

## CLINICAL RADIOLOGY – ST4

<b>ENTRY CRITERIA</b>	
<p><b>Essential Criteria</b></p> <p><b>Qualifications:</b></p> <p>Applicants must have:</p> <ul style="list-style-type: none"> <li>• MBBS or equivalent medical qualification<sup>i</sup></li> <li>• FRCR Part 1 (or equivalent)</li> <li>• FRCR Part 2A</li> </ul>	<p><b>When is this evaluated?<sup>ii</sup></b></p> <p>Application form</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>iii</sup> from, the GMC at intended start date<sup>iv</sup></li> <li>• 48 months' experience after full GMC registration, and evidence of achievement of <b>foundation competences prior to commencing training in Radiology</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> <li>• Be eligible to work in the UK</li> </ul>	<p><b>When is this evaluated?</b></p> <p>Application form, interview/selection centre<sup>v</sup></p>
<p><b>Fitness to practice:</b></p> <p>Is up to date and fit to practice safely and is aware of own training needs.</p>	<p><b>When is this evaluated?</b></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>vi</sup></p>	<p><b>When is this evaluated?</b></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><b>When is this evaluated?</b></p> <p>Application form, pre-employment health screening</p>

<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>• <b>At least 36 months' experience<sup>vii</sup> (not including Foundation modules)</b> in an approved training scheme or equivalent by time of commencement of ST4 training</li> <li>• Evidence of achievement of ST2 competences at the time of application and achievement of capabilities in practice to the required entrustment level for ST3 (as defined by the 2021 clinical radiology curriculum) by the time of commencement of the ST4 training post, supported by evidence from work place based assessments of clinical performance (Rad-DOPs, Mini- IPX) and Multi Source Feedback or equivalent, ARCP or equivalent</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>viii</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>ix</sup></li> </ul>	<p><b>When is this evaluated?</b></p> <p>Application form</p> <p>Interview/selection centre</p>
<p><b>Application completion:</b></p> <p>ALL sections of application form completed FULLY according to written guidelines.</p>	<p><b>When is this evaluated?</b></p> <p>Application form</p>

<p><b>SELECTION CRITERIA</b></p>		
<p><b>Qualifications</b></p>		
<p><b>Essential Criteria</b></p> <ul style="list-style-type: none"> <li>• As above</li> </ul>	<p><b>Desirable Criteria</b></p> <ul style="list-style-type: none"> <li>• Full postgraduate examination (e.g. full MRCP (UK) or MRCPCH or MRCS) at the time of application</li> <li>• Higher degrees including MSc, PhD or MD (where the research thesis is not part of first medical degree)</li> </ul>	<p><b>When is this evaluated?</b></p> <p>Application form, interview/selection centre</p> <p>References</p>
<p><b>Clinical skills – clinical knowledge &amp; expertise</b></p>		
<p><b>Essential Criteria</b></p> <ul style="list-style-type: none"> <li>• Ability to apply sound clinical knowledge and judgement to problems</li> <li>• Ability to prioritise clinical need</li> <li>• Ability to maximise safety and minimise risk</li> <li>• Recognition of, and ability to undertake the initial management of, an acutely ill patient.</li> <li>• Evidence of achievement of the capabilities in practice at the entrustment level required for ST2 and progress towards the entrustment level required for ST3 at the time of</li> </ul>		<p><b>When is this evaluated?</b></p> <p>Application form, interview/selection Centre, References</p>

interview/selection centre		
<b>Academic skills</b>		
<p><b>Essential Criteria</b></p> <p><b>Research, Audit and Quality Improvement:</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>• Evidence of participation in audit/quality improvement projects commensurate with stage of training. At least 2 completed QIPAT</li> <li>• Demonstrates knowledge of evidence-informed practice</li> <li>• At least 3 completed teaching assessment</li> </ul>	<p><b>Desirable Criteria</b></p> <p><b>Research, Audit and Quality Improvement:</b></p> <ul style="list-style-type: none"> <li>• Evidence of relevant academic and research achievements, e.g. degrees, prizes, awards, distinctions, publications, presentations, other achievements</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> <li>➢ At least three completed QIPAT</li> </ul> </li> </ul> <p><b>Teaching:</b></p> <ul style="list-style-type: none"> <li>• Evidence of interest in, and experience of, teaching</li> <li>• Evidence of feedback for teaching</li> </ul>	<p><b>When is this evaluated?</b></p> <p>Application form</p> <p>Interview/selection centre</p>
<b>Personal Skills</b>		
<p><b>Personal Skills – Essential Criteria</b></p> <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,</li> </ul>	<p><b>Personal Skills – Desirable Criteria</b></p> <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> <li>• Evidence of organisational skills – not</li> </ul>	<p><b>When is this evaluated?</b></p> <p>Application form</p> <p>Interview/selection centre</p> <p>References</p>

PERSON SPECIFICATION 2023

<p>organise and motivate other team members; for the benefit of patients through, for example, audit and quality improvement projects</p> <ul style="list-style-type: none"> <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 (e.g. everyone counts; improving lives; commitment to quality of care; respect and dignity; working together for patients; compassion)</li> </ul>	<p>necessarily in medicine, e.g. grant or bursary applications, organisation of a university club, sports section, etc.</p>	
<p><b>Probity – Professional Integrity</b></p>		
<p><b>Essential Criteria</b></p> <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>		<p><b>When is this evaluated?</b></p> <p>Application form, interview/selection centre, References</p>
<p><b>Commitment to Speciality – Learning &amp; Personal Development</b></p>		
<p><b>Essential Criteria</b></p> <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 speciality</li> <li>Commitment to personal and professional development</li> <li>Evidence of attendance at organised teaching and training programme(s)</li> </ul>	<p><b>Desirable Criteria</b></p> <ul style="list-style-type: none"> <li>Other activities/achievements relevant to radiology</li> <li>Attendance at radiological courses</li> <li>Evidence of participation in audit or research projects with specific relevance to radiology</li> </ul>	<p><b>When is this evaluated?</b></p> <p>Application form Interview/selection centre, References</p>

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<ul style="list-style-type: none"> <li>• Evidence of self-reflective practice</li> <li>• Commitment to a career in Radiology – for example through being able to demonstrate some of the following:</li> <li>• an understanding of the use of modern imaging techniques in current clinical practice</li> <li>• evidence of time spent in a radiology department observing the work of a radiologist</li> <li>• an understanding of the role of a consultant radiologist in the modern NHS, including the impact of NHS targets</li> <li>• an understanding of the structure of training and potential careers in radiology in the UK</li> <li>• appreciation of change in working practice i.e. a 'service' specialty</li> <li>• some knowledge of the opportunities and threats to a career in radiology</li> </ul>		
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<sup>i</sup> 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)

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

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

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

<sup>viii</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>ix</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