

## OCCUPATIONAL MEDICINE – ST3

ENTRY CRITERIA	
Essential Criteria	When is this evaluated? <sup>i</sup>
<p><b>Qualifications:</b></p> <p><b>Applicants must have:</b></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 the published deadline<sup>ii</sup></li> <li>➢ Eligibility for the specialist register in general internal medicine by time of application<sup>iii</sup></li> <li>➢ Completion of Irish Basic Specialty Training in medicine and the MRCPI full diploma by time of application</li> </ul> </li> </ul> <p><b>Paediatrics applicants</b></p> <ul style="list-style-type: none"> <li>• Hold full MRCPCH at time of application or application close date</li> </ul> <p><b>General Practice applicants</b></p> <ul style="list-style-type: none"> <li>• Full MRCPGP by intended start date</li> </ul> <p><b>Core Surgical applicants</b></p> <ul style="list-style-type: none"> <li>• MRCS successful completion of examination by day after results for May 2021 examination diet are released</li> </ul> <p><b>Core Anaesthesia applicants</b></p> <ul style="list-style-type: none"> <li>• Primary FRCA by date of interview</li> </ul> <p><b>Core Psychiatry applicants</b></p> <ul style="list-style-type: none"> <li>• Full MRCPsych by intended start date</li> </ul> <p><b>Radiology applicants</b></p> <ul style="list-style-type: none"> <li>• First FRCR by intended start date</li> </ul> <p><b>Public Health applicants</b></p> <ul style="list-style-type: none"> <li>• MFPH Part A by intended start date</li> </ul>	<p>Application form</p> <p>Interview/selection centre<sup>iv</sup>, pre-employment check</p>

<p><b>Eligibility:</b></p> <p><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 evidence of achievement of core medical capabilities, for the round of application, via one of the following methods: <ul style="list-style-type: none"> <li>➤ Current employment in a programme which leads to successful completion of year 2 of Internal Medicine Stage 1 Training by the advertised post start date, via one of these approved routes: <ul style="list-style-type: none"> <li>○ UK Internal Medicine Stage 1 Training</li> <li>○ UK ACCS (Internal Medicine)</li> <li>○ UK Broad Based Training (medicine route)</li> <li>○ JRCPTB internationally level 3 accredited equivalent Internal Medicine Stage 1 Training programme<sup>vii</sup></li> <li>○ UK core medical training or ACCS (acute medicine)</li> </ul> </li> <li>➤ Successful completion of one of the programmes listed above, evidenced by ARCP<sup>viii</sup></li> <li>➤ Evidence of achievement of the capabilities required by completion of year 2 of the Internal Medicine Stage 1 curriculum at time of application. Acceptable evidence is only permitted via the Alternative Certificate to Enter Group 2 Higher Physician Specialty Training<sup>ix</sup></li> </ul> </li> </ul> <p><b>Paediatrics applicants</b></p> <ul style="list-style-type: none"> <li>• Current employment in a UK paediatrics training programme and on track to successfully complete Level 1 competences by the advertised post start date, or</li> <li>• Successful completion, of Level 1 paediatric competences, evidenced by ARCP, or</li> <li>• A fully completed Certificate of Completion of Paediatric Level 1 Competency by time of application</li> </ul> <p><b>General Practice applicants</b></p> <ul style="list-style-type: none"> <li>• Current employment in a general practice training programme at ST3 level and on track to successfully complete ST3 by the advertised post start date, or</li> <li>• Eligibility for the GP Register. This must be evidenced either by entry on the GMC GP Register, or documentation from the GMC confirming eligibility</li> </ul> <p><b>Core 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 Certificate of Readiness to Enter Higher Surgical Training</li> </ul> <p><b>Core Anaesthesia applicants</b></p> <ul style="list-style-type: none"> <li>• Have evidence of achievement of CT2 competences in Anaesthetics and Intensive Care Medicine (including Initial Assessment of Competency) or equivalent demonstrated by: <ul style="list-style-type: none"> <li>➤ Basic Level Training Certificate (BLTC)/ Core Level Training Certificate (CLTC). To be used if you have completed a UK Anaesthetics/ACCS Anaesthetics Core Training Programme</li> </ul> </li> </ul>	<p>Application form, interview/selection centre, pre-employment check</p>
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<ul style="list-style-type: none"> <li>➤ Current employment in a UK Core Anaesthetics / ACCS Anaesthetics Training Programme and achievement of all required core competences evidenced by a BLTC / CLTC by intended start date</li> <li>➤ Basic Level Equivalence form (BLE)/ Core Level Equivalence form (CLE). To be used if you have not completed a UK core training programme but have all the required competencies by time of application.</li> </ul> <p><b>Core Psychiatry applicants</b></p> <ul style="list-style-type: none"> <li>• Evidence of achievement of CT/ST1 and CT/ST2 competences in psychiatry at time of application</li> <li>• Evidence of achievement of CT/ST3 competences in psychiatry by time of application or confirmation that these will be achieved by time of appointment</li> </ul> <p>All competences must be as defined by the Royal College of Psychiatrists' curriculum relating to core psychiatric training.</p> <p>Acceptable evidence includes ARCP certificates or Certificate C (equivalent core competence form), certification demonstrating that the applicant has attained and maintained core competences, including psychotherapy, as set out in all 19 ILOs in the 2013 core psychiatry curriculum.</p> <ul style="list-style-type: none"> <li>• Applicants without all the necessary evidence at the time of application must submit a written statement from their educational supervisor or tutor stating that all these competences will be achieved by the time of appointment. This includes applicants from Core Psychiatry Training who are expecting an outcome 1 from their end of CT3 ARCP. This written statement supplements the requirements to provide Form C, appropriate ARCP evidence etc.</li> </ul> <p><b>Radiology applicants</b></p> <ul style="list-style-type: none"> <li>• CT1 competences in Radiology at time of application and CT2 competences in Radiology by time of appointment</li> </ul> <p><b>Public Health applicants</b></p> <ul style="list-style-type: none"> <li>• Achievement of Phase 1 of the Faculty of Public Health training curriculum by time of appointment</li> </ul>	
<p><b><i>Fitness to practise:</i></b></p> <p>Is up to date and fit to practise safely</p>	<p>Application form, references</p>
<p><b><i>Language skills:</i></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>x</sup></p>	<p>Application form, interview/selection centre</p>
<p><b><i>Health:</i></b></p> <p>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></p> <p><b>Applicants must:</b></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 Directory of the specialty training programme they are currently training in if applying to continue training in the same specialty in another region<sup>xi</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>Application form Interview/selection centre</p>

- 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>xii</sup>
- **For those wishing to be considered for Locum Appointment for Training posts (where available):** no more than 24 months experience in LAT posts in the specialty by intended start date

### Physician applicants

- Have sufficient experience<sup>xiii</sup> working in medical specialties (not including foundation level experience) by the advertised post start date. This can be via either:
  - Training completed in:
    - UK Core Medical Training or UK ACCS (Acute Medicine)
    - The first two years of UK Internal Medicine Stage 1 Training
    - The first three years of UK ACCS (Internal Medicine)
    - The first three years of UK Broad Based Training (medicine route)
    - A JRCPTB internationally level 3 accredited equivalent CMT programme or the first two years of an Internal Medicine Stage 1 Training programme **or**
  - 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>xiv</sup>

### Paediatrics applicants

- Applicants must have at least 24 months' experience in paediatrics by time of commencement of ST3 training

### General Practice applicants

- At least 36 months' experience in general practice (not including Foundation modules)

### Core Surgical applicants

- Have satisfactorily completed an approved Core Surgical Training programme or equivalent by start of post.

### Core Anaesthesia applicants

- Have at least 24 months' experience in Anaesthetics and/or Intensive Care Medicine (not including Foundation modules) by time of intended start date of which at least eighteen months is in Anaesthetics.

### Core Psychiatry applicants

- At least 36 months' whole-time experience in psychiatry (not including foundation modules) by intended start date; or
- Training completed in a UK Broad Based Training programme with a further two years in CT2 and CT3 core psychiatry training; or
- 24 months' experience in psychiatry (not including foundation modules) plus competence gained from up to 12 months' training in core medical training, paediatrics or general practice. You must be able to demonstrate that this competence has been transferred, under the Accreditation of Transferable Competences Framework (see). ARCP outcomes or a letter of support from the relevant training programme(s) will be accepted as evidence.

### Radiology applicants

- 24 months' experience (not including Foundation modules) in radiology training

### Public Health applicants

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<ul style="list-style-type: none"> <li>24 months' experience (not including Foundation modules) in a public health training programme or equivalent</li> </ul>		
<p><b>Application completion:</b> ALL sections of application form completed FULLY according to written guidelines</p>		Application form
<b>SELECTION CRITERIA</b>		
<b>Essential Criteria</b>	<b>Desirable Criteria</b>	<b>When is this evaluated?</b>
<b>Qualifications</b>		
<ul style="list-style-type: none"> <li>As above</li> </ul>	<ul style="list-style-type: none"> <li>Completion of the relevant membership examination by 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>See career progression section above</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of experience in a range of acute specialties, with experience of managing patients on unselected medical take during core training, 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>Demonstrates appropriate technical and diagnostic competence</li> <li>Ability to apply sound clinical knowledge and judgement</li> <li>Competence at core or GP completion level in the management of medical emergencies, in patients and out patients as required by the relevant curriculum</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>		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</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, and</li> </ul>	Application form Interview/selection centre References

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<p>basic principles of audit, clinical risk management, evidence based practice, patient safety and clinical quality improvement initiatives</p> <ul style="list-style-type: none"> <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>	<p>involvement in a formal research project</p> <ul style="list-style-type: none"> <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> <li>- Demonstrates an interest in and commitment to the specialty beyond the mandatory curriculum</li> </ul> </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>	
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**Personal skills**

<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>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> </ul>	<p>Application form</p> <p>Interview/selection centre</p> <p>References</p>
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<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 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>		
<p><b><i>Probity – professional integrity</i></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</p> <p>Interview/selection centre</p> <p>References</p>
<p><b><i>Commitment to specialty – learning and personal development</i></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>	<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>Attendance at relevant courses/training, e.g. deafness and disability awareness, manual communication skills</li> <li>Evidence of attendance at organised teaching and training programme(s) relevant to the specialty</li> </ul>	<p>Application form</p> <p>Interview/selection centre</p> <p>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> '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.

<sup>iii</sup> Eligibility for the specialist register must have been approved by the GMC to be considered.

<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> Details of internationally accredited JRCPTB internal medicine training programmes can be found on the JRCPTB website: <https://www.jrcptb.org.uk/about-us/international-training/locations>

<sup>viii</sup> Applicants who have an ARCP outcome with all capabilities 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). Additionally, anyone who has an ARCP outcome 10.1 will be eligible to apply on the competence criterion and will be required to complete outstanding competences in their higher specialty programme.

<sup>ix</sup> The *Alternative Certificate to Enter Group 2 Higher Physician Specialty Training* is a document designed by the JRCPTB listing the necessary core capabilities required for progression to ST3, as defined in the internal medicine stage 1 curriculum: <https://www.jrcptb.org.uk/internal-medicine>. The certificate is available to download from the Physician Recruitment website: <http://www.st3recruitment.org.uk/recruitment-process/am-i-eligible/core-competences>. Applicants must ensure the version of the form they are using meets the requirements detailed on the website.

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

<sup>xi</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>xii</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

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

<sup>xiv</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>