

# YEAR 6 - NUCLEAR MEDICINE

## FOR APPLICANTS FOLLOWING RADIOLOGY TRAINING WITH RADIONUCLIDE RADIOLOGY

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>• FRCR at time of application</li> <li>• Full MRCP (UK) or MRCPCH or MRCS at the time of application <sup>ii,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 application 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 <b>one</b> of the following (as defined by the relevant curricula): <ul style="list-style-type: none"> <li>▪ <b>Physician training</b> (e.g.CMT): <b>Core competences in medicine</b> (or equivalent) <sup>vii</sup> at time of application, including completion of full MRCP</li> <li>▪ <b>Paediatric training: Core competences in paediatrics and</b> at least 12 months must include the care of in-patients admitted on unselected take, by time of application, including MRCPCH</li> <li>▪ <b>Surgical training: Core competences in surgery and</b> at least 12 months must include the care of in-patients admitted on unselected take, by time of application, including MRCS</li> </ul> </li> <li>• Minimum of 5 years higher specialist training in Clinical Radiology (inclusive of completion of Core Radiology and Radionuclide Radiology level 2) with a successful ARCP outcome for year 5 by time of appointment or equivalent</li> <li>• Evidence of successful registration for the Post Graduate Diploma in Nuclear Medicine, Kings College by the time of application</li> <li>• Be eligible to work in the UK</li> </ul>	<p>Application form, interview/selection centre</p>

<p><b><i>Fitness to practise:</i></b> Is up to date and fit to practise safely</p>	<p>Application form References</p>
<p><b><i>Language skills:</i></b> 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>ii</sup></p>	<p>Application form, interview/selection centre</p>
<p><b><i>Health:</i></b> Applicants must meet professional health requirements (in line with GMC standards / Good Medical Practice)</p>	<p>Application form, pre-employment health screening</p>
<p><b><i>Career progression:</i></b> 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' appropriately supervised and relevant Core Training experience<sup>ix</sup> (not including Foundation modules) in one of the qualifying specialties</b> by the time of commencement of ST3 training and include at least 12 months must include the care of in-patients admitted on unselected take. This experience must be/have been gained in <b>one</b> of: <ul style="list-style-type: none"> <li>○ a UK Core Medical/Acute Care Common Stem or equivalent (physicianly medical specialties as defined by JRCPTB<sup>x</sup>)</li> <li>○ core paediatric programme or equivalent</li> <li>○ core surgical training programme or equivalent</li> </ul> </li> <li>• Minimum of 5 years higher specialist training in Clinical Radiology (inclusive of completion of Core Radiology and Radionuclide Radiology level 2) with a successful ARCP outcome for year 5 by time of appointment or equivalent</li> <li>• Evidence of level 1 competencies in Radionuclide Radiology at the time of application and level 2 competencies in Radionuclide Radiology (as defined by the curriculum relating to Clinical Radiology) by the time of appointment supported by evidence from work place based assessments of clinical performance (Rad-DOPs, MINI-IPX, and Multisource 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>iii</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 <sup>xi</sup></li> <li>• Not have previously relinquished or been released / removed from a Nuclear Medicine or associated core training programme, except if they have received an ARCP outcome 1 or under exceptional circumstances <sup>xii</sup>.</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>Application form Interview/selection centre</p>
<p><b><i>Application completion:</i></b> 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>		
As Above	<ul style="list-style-type: none"> <li>Intercalated BSc or equivalent Higher degrees including MSc, PhD or MD (where the research thesis is not part of first medical degree)</li> </ul>	
<b>Clinical Experience</b>		
Evidence of experience in a range of acute specialties, with experience of managing patients on unselected take during at least 12 months of Core Training or equivalent		Application form Interview/selection centre References
<b>Clinical Skills – Clinical Experience &amp; Knowledge</b>		
<ul style="list-style-type: none"> <li>Ability to apply sound clinical knowledge and judgement</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>Recognition of, and ability to, undertake the initial management of an acutely ill patient</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of skills in the management of patients not requiring hospital admission</li> </ul>	Application form Interview/selection centre References
<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> <li>Demonstrates an understanding of clinical governance</li> </ul> <p><b>Teaching:</b> Evidence of teaching experience and/or training in teaching</p>	<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> </ul> </li> </ul>	Application form Interview/selection centre References

	<ul style="list-style-type: none"> <li>➤ Demonstrates an interest in and commitment to the specialty beyond the mandatory curriculum</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>• 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</li> <li>• Evidence of participation in a teaching course</li> </ul>	
<p><b>Personal Skills</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 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>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 necessarily in medicine e.g. grant or bursary applications, organisation of a university club, sports section etc.</li> </ul>	<p>Application form</p> <p>Interview/selection centre</p> <p>References</p>

PERSON SPECIFICATION 2021

<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> <p>Understands, respects and demonstrates the values of the NHS <sup>xiii</sup> (e.g. everyone counts; improving lives; commitment to quality of care; respect and dignity; working together for patients; compassion)</p>		
<p><b>Probity – Professional Integrity</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>Application form Interview/selection centre References</p>
<p><b>Commitment to Specialty – Learning &amp; Personal Development</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, nuclear medicine</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> <li>Commitment to chosen career for example through being able to demonstrate some of the following:             <ul style="list-style-type: none"> <li>an understanding of the use of modern imaging techniques in current clinical practice in nuclear medicine</li> <li>evidence of time spent in a nuclear medicine/radiology department observing the work of a nuclear medicine physician/radiologist with training in nuclear medicine</li> <li>an understanding of the role of a consultant nuclear medicine physician/radiologist in the modern NHS, including the impact of NHS targets</li> <li>an understanding of the structure of training and potential careers in nuclear medicine</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 nuclear medicine</li> </ul> </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>	<p>Application form Interview/selection centre References</p>

# PERSON SPECIFICATION 2021

i 'When evaluated' is indicative, but may be carried out at any time throughout the selection process.

ii EEA applicants without MRCP(UK) may be eligible until 31 December 2020 under the EU directive 2005/36/EC. Due to the UK's withdrawal from the European Union, the eligibility of non-UK EEA national applicants from 1 January 2021 is unclear at present. Further clarification will be provided when possible. For further information, please refer to the JRCPTB website: <http://www.jrcptb.org.uk/Careers%20and%20Recruitment/Pages/Introduction.aspx>

iii MRCP (UK) or equivalent required if entry route is via successful completion of a UK core medical training or ACCS (Acute Medicine) programme or equivalent.

iv '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.

v 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.

vi 'Intended start date' refers to the date at which the post commences, not (necessarily) the time an offer is accepted.

vii The Alternative Certificate of Core Competence is a document designed by the JRCPTB 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>. The certificate is available to download from the ST3 recruitment website: <http://www.st3recruitment.org.uk/am-i-eligible/competences.html>

viii Applicants are advised to visit the GMC website which gives details of evidence accepted for registration

ix 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

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

xi Some programmes in ST3 medical specialties are dual accredited with general internal medicine (GIM). Applicants who hold a CCT in general internal medicine are eligible to apply but should note that they will be expected to fulfil the GIM service requirements of any post they are offered and will be unable to reduce the length of the programme.

xii 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.

xiii The NHS Constitution - the NHS belongs to us all 26 March, 2013 <http://www.nhs.uk/choiceintheNHS/Rightsandpledges/NHSConstitution/Documents/2013/the-nhs-constitution-for-england-2013.pdf>

<sup>1</sup> Applicants are advised to visit the GMC website which gives details of evidence accepted for registration.

<sup>1</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.