

## OCCUPATIONAL 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> </ul>	Application form Interview/selection centre <sup>ii</sup> , pre-employment check
<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>iii</sup> from, the GMC at intended start date<sup>iv</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</li> <li>• Have evidence of achievement of Core Medical competences via one of the following methods: <ul style="list-style-type: none"> <li>➢ Current employment in a UK core medical training or ACCS (Acute Medicine) programme, or JRCPTB internationally level 3 accredited equivalent core medical training<sup>ii</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>iii</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>iv</sup> <b>or</b></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>CT1 competences in Surgery</b> at time of application <b>and CT2 competences in Surgery</b> by time of appointment</li> <li>➢ <b>CT1 competences in Psychiatry</b> at time of application <b>and CT2 competences in Psychiatry</b> by time of appointment</li> <li>➢ <b>CT1 competences in Anaesthetics or ACCS(Anaesthetics)</b> at time of application <b>and CT2 competences in Anaesthetics or ACCS(Anaesthetics)</b> by time of appointment</li> <li>➢ <b>CT1 competences in Radiology</b> at time of application <b>and CT2 competences in Radiology</b> by time of appointment</li> <li>➢ <b>CT1 competences in Paediatrics</b> at time of application <b>and CT2 competences in Paediatrics</b> by time of appointment</li> <li>➢ Successful completion of <b>General Practice</b> training programme by time of appointment or eligible for inclusion onto the GP register.</li> <li>➢ Achievement of <b>Phase 1</b> of the <b>Faculty of Public Health</b> training curriculum by time of appointment</li> </ul> </li> </ul> <p>Be eligible to work in the UK</p>	Application form, interview/selection centre
<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</p>	Application form, interview/selection centre

<p><b>Health:</b> 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> <li>• Have evidence that their present level of achievement and performance is commensurate with the totality of their period of training</li> <li>• Have the minimum experience gained in <b>one</b> of the following specialties: <ul style="list-style-type: none"> <li><input type="checkbox"/> At least <b>24 months' experience<sup>viii</sup> in medical specialties (not including Foundation level experience)</b> (of which at least 12 months must include the care of acute medical in-patients) by time of commencement of ST3 training. Experience in certain acute care common stem specialties can be counted towards the 24 months in some circumstances<sup>ix</sup></li> <li><input type="checkbox"/> <b>24 months' experience (not including Foundation modules) in core surgical training</b> or equivalent</li> <li><input type="checkbox"/> <b>24 months' experience (not including Foundation modules) in a public health training programme</b> or equivalent</li> <li><input type="checkbox"/> <b>24 months' experience (not including Foundation modules) in a core psychiatry training programme</b> or equivalent</li> <li><input type="checkbox"/> <b>36 months' experience (not including Foundation modules) in a general practice training programme</b> or equivalent</li> <li><input type="checkbox"/> <b>24 months' experience (not including Foundation modules) in core anaesthetic or ACCS (Anaesthetics) training</b></li> <li><input type="checkbox"/> <b>24 months' experience (not including Foundation modules) in radiology training</b></li> <li><input type="checkbox"/> <b>24 months' experience (not including Foundation modules) in general paediatric training</b></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>v</sup>.</li> <li>• Not already hold, nor be eligible to hold, a CCT/CESR in the specialty; 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 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>vi</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>	Application form Interview/selection centre
<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>• MRCP (UK) or equivalent<sup>xi, xii</sup> or</li> <li>• MRCPGP<sup>xiii</sup> or</li> <li>• MFPH Part A<sup>xiv</sup> or</li> <li>• MRCS<sup>xv</sup> or</li> <li>• MRCPsych<sup>xvi</sup> or</li> <li>• Primary FRCA<sup>xvii</sup> or</li> <li>• First FRCR<sup>xviii</sup> or</li> <li>• MRCPCH<sup>xix</sup></li> </ul>	<ul style="list-style-type: none"> <li>• DOccMed</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

<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></p> <p>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> <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>	<p>Application form</p> <p>Interview/selection centre</p> <p>References</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 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,</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>organise and motivate other team members; for the benefit of patients through, for example, audit and quality improvement projects</p> <ul style="list-style-type: none"> <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 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>		
<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</p> <p>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 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)</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> '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>iii</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>iv</sup> 'Intended start date' refers to the date at which the post commences, not (necessarily) the time an offer is accepted.

<sup>v</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/am-i-eligible/competences.html>

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

<sup>vii</sup> 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

<sup>viii</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>ix</sup> 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.

<sup>x</sup> Applications will only be considered if applicants 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. Extraordinary 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. Completed forms must be submitted at the time of application. No other evidence will be accepted. In circumstances where established Occupational Medicine trainees are moving from NHS posts to Industry post or vice versa, satisfactory progress (ARCP Outcome 1) including no unresolved cause for concern at the time of resignation/relinquishing the NTN will need to be demonstrated by ARCP documentation in lieu of letter of support from either the Postgraduate Dean or Head of School in the LETB/Deanery that they training took place. In circumstances where established Occupational Medicine trainees are moving from NHS posts to Industry post or vice versa, satisfactory progress (ARCP outcome 1) including no unresolved cause for concern at the time of resignation/relinquishing the NTN will need to be demonstrated by ARCP documentation in lieu of letter of support from either the Postgraduate Dean or Head of School in the LETB/Deanery that the training took place.

<sup>xi</sup> EEA applicants without MRCP (UK) may be eligible under the EU directive 2005/36/EC. For further information, please refer to the JRCPTB website: <http://www.jrcptb.org.uk/Careers%20and%20Recruitment/Pages/Introduction.aspx>

<sup>xii</sup> 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.

<sup>xiii</sup> MRCGP required if entry route is via completion of General Practice training

<sup>xiv</sup> MFPH Part A required if entry route is via Public Health training

<sup>xv</sup> MRCS or Intercollegiate MRCS, if entry route is via core surgical training

<sup>xvi</sup> MRCPsych required, if entry route is via core Psychiatry training

<sup>xvii</sup> Primary FRCA required, if entry route is via Core Anaesthetic training or ACCS (Anaesthetics)

<sup>xviii</sup> First FRCR required, if entry route is via Radiology Training

<sup>xix</sup> MRCPCH required, if entry route is via Paediatric Training

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

<sup>xxiv</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>xxv</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.