

OCCUPATIONAL MEDICINE – ST3

ENTRY CRITERIA	
<p>Essential Criteria</p> <p>Qualifications:</p> <p>Applicants must have:</p> <ul style="list-style-type: none"> • MBBS or equivalent medical qualification 	<p>When is this evaluated?ⁱ</p> <p>Application form, pre-employment check</p>
<p>Eligibility:</p> <p>Applicants must:</p> <ul style="list-style-type: none"> • Be eligible for full registration with, and hold a current licence to practiseⁱⁱ from, the GMC at the advertised post start dateⁱⁱⁱ • 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 • Be eligible to work in the UK • Have evidence of common professional capabilities expected of trainees entering at ST3-level in occupational medicine. This can be demonstrated via one of the following methods: <ul style="list-style-type: none"> ➢ Current employment in a UK core or specialty training programme, which leads to successful completion of CT2/ST2-level by the advertised post start date. ➢ Successful completion of CT2/ST2 in a UK core or specialty training programme, as evidenced by ARCP (an outcome 1 or 6) ➢ Those issued an ARCP outcome other than a 1 or 6 from CT2/ST2 level of a UK core or specialty training programme, will need to submit their ARCP outcome and a Certificate of Completion of Common Professional Capabilities^{iv} at time of application. ➢ Applicants that have not undergone two years of UK core/specialty training must submit a Certificate of Completion of Common Professional Capabilities at time of application and have at least 24 months experience (not including foundation level experience), in the same specialty area^v, by the advertised post start date. 	<p>When is this evaluated?</p> <p>Application form, interview/selection centre^{vi}, pre-employment check</p>
<p>Fitness to practise:</p> <p>Is up to date and fit to practise safely</p>	<p>When is this evaluated?</p> <p>Application form, references</p>
<p>Language skills:</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^{vii}</p>	<p>When is this evaluated?</p> <p>Application form, interview/selection centre</p>
<p>Health:</p> <p>Applicants must meet professional health requirements (in line with GMC standards / Good Medical Practice)</p>	<p>When is this evaluated?</p> <p>Application form, pre-employment health screening</p>

<p>Career progression:</p> <p>Applicants must:</p> <ul style="list-style-type: none"> • Be able to provide complete details of their employment history • Have evidence that their career progression is consistent with their personal circumstances • Have evidence that their present level of achievement and performance is commensurate with the totality of their period of training • 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^{viii}. • 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 • 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^{ix} • 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 	<p>When is this evaluated?</p> <p>Application form</p> <p>Interview/selection centre</p>
<p>Application completion:</p> <p>ALL sections of application form completed FULLY according to written guidelines</p>	<p>When is this evaluated?</p> <p>Application form</p>

<p>SELECTION CRITERIA</p>		
<p>Qualifications</p>		
<p>Essential Criteria</p> <ul style="list-style-type: none"> • As above 	<p>Desirable Criteria</p> <ul style="list-style-type: none"> • Completion of a UK college membership examination by time of application (e.g. MRCP(UK), MRCGP etc) • Higher degrees including MSc, PhD or MD (where the research thesis is not part of first medical degree) 	<p>When is this evaluated?</p> <p>Application form, interview/selection centre</p>
<p>Clinical Experience</p>		
<p>Essential Criteria</p> <ul style="list-style-type: none"> • See career progression section above 	<p>Essential Criteria</p> <ul style="list-style-type: none"> • Evidence of experience in a range of acute specialties, with experience of managing patients on unselected medical take during core training, or equivalent 	<p>When is this evaluated?</p> <p>Application form</p> <p>Interview/selection centre</p> <p>References</p>
<p>Clinical skills – clinical knowledge & expertise</p>		
<p>Essential Criteria</p> <ul style="list-style-type: none"> • Demonstrates appropriate technical and diagnostic competence 		<p>When is this evaluated?</p> <p>Application form</p>

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<ul style="list-style-type: none"> • Ability to apply sound clinical knowledge and judgement • Competence at core or GP completion level in the management of medical emergencies, in patients and out patients as required by the relevant curriculum • Able to work without direct supervision where appropriate • Able to prioritise clinical need • Able to maximise safety and minimise risk 		<p>Interview/selection centre</p> <p>References</p>
<p>Academic skills</p>		
<p>Essential Criteria</p> <p>Research, Audit and Quality Improvement:</p> <ul style="list-style-type: none"> • Demonstrates understanding of research, including awareness of ethical issues • Demonstrates understanding of the basic principles of audit, clinical risk management, evidence based practice, patient safety and clinical quality improvement initiatives • Demonstrates knowledge of evidence informed practice • Demonstrates an understanding of clinical governance <p>Teaching:</p> <ul style="list-style-type: none"> • Evidence of teaching experience and/or training in teaching 	<p>Desirable Criteria</p> <p>Research, Audit and Quality Improvement:</p> <ul style="list-style-type: none"> • Demonstrates an understanding of research methodology • Evidence of relevant academic and research achievements, and involvement in a formal research project • Evidence of relevant academic publications • Evidence of involvement in an audit project, a quality improvement project, formal research project or other activity which: <ul style="list-style-type: none"> - Focuses on patient safety and clinical improvement - Demonstrates an interest in and commitment to the specialty beyond the mandatory curriculum • 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 • Evidence of exceptional achievement in medicine <p>Teaching:</p> <ul style="list-style-type: none"> • Evidence of involvement in teaching students, postgraduates and other professionals • Evidence of participation in a teaching course 	<p>When is this evaluated?</p> <p>Application form</p> <p>Interview/selection centre</p> <p>References</p>
<p>Personal skills</p>		
<p>Personal Skills – Essential Criteria</p> <p>Communication Skills:</p> <ul style="list-style-type: none"> • Demonstrates clarity in written/spoken communication, and capacity to adapt language to the situation, as appropriate 	<p>Personal Skills – Desirable Criteria</p> <p>Management and Leadership Skills:</p> <ul style="list-style-type: none"> • Evidence of involvement in management commensurate with experience 	<p>When is this evaluated?</p> <p>Application form</p> <p>Interview/selection centre</p> <p>References</p>

<ul style="list-style-type: none"> • Able to build rapport, listen, persuade and negotiate <p>Problem Solving and Decision Making:</p> <ul style="list-style-type: none"> • Capacity to use logical/lateral thinking to solve problems/make decisions, indicating an analytical/scientific approach <p>Empathy and Sensitivity:</p> <ul style="list-style-type: none"> • Capacity to take in others' perspectives and treat others with understanding; sees patients as people • Demonstrates respect for all <p>Managing Others and Team Involvement:</p> <ul style="list-style-type: none"> • Able to work in multi professional teams and supervise junior medical staff • 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 • Capacity to work effectively with others <p>Organisation and Planning:</p> <ul style="list-style-type: none"> • Capacity to manage/prioritise time and information effectively • Capacity to prioritise own workload and organise ward rounds • Evidence of thoroughness (is well prepared, shows self-discipline/commitment, is punctual and meets deadlines) <p>Vigilance and Situational Awareness:</p> <ul style="list-style-type: none"> • Capacity to monitor developing situations and anticipate issues <p>Coping with Pressure and Managing Uncertainty:</p> <ul style="list-style-type: none"> • Capacity to operate under pressure • Demonstrates initiative and resilience to cope with changing circumstances • Is able to deliver good clinical care in the face of uncertainty <p>Values:</p> <ul style="list-style-type: none"> • 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) 	<ul style="list-style-type: none"> • Demonstrates an understanding of NHS management and resources • Evidence of effective multi-disciplinary team working and leadership, supported by multi-source feedback or other workplace based assessments • Evidence of effective leadership in and outside medicine <p>IT Skills:</p> <ul style="list-style-type: none"> • Demonstrates information technology skills <p>Other:</p> <ul style="list-style-type: none"> • Evidence of achievement outside medicine • Evidence of altruistic behaviour e.g. voluntary work 	
<p>Probity – professional integrity</p>		
<p>Essential Criteria</p> <ul style="list-style-type: none"> • Demonstrates probity (displays honesty, integrity, aware of ethical dilemmas, respects confidentiality) 		<p>When is this evaluated?</p> <p>Application form</p>

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<ul style="list-style-type: none"> Capacity to take responsibility for own actions 		Interview/selection centre References
<i>Commitment to specialty – learning and personal development</i>		
Essential Criteria <ul style="list-style-type: none"> Shows initiative/drive/enthusiasm (self-starter, motivated, shows curiosity, initiative) Demonstrable interest in, and understanding of, the specialty Commitment to personal and professional development Evidence of self-reflective practice 	Desirable Criteria <ul style="list-style-type: none"> Extracurricular activities / achievements relevant to the specialty Evidence of participation at meetings and activities relevant to the specialty Attendance at relevant courses/training, e.g. deafness and disability awareness, manual communication skills Evidence of attendance at organised teaching and training programme(s) relevant to the specialty 	When is this evaluated? Application form Interview/selection centre References

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

ⁱⁱ 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.

ⁱⁱⁱ '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.

^{iv} The Certificate of Completion of Common Professional Capabilities can be accessed from the Oriel Resource bank <https://www.oriel.nhs.uk/Web/ResourceBank>

^v 'Specialty area' means having 24 months experience in the same field, e.g. medicine, surgery, paediatrics, psychiatry etc. to be comparable with the experience gained in a UK core or specialty training programme. It is not permissible to mix and match the 24 months between different specialty areas.

^{vi} '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.

^{vii} Applicants are advised to visit the GMC website which gives details of evidence accepted for registration.

^{viii} 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

^{ix} 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 person 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