

## DIAGNOSTIC NEUROPATHOLOGY – ST3

| <b>ENTRY CRITERIA</b>   |   |
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| <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</li> <li>• Successful completion of Histopathology FRCPath Part 1 exam by offer date.<sup>i</sup></li> </ul>  | <p><b>When is this evaluated?<sup>ii</sup></b></p> <p>Application form</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>iii</sup> from the GMC at intended start date<sup>iv</sup></li> <li>• Have evidence of achievement of <b>foundation competences</b> from a UKFPO-affiliated foundation programme or equivalent, by time of appointment, in line with GMC standards / Good Medical Practice</li> <li>• Evidence of competence via one of the following: <ul style="list-style-type: none"> <li>○ Current employment in a GMC-recognised histopathology programme (2021 curriculum) which leads to satisfactory completion of ICPT (Integrated Cellular Pathology Training) by the advertised post start date.</li> <li>○ Satisfactory completion of ICPT (Integrated Cellular Pathology Training) in a GMC-recognised Histopathology training programme (2021 curriculum) evidenced by ARCP.</li> <li>○ Satisfactory completion of Stage A and Stage B in a GMC-recognised Histopathology training programme (2015 curriculum) evidenced by ARCP.</li> <li>○ Achievement of ICPT competences via alternative experience to a UK histopathology training programme</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 practise:</b></p> <p>Is up to date and fit to practise 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> </ul>  | <p><b>When is this evaluated?</b></p> <p>Application form</p> <p>Interview/selection centre</p>       |

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| <ul style="list-style-type: none"> <li>• Have evidence that their present level of achievement and performance is commensurate with the totality of their period of training</li> <li>• Have sufficient experience (not including foundation level experience) to include:             <ul style="list-style-type: none"> <li>➤ Completion of at least 2.5 years training<sup>vii</sup> in general Histopathology, including Autopsy work by advertised post start date (unless evidence of Stage A and B completion if still on the 2015 curriculum).</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>viii</sup>.</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> <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>• <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>Application completion:</b><br/>ALL sections of application form completed FULLY according to written guidelines.</p>  | <p><b>When is this evaluated?</b><br/>Application form</p> |

| SELECTION CRITERIA  |  |   |
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| <i>Qualifications</i>   |  |   |
| <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>• PhD/DPhil, MD (research), MPhil, PGCE BSc or equivalent</li> <li>• MRCP or MRCS</li> </ul>   | <p><b>When is this evaluated?</b><br/>Application form, interview/selection centre<br/>References</p> |
| <i>Clinical skills – clinical knowledge &amp; expertise</i>   |  |   |
| <p><b>Essential Criteria</b></p> <ul style="list-style-type: none"> <li>• Understanding of clinical risk management</li> <li>• Competent to work without direct supervision, where appropriate</li> <li>• Clear, logical thinking showing an analytical/scientific approach</li> <li>• Demonstrates practical ability commensurate with experience</li> </ul> | <p><b>Desirable Criteria</b></p> <ul style="list-style-type: none"> <li>• Experience of ward based or clinic-based medicine or surgery beyond Foundation level with particular focus on Clinical Neurosciences</li> <li>• Experience in Diagnostic Histopathology and Autopsy work beyond ST2 level</li> </ul> | <p><b>When is this evaluated?</b><br/>Application form, interview/selection centre<br/>References</p> |
| <i>Clinical Skills – Clinical knowledge &amp; expertise</i>   |  |   |

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| <p><b>Essential Criteria</b></p> <ul style="list-style-type: none"> <li>• Appropriate level of clinical knowledge</li> <li>• Shows knowledge of evidence informed practice</li> <li>• Ability to prioritise clinical need</li> <li>• Shows awareness of own limitations</li> <li>• Ability to construct clinical pathology reports or similar structured letters to members of the medical team e.g. outpatient letters to GPs</li> <li>• Knowledge and experience of basic techniques in Histopathology and Cytopathology, to include specimen dissection, microscopy, autopsy and cytopathological specimen preparation and interpretation</li> <li>• Ability to interpret a wide range of clinical scenarios with reference to pathological interpretation</li> <li>• Knowledge and understanding of the anatomical, pathological basis of common neurological symptoms, signs, syndromes and diseases</li> </ul> | <p><b>Desirable Criteria</b></p> <ul style="list-style-type: none"> <li>• Demonstrates breadth of experience and awareness in and outside specialty/medicine</li> </ul>   | <p><b>When is this evaluated?</b></p> <p>Application form, interview/selection centre</p> <p>References</p> |
| <p><b>Academic Skills</b></p>  |   |   |
| <p><b>Research, Audit and Quality Improvement: Essential Criteria</b></p> <ul style="list-style-type: none"> <li>• Evidence of and active participation in audit</li> </ul>  | <p><b>Research, Audit and Quality Improvement: Desirable Criteria</b></p> <ul style="list-style-type: none"> <li>• Research experience</li> <li>• Presentations and publications</li> <li>• Research degrees</li> </ul> <p><b>Teaching:</b></p> <ul style="list-style-type: none"> <li>• Interest and experience in multidisciplinary teaching at undergraduate and postgraduate level</li> <li>• Qualification in medical education</li> </ul> | <p><b>When is this evaluated?</b></p> <p>Application form</p> <p>Interview/selection centre</p>             |
| <p><b>Personal Skills</b></p>  |   |   |

| <b>Personal Skills – Essential Criteria</b>  | <b>Personal Skills – Desirable Criteria</b>  | <b>When is this evaluated?</b>  |
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| <p><b>Communication skills:</b></p> <ul style="list-style-type: none"> <li>• Demonstrates clarity in written/spoken communication and capacity to adapt language as appropriate to the situation</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</li> <li>• Sees patients as people</li> <li>• Demonstrates respect for all</li> <li>• Uses a non-judgemental approach to patients and colleagues, regardless of their sexuality, ethnicity, disability, religious beliefs or financial status</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 and cope with setbacks</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>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 multidisciplinary team working and leadership supported by multi source feedback or other workplace based assessments</li> <li>• Evidence of effective leadership in and outside of 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> |

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| <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>Probity – professional integrity</b></p>   |   |   |
| <p><b>Essential Criteria</b></p> <ul style="list-style-type: none"> <li>Takes responsibility for own actions.</li> <li>Displays honesty, integrity and awareness of ethical issues</li> </ul>  |   | <p><b>When is this evaluated?</b></p> <p>Application form</p> <p>Interview/selection centre</p> <p>References</p> |
| <p><b>Commitment to specialty – learning and 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 specialty</li> <li>Commitment to personal and professional development</li> <li>Evidence of attendance at organised teaching and training programme</li> <li>Evidence of self-reflective practice</li> </ul> | <p><b>Desirable Criteria</b></p> <ul style="list-style-type: none"> <li>Demonstrates interest in Neuropathology</li> <li>Extracurricular activities / achievements relevant to the specialty</li> <li>Evidence of participation at meetings and activities 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)

ii '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.

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<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 document refer to whole 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.