

## OPHTHALMOLOGY – 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>• Evidence of success in the Part 1 FRCOphth examination by interview date</li> </ul>	Application form
<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>ii</sup> from, the GMC at intended start date<sup>iii</sup></li> <li>• Have evidence of achievement of <b>foundation competences</b> from a UKFPO-affiliated foundation programme or equivalent, by time of appointment<sup>iv</sup>, 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>• Evidence of achievement of <b>ST1 competences</b> in Ophthalmology at time of application and <b>ST2 competences</b> in Ophthalmology by time of appointment, supported by evidence from work-based assessments of clinical performance (DOPs, CBD, OSATS and logbook) and Multi Source Feedback or equivalent</li> <li>• Be eligible to work in the UK</li> </ul>	Application form, interview/selection centre <sup>v</sup>
<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<sup>vi</sup></p>	Application form, pre-employment health screening
<p><b>Health:</b></p> <p>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>• <b>At least 24 months' experience<sup>vii</sup> in Ophthalmology<sup>viii</sup> including Medical Ophthalmology (not including Foundation modules) by time of appointment.</b></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>ix</sup>.</li> <li>• Applicants must not have previously relinquished or been released / removed from a training programme in this specialty, except if they have received an ARCP outcome 1 or under exceptional circumstances<sup>x</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> <li>• <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</li> </ul>	<p>Application form Interview/selection centre</p>
<p><b>Application completion:</b></p> <p>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>		
<b>Clinical Skills - Clinical Knowledge &amp; Expertise</b>		
<ul style="list-style-type: none"> <li>• Ability knowledge base and capacity to apply sound clinical judgement</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of range of knowledge e.g. documented competences</li> <li>• Evidence of ability to perform ophthalmic procedures other than cataract surgery</li> <li>• To have independently performed 40 completed phacoemulsification procedures under supervision by date of interview and 50 independently performed under supervision by the start date of the post</li> </ul>	<p>Interview/selection centre References</p>
<b>Academic Skills</b>		
<p><b>Research and audit skills:</b></p> <ul style="list-style-type: none"> <li>• Active participation in research project, either within or outside the field of ophthalmology</li> </ul>	<p><b>Research and audit skills:</b></p> <ul style="list-style-type: none"> <li>• Evidence of relevant academic and research achievements, e.g. degrees, prizes, awards,</li> </ul>	<p>Interview/selection centre</p>

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<ul style="list-style-type: none"> <li>Evidence of active participation in at least one ophthalmic audit</li> </ul> <p><b>Teaching</b></p> <ul style="list-style-type: none"> <li>Evidence of interest and experience in teaching</li> </ul>	<p>distinctions, publications, presentations, other achievements</p> <ul style="list-style-type: none"> <li>Evidence of active participation in one ophthalmic audit where the audit loop has been completed within three years</li> </ul> <p><b>Teaching:</b></p> <ul style="list-style-type: none"> <li>Attendance at a formal teaching course</li> </ul>	
<p><i>Personal Skills</i></p>		
<p><b>Communication skills:</b></p> <ul style="list-style-type: none"> <li>Capacity to adapt language as appropriate to the situation, open and non-defensive</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 and make decisions</li> </ul> <p><b>Empathy and sensitivity:</b></p> <ul style="list-style-type: none"> <li>Capacity to take in others' perspectives; sees patients as people, able to develop rapport</li> </ul> <p><b>Managing others and team involvement:</b></p> <ul style="list-style-type: none"> <li>Capacity to work cooperatively with others and show leadership/authority where appropriate</li> </ul> <p><b>Organisation and planning:</b></p> <ul style="list-style-type: none"> <li>Capacity to manage time and information effectively</li> <li>Capacity to prioritise clinical tasks</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 setbacks and adapt to rapidly changing circumstances</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>Interview/selection centre</p> <p>References</p>
<p><i>Probity – Professional Integrity</i></p>		
<ul style="list-style-type: none"> <li>Capacity to take responsibility for own actions and demonstrate a non-judgemental approach towards others</li> </ul>		<p>Interview/selection centre</p> <p>References</p>
<p><i>Commitment to Specialty – Learning &amp; Personal Development</i></p>		
<ul style="list-style-type: none"> <li>Realistic insight into specialty</li> <li>Demonstrates self-awareness and commitment to personal and professional development</li> </ul>	<ul style="list-style-type: none"> <li>Attendance at training course specific to Ophthalmology</li> <li>Extracurricular activities / achievements relevant to Ophthalmology</li> <li>Evidence of understanding of developments in ophthalmic services</li> </ul>	<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 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>iii</sup> 'Intended start date' refers to the date at which the post commences, not (necessarily) the time an offer is accepted

<sup>iv</sup> Time of appointment refers to the date on which the post commences

<sup>v</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>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.

<sup>viii</sup> All experience in posts at any level in this specialty count, irrespective of the country the experience is gained

<sup>ix</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>x</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.