

## DIAGNOSTIC NEUROPATHOLOGY – 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> </ul>	Application form
<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>ii</sup> from, the GMC at intended start date<sup>iii</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>iv</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>• <b>Either:</b> Evidence of achievement of <b>Stage B or equivalent competences</b> in histopathology at interview, supported by evidence from workplace-based assessments of clinical performance (DOPs, Mini-CEX, CBD, ACAT) and Multi Source Feedback and FRCPATH Part 1 in Histopathology</li> <li>• <b>Or:</b> Successful completion of MRCP or MRCS (or equivalent)<sup>v</sup> by the date of interview, supported by evidence from appropriate workplace-based assessments</li> <li>• Be eligible to work in the UK</li> </ul>	Application form, interview/selection centre <sup>vi</sup>
<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>	Application form, References
<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>vii</sup></p>	Application form, interview/selection centre
<p><b>Health:</b></p> <p>Applicants must meet professional health requirements (in line with GMC standards / Good Medical Practice).</p>	Application form, pre-employment health screening
<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>	Application form Interview/selection centre

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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>• Sufficient experience (not including foundation level experience) to include:             <ul style="list-style-type: none"> <li>➢ Completion of at least 2 years training<sup>viii</sup> in general Histopathology, including Autopsy work (to at least ST2 level)</li> <li>➢ <b>OR:</b> Completion of Core Medical Training and 1 year of relevant Neurology training - may be partly completed within core. Neurology training to ST3 level or, equivalent also accepted without Core Medical Training, with equivalent Clinical Neuroscience competencies fulfilled</li> <li>➢ <b>OR:</b> Completion of Core Surgical Training and 1 year of relevant Neurosurgery training - may be partly completed within core. Neurosurgery training to at least ST3 level, or equivalent without completion of Core Surgical Training also accepted, with equivalent Clinical Neuroscience competencies fulfilled.</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>ix</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>x</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> </ul> <p><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</p>	
<p><b>Application completion:</b> ALL sections of application form completed FULLY according to written guidelines.</p>	Application form

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>• PhD/DPhil, MD (research), MPhil, PGCE BSc or equivalent</li> </ul>	Application form, interview/selection centre References
<b>Clinical skills – clinical knowledge &amp; expertise</b>		
<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>	<ul style="list-style-type: none"> <li>• Experience of ward based or clinic based medicine or surgery beyond ST2 level; <b>or</b></li> <li>• Experience in Diagnostic Histopathology and Autopsy work beyond ST2 level</li> </ul>	Application form, interview/selection centre References

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<b>Clinical Skills – Clinical knowledge &amp; expertise</b>		
<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; <b>or</b></li> <li>• Ability to interpret a wide range of clinical scenarios with reference to pathological interpretation; <b>or</b></li> <li>• Knowledge and understanding of the anatomical, pathological basis of neurological symptoms, signs, syndromes and diseases</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrates breadth of experience and awareness in and outside specialty/medicine</li> </ul>	<p>Application form, interview/selection centre</p> <p>References</p>
<b>Academic Skills</b>		
<p><b>Research and audit skills:</b></p> <ul style="list-style-type: none"> <li>• Evidence of and active participation in audit</li> </ul>	<p><b>Research and audit skills:</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 e.g. HEA</li> </ul>	<p>Application form</p> <p>Interview/selection centre</p>
<b>Personal Skills</b>		
<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>	<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>	<p>Application form</p> <p>Interview/selection centre</p> <p>References</p>

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<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>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>	<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><b>Probity – professional integrity</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>Application form</p> <p>Interview/selection centre</p> <p>References</p>

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<b>Commitment to specialty – learning and personal development</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</li> <li>Evidence of self-reflective practice</li> </ul>	<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>	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> 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>iii</sup> 'Intended start date' refers to the date at which the post commences, not (necessarily) the time an offer is accepted.

<sup>iv</sup> Time of appointment refers to the date at which the post commences

<sup>v</sup> Applicants who are EEA nationals and have trained in a non-UK EEA nation may be eligible without MRCP(UK) under the EU directive 2005/36/EC. To qualify training must meet defined criteria to be considered comparable to core medical training in the UK. For further information, please refer to the Physician Specialty Recruitment website: <http://www.st3recruitment.org.uk/recruitment-process/am-i-eligible/mrcp-uk>

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

<sup>viii</sup> Any time periods specified in this document refer to whole time equivalent.

<sup>ix</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>x</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.