

## DERMATOLOGY – ST3

<b>ENTRY CRITERIA</b>	
<b>Essential Criteria</b>	
<p><b>Qualifications:</b> Applicants must have:</p> <ul style="list-style-type: none"> <li>• MBBS or equivalent medical qualification</li> </ul> <p><b>Physician applicants</b></p> <ul style="list-style-type: none"> <li>• Either of the following: <ul style="list-style-type: none"> <li>➢ MRCP(UK) Part 1 at time of application and MRCP(UK) full diploma by offer date<sup>i</sup></li> <li>➢ Eligibility for the specialist register in general internal medicine by time of application<sup>ii</sup></li> <li>➢ Completion of Irish Basic Specialty Training in medicine and the MRCPI full diploma by offer date</li> </ul> </li> </ul> <p><b>Paediatrics applicants</b></p> <ul style="list-style-type: none"> <li>• Hold full MRCPCH by offer date</li> </ul> <p><b>Surgical applicants</b></p> <ul style="list-style-type: none"> <li>• MRCS successful completion of examination by offer date</li> </ul>	<p><b>When is this evaluated?<sup>iii</sup></b></p> <p>Application form</p> <p>Interview/selection centre<sup>iv</sup>, pre-employment check</p>
<p><b>Eligibility:</b> <b>Applicants must:</b></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 the advertised post start date<sup>vi</sup></li> <li>• Have evidence of achievement of foundation competences from a UKFPO-affiliated foundation programme or equivalent, by time of application in line with GMC standards/Good Medical Practice</li> <li>• Be eligible to work in the UK</li> </ul> <p><b>Physician applicants</b></p> <ul style="list-style-type: none"> <li>• Have sufficient experience<sup>vii</sup> working in medical specialties (not including foundation level experience) by the advertised post start date. This can be via either:</li> <li>• Training completed in: <ul style="list-style-type: none"> <li>○ UK Core Medical Training or UK ACCS (Acute Medicine)</li> <li>○ The first two years of UK Internal Medicine Stage 1 Training</li> <li>○ The first three years of UK ACCS (Internal Medicine)</li> <li>○ The first three years of UK Broad Based Training (medicine route)</li> <li>○ A JRCPTB internationally level 3 accredited equivalent CMT programme or the first two years of an Internal Medicine Stage 1 Training programme <b>or</b></li> </ul> </li> <li>• Have at least 24 months' experience in medical specialties (of which at least 12 months must include the care of acute medical in-patients). Experience in certain acute care common stem specialties can be counted towards the 24 months in some circumstances<sup>viii</sup></li> </ul> <p><b>Paediatrics applicants</b></p> <ul style="list-style-type: none"> <li>• Evidence of achievement of <b>paediatric capabilities commensurate with a trainee who has completed ST2, as defined by the Paediatric RCPCH Progress+ curriculum</b>, by point of application,</li> </ul> <p><b>Applicants from a paediatric training pathway must also have:</b></p>	<p><b>When is this evaluated?</b></p> <p>Application form, interview/selection centre, pre-employment check</p>

<ul style="list-style-type: none"> <li>Evidence of achievement of at least the same internal medicine capability that would be expected after 12 months' training in adult medicine posts<sup>ix</sup></li> </ul> <p><b>Surgical applicants</b></p> <ul style="list-style-type: none"> <li>Evidence of achievement of CT/ST1 competences in core surgery at time of application and CT/ST2 competences in core surgery by time of appointment, acceptable evidence includes satisfactory ARCP outcome of completion of Core Surgical Training programme or a completed Certificate of Readiness to Enter Higher Surgical Training at time of application.</li> </ul> <p><b>Applicants from a surgical training pathway must also have:</b></p> <ul style="list-style-type: none"> <li>Evidence of achievement of at least the same internal medicine capability that would be expected after 12 months' training in adult medicine posts<sup>x</sup></li> </ul>	
<p><b>Fitness to practise:</b></p> <p>Is up to date and fit to practise safely</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>xi</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>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>xii</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 or associated core training programme, except if they have received an ARCP outcome 1 (outcome 6 for associated core training) or under exceptional circumstances<sup>xiii</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><b>Physician Applicants</b></p> <ul style="list-style-type: none"> <li>Have sufficient experience<sup>xiv</sup> working in medical specialties (not including foundation level experience) by the advertised post start date. This can be via either:</li> </ul>	<p><b>When is this evaluated?</b></p> <p>Application form</p> <p>Interview/selection centre</p>

<ul style="list-style-type: none"> <li>• Training completed in:             <ul style="list-style-type: none"> <li>➢ UK Core Medical Training or UK ACCS (Acute Medicine)</li> <li>➢ The first two years of UK Internal Medicine Stage 1 Training</li> <li>➢ The first three years of UK ACCS (Internal Medicine)</li> <li>➢ The first three years of UK Broad Based Training (medicine route)</li> <li>➢ A JRCPTB internationally level 3 accredited equivalent CMT programme or the first two years of an Internal Medicine Stage 1 Training programme <b>or</b></li> </ul> </li> <li>• Have at least 24 months' experience in medical specialties (of which at least 12 months must include the care of acute medical in-patients). Experience in certain acute care common stem specialties can be counted towards the 24 months in some circumstances<sup>xv</sup></li> </ul> <p><b>Paediatrics applicants</b></p> <ul style="list-style-type: none"> <li>• Applicants must have at least 24 months' experience in paediatrics by time of commencement of ST3 training</li> </ul> <p><b>And</b></p> <ul style="list-style-type: none"> <li>• A minimum of 12 months' experience in medical specialties in a range of acute hospital medical specialties that admit acutely unwell medical patients and manage their immediate follow up<sup>xvi</sup></li> </ul> <p><b>Core Surgical applicants</b></p> <ul style="list-style-type: none"> <li>• Have satisfactorily completed an approved Core Surgical Training programme or equivalent by start of post</li> </ul> <p><b>And</b></p> <ul style="list-style-type: none"> <li>• A minimum of 12 months' experience in medical specialties in a range of acute hospital medical specialties that admit acutely unwell medical patients and manage their immediate follow up<sup>xvii</sup></li> </ul>	
<p><b><i>Application completion:</i></b>          ALL sections of application form completed FULLY according to written guidelines</p>	<p><b>When is this evaluated?</b>          Application form</p>

<b>SELECTION CRITERIA</b>		
<b>Qualifications</b>		
<b>Essential Criteria</b> <ul style="list-style-type: none"> <li>As above</li> </ul>	<b>Desirable Criteria</b> <ul style="list-style-type: none"> <li>Completion of the relevant membership examination by 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>	<b>When is this evaluated?</b> Application form, interview/selection centre
<b>Career Progression</b>		
<b>Essential Criteria</b> <ul style="list-style-type: none"> <li>Evidence that present achievement and performance is commensurate with totality of training</li> </ul>		<b>When is this evaluated?</b> Interview/selection centre
<b>Clinical Experience</b>		
<b>Essential Criteria</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 or, for non-physician applicants, corresponding experience from core/early years training in the relevant specialty</li> </ul>	<b>Desirable Criteria</b> <ul style="list-style-type: none"> <li>Experience at core level of managing patients with dermatological conditions</li> </ul>	<b>When is this evaluated?</b> Application form Interview/selection centre References
<b>Clinical skills – clinical knowledge &amp; expertise</b>		
<b>Essential Criteria</b> <ul style="list-style-type: none"> <li>Awareness of the basics of managing patients with dermatological conditions</li> <li>Capability at core level in the management of medical emergencies, in patients and out patients or, for non-physician applicants, corresponding capability from core/early years training in the relevant specialty</li> <li>Appropriate knowledge base, and ability to apply sound clinical judgement to problems</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> </ul>	<b>Desirable Criteria</b> <ul style="list-style-type: none"> <li>Evidence of some capabilities in the specialty as defined by the relevant curricula</li> <li>Evidence of skills in the management of acute medical emergencies</li> <li>Evidence of skills in the management of patients not requiring hospital admission</li> </ul>	<b>When is this evaluated?</b> Application form Interview/selection centre References
<b>Academic skills</b>		
<b>Essential Criteria</b> <b>Research, Audit and Quality Improvement:</b> <ul style="list-style-type: none"> <li>Demonstrates understanding of research, including awareness of ethical issues</li> </ul>	<b>Desirable Criteria</b> <b>Research, Audit and Quality Improvement:</b> <ul style="list-style-type: none"> <li>Demonstrates an understanding of research methodology</li> </ul>	<b>When is this evaluated?</b> Application form

<ul style="list-style-type: none"> <li>• Demonstrates understanding of the basic principles of clinical risk management, evidence-based practice, patient safety and clinical quality improvement initiatives</li> <li>• Evidence of involvement in a quality improvement project, formal research project</li> <li>• Demonstrates knowledge of evidence informed practice</li> <li>• Demonstrates an understanding of clinical governance</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>	<ul style="list-style-type: none"> <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 a quality improvement project or other activity which:             <ul style="list-style-type: none"> <li>➢ Uses recognised QI methodology</li> <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 exceptional achievement in medicine</li> </ul> <p><b>Teaching:</b></p> <ul style="list-style-type: none"> <li>• Evidence of involvement in teaching students, postgraduates and other professionals <b>and</b> evidence of participation in a teaching course</li> </ul>	<p>Interview/selection centre</p> <p>References</p>
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**Personal skills**

<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, organise and motivate other team members; for the benefit of patients</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> </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>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><b>When is this evaluated?</b></p> <p>Application form</p> <p>Interview/selection centre</p> <p>References</p>
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<ul style="list-style-type: none"> <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>		
<b>Probity – professional integrity</b>		
<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</p> <p>Interview/selection centre</p> <p>References</p>
<b>Commitment to specialty – learning and personal development</b>		
<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 specialty</li> <li>Commitment to personal and professional development</li> <li>Evidence of self-reflective practice</li> </ul>	<p><b>Desirable Criteria</b></p> <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> <li>Evidence of attendance at organised teaching and training programme(s) relevant to the specialty</li> </ul>	<p><b>When is this evaluated?</b></p> <p>Application form</p> <p>Interview/selection centre</p> <p>References</p>

<sup>i</sup> The published deadline<sup>1</sup> 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> Eligibility for the specialist register must have been approved by the GMC to be considered.

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

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

<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> 'The advertised post start date' refers to the first date from which posts recruited in a round can commence. This will be specified clearly within the published advertisement for that recruitment round.

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

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<sup>viii</sup> For information on how experience in acute care common stem specialties will be counted, please visit the Physician Recruitment website: <http://www.st3recruitment.org.uk/recruitment-process/am-i-eligible/experience>

<sup>ix</sup> Information about the core medical competences required of applicants from a paediatric and surgical background can be found on the ST3 Recruitment website: <http://www.st3recruitment.org.uk/specialties/dermatology>

<sup>x</sup> Information about the core medical competences required of applicants from a paediatric and surgical background can be found on the ST3 Recruitment website: <http://www.st3recruitment.org.uk/specialties/dermatology>

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

<sup>xii</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 managing that application at time of application

<sup>xiii</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 region 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

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