

## NUCLEAR MEDICINE – 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> <li>• A qualifying postgraduate examination from <b>one</b> of the following training programmes <b>or</b> EEA eligibility<sup>ii</sup> <ul style="list-style-type: none"> <li>➤ <b>Physician training</b> (e.g. CMT): MRCP (UK) Part 1 at time of application and MRCP (UK) full diploma by the published deadline<sup>iii</sup></li> <li>➤ <b>Paediatric training:</b> Full MRCPCH diploma passed by the published deadline</li> <li>➤ <b>Surgical training:</b> Full MRCS passed by the published deadline</li> </ul> </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 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 appointment in line with GMC standards/Good Medical Practice</li> <li>• Have evidence of competences, for the round of application, via <b>one</b> of the following methods as defined by the relevant curriculum: <ul style="list-style-type: none"> <li>➤ <b>Physician training:</b> Current employment in a UK core medical training or ACCS (Acute Medicine) programme, or JRCPTB internationally level 3 accredited equivalent core medical training<sup>vii</sup>, and on track to successfully complete the training programme by the advertised post start date, <b>or</b></li> <li>➤ Successful completion, of a UK core medical training or ACCS (Acute Medicine) programme<sup>viii</sup>, or JRCPTB internationally level 3 accredited equivalent core medical training, evidenced by ARCP, <b>or</b></li> <li>➤ Evidence of achievement of core medicine competences at time of application. Acceptable evidence is only permitted via the standard <i>Alternative Certificate of Core Competence</i><sup>ix</sup> <b>or</b></li> <li>➤ <b>Paediatric training:</b> Successful completion of Level 1 competences, by no earlier than 1 January 2015, or equivalent in paediatrics <b>and</b> some evidence of core medical (or equivalent) competences, by time of appointment, <b>or</b></li> <li>➤ <b>Surgical training:</b> Successful completion of core competences in surgery <b>and</b> some evidence of core medical (or equivalent) competences, by time of appointment</li> </ul> </li> <li>• Be eligible to work in the UK <ul style="list-style-type: none"> <li>• Advanced Life Support Certificate from the Resuscitation Council UK or equivalent<sup>x</sup> (as required to complete core medical competences) by the advertised post start date</li> </ul> </li> </ul>	<p>Application form, interview/selection centre</p>
<p><b>Fitness to practise:</b></p> <p>Is up to date and fit to practise safely</p>	<p>Application form</p> <p>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>Application form, interview/selection centre</p>

<p><b>Health:</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>Career progression:</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 sufficient experience (not including foundation level experience) by the advertised post start date. This can be via either:             <ul style="list-style-type: none"> <li>➢ Training completed in either core medical training, ACCS (acute medicine) or broad based training with the further year in CT2 core medical training, <b>or</b></li> <li>➢ Have at least 24 months' experience<sup>xii</sup> (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>xiii</sup>, <b>or</b></li> <li>➢ Level 1 paediatric programme or equivalent, <b>or</b></li> <li>➢ core surgical training programme or equivalent</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>xiv</sup>.</li> <li>• Not already hold, nor be eligible to hold, a CCT/CESR; and must not currently be eligible for the specialist register for the specialty to which they are applying</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 (outcome 6 for associated core training) or under exceptional circumstances<sup>xv</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>Application completion:</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>		
<ul style="list-style-type: none"> <li>As Above</li> </ul>	<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>Intercalated BSc or equivalent</li> <li>Higher degrees including MSc, PhD or MD (where the research thesis is not part of first medical degree)</li> </ul>	Application form, interview/selection centre
<b>Clinical Experience</b>		
<ul style="list-style-type: none"> <li>Evidence of experience in a range of acute specialties, with experience of managing patients on unselected take during training</li> </ul>		Application form Interview/selection centre References
<b>Clinical Skills – Clinical Experience &amp; Knowledge</b>		
<ul style="list-style-type: none"> <li>Able to apply sound clinical knowledge and 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>	<ul style="list-style-type: none"> <li>Evidence<sup>xvi</sup> 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> </ul> <p><b>Teaching:</b></p> <ul style="list-style-type: none"> <li>Evidence of teaching experience</li> </ul>	<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, 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> </ul> </li> </ul>	Application form Interview/selection centre References

	<p><b>Teaching:</b></p> <ul style="list-style-type: none"> <li>• Evidence of participation in a teaching course</li> <li>• Evidence of feedback for teaching</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>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</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>

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<p>the values of the NHS (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, the specialty</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 chosen specialty</li> <li>• evidence of time spent in a nuclear medicine/radiology department observing the work of a radiologist/nuclear medicine physician</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 chosen specialty</li> <li>• appreciation of change in working practice i.e. a “service” specialty</li> </ul> </li> <li>• some knowledge of the opportunities and threats to a career in chosen specialty</li> </ul>	<ul style="list-style-type: none"> <li>• Extracurricular activities / achievements relevant to chosen specialty</li> <li>• Evidence of participation at meetings/courses relevant to chosen specialty</li> </ul>	<p>Application form Interview/selection Centre References</p>

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

<sup>ii</sup> Applicants who are EEA nationals and have trained in a non-UK EEA nation may be eligible to apply 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 JRCPTB website: <http://www.st3recruitment.org.uk/am-i-eligible/mrcpuk.html>

<sup>iii</sup> 'The published deadline' refers to a deadline date set in each recruitment round; this date will be specified clearly within the published advertisement for that recruitment round. However, please note that those applying via the EEA eligibility route will need their eligibility at time of application.

<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 the posts recruited in a round can commence. This will be specified clearly within the published advertisement for that recruitment round..

<sup>vii</sup> Details of internationally accredited JRCPTB core medical training programmes can be found on the ST3 Recruitment website: <http://www.st3recruitment.org.uk/recruitment-process/am-i-eligible/core-competences>

<sup>viii</sup> Applicants who have an ARCP outcome with all competences signed off apart from the full MRCP (UK), will be eligible to apply on this basis, subject to the normal rules on completing the MRCP (UK)

<sup>ix</sup> 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/recruitment-process/am-i-eligible/core-competences>. Applicants must ensure their form meets the requirements detailed on the website.

<sup>x</sup> Information on equivalents to ALS can be found on the ST3 Recruitment website: <http://www.st3recruitment.org.uk/recruitment-process/am-i-eligible/other-requirements>

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

<sup>xii</sup> Any time periods specified in this person specification refer to full-time-equivalent. All relevant postgraduate experience (excluding Foundation level) is counted, irrespective of the country in which it was gained

<sup>xiii</sup> For information on how experience in acute care common stem specialties will be counted, please visit the ST3 recruitment website: <http://www.st3recruitment.org.uk/am-i-eligible/experience-career-progression.html>

<sup>xiv</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>xv</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.

<sup>xvi</sup> Evidence can include portfolio, logbook, ARCP, or equivalent. Where relevant/applicable, workplace-based assessments (e.g. CbD, mini-CEX, ACAT, DOPS, MSF, or equivalent) may also be used to demonstrate achievement of competences