lateral thinking to solve problems/make decisions, indicating an analytical/scientific approach</li> </ul> <p><b>Empathy and Sensitivity:</b></p> <ul style="list-style-type: none"> <li>• Capacity to take in others' perspectives and treat others with understanding; sees patients as people</li> <li>• Demonstrates respect for all</li> </ul> <p><b>Managing Others and Team Involvement:</b></p> <ul style="list-style-type: none"> <li>• Able to work in multi professional teams and supervise junior medical staff</li> <li>• 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</li> <li>• Capacity to work effectively with others</li> </ul> <p><b>Organisation and Planning:</b></p> <ul style="list-style-type: none"> <li>• Capacity to manage/prioritise time and information effectively</li> <li>• Capacity to prioritise own workload and organise ward rounds</li> <li>• Evidence of thoroughness (is well prepared, shows self-discipline/commitment, is punctual and meets deadlines)</li> </ul> <p><b>Vigilance and Situational Awareness:</b></p> <ul style="list-style-type: none"> <li>• Capacity to monitor developing situations and anticipate issues</li> </ul> <p><b>Coping with Pressure and Managing Uncertainty:</b></p> <ul style="list-style-type: none"> <li>• Capacity to operate under pressure</li> <li>• Demonstrates initiative and resilience to cope with changing circumstances</li> <li>• Is able to deliver good clinical care in the face of uncertainty</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>	<p><b>Management and Leadership Skills:</b></p> <ul style="list-style-type: none"> <li>• Evidence of involvement in management commensurate with experience</li> <li>• Demonstrates an understanding of NHS management and resources</li> <li>• Evidence of effective multi-disciplinary team working and leadership, supported by multi-source feedback or other workplace-based assessments</li> <li>• Evidence of effective leadership in and outside medicine</li> </ul> <p><b>IT Skills:</b></p> <ul style="list-style-type: none"> <li>• Demonstrates information technology skills</li> </ul> <p><b>Other:</b></p> <ul style="list-style-type: none"> <li>• Evidence of achievement outside medicine</li> <li>• Evidence of altruistic behaviour e.g. voluntary work</li> </ul>	<p>Application form</p> <p>Interview/selection centre</p> <p>References</p>

## PERSON SPECIFICATION 2020

<b><i>Probity – professional integrity</i></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><i>Commitment to specialty – learning and personal development</i></b>		
<ul style="list-style-type: none"> <li>Shows initiative/drive/enthusiasm (self-starter, motivated, shows curiosity, initiative)</li> <li>Demonstrable interest in, and understanding of, the specialty</li> <li>Commitment to personal and professional development</li> <li>Evidence of attendance at organised teaching and training programme(s)</li> <li>Evidence of self-reflective practice.</li> </ul>	<ul style="list-style-type: none"> <li>Extracurricular activities / achievements relevant to the specialty</li> <li>Evidence of participation at meetings and activities relevant to the specialty</li> </ul>	Application form Interview/selection centre References

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

<sup>ii</sup> EEA applicants without MRCP(UK) may be eligible under the EU directive 2005/36/EC. For further information, please refer to the Physician Specialty Recruitment website:

<http://www.jrcptb.org.uk/Careers%20and%20Recruitment/Pages/Introduction.aspx>

<sup>iii</sup> 'The required deadline' refers to a deadline date set in each recruitment round by which applicants must meet certain requirements (e.g. GMC registration); this date will be specified clearly within the published advertisement for that recruitment round.

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

<sup>vii</sup> 'Time of appointment' refers to the date at which the post commences, not (necessarily) the time an offer is accepted.

<sup>viii</sup> 'Certificate C' is a document designed by the RCP, 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#Curriculum-Assessment>. Certificate C can be downloaded from the RCP ST3 recruitment website at:

<http://www.st3recruitment.org.uk/am-i-eligible/competences.html>

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

<sup>x</sup> 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

<sup>xi</sup> Any time periods specified in this person specification refer to full time equivalent.

<sup>xii</sup> The list of 30 'physician medical specialties', as defined by JRCPTB, can be viewed on their website at: <http://www.jrcptb.org.uk/trainingandcert/ST3-SpR/Pages/Introduction.aspx>

<sup>xiii</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.

<sup>xiv</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. 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.

<sup>xv</sup> 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.