

## ORAL AND MAXILLO FACIAL SURGERY – ST1

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>• Full GDC registration or a fully UK registerable dental qualification by the start date of the post</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 by the start date of the post<sup>iii</sup>.</li> <li>• Have evidence of achievement of foundation competences, via one of the following methods: <ul style="list-style-type: none"> <li>➢ Current employment in a UKFPO-affiliated foundation programme; <b>or</b></li> <li>➢ Having been awarded an FPCC (or FACD 5.2) from a UK affiliated foundation programme <b>or</b></li> <li>➢ 12 months medical experience after full GMC registration (or equivalent post licensing experience), and evidence to commence specialty training in the form of a <i>Certificate of Readiness to Enter Specialty Training</i></li> </ul> </li> <li>• Not already hold, nor be eligible to hold an ARCP Outcome 6 in Core Surgical Training at the start date of post</li> <li>• Be eligible to work in the UK</li> </ul>	Application form, interview/selection centre <sup>iv</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>v</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> </ul>	Application form Interview/selection centre

<ul style="list-style-type: none"> <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>vi</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>vii</sup></li> <li>• Not previously resigned, been removed, or relinquished a post or programme with resultant failure to gain the award of a FPCC (FACD 5.2), except under extraordinary circumstances and on the production of evidence of satisfactory outcome from appropriate remediation.<sup>viii</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> </ul>	
<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>• As Above</li> </ul>	<ul style="list-style-type: none"> <li>• Intercalated BSc, BA, MSc involving time taken out from standard 5 year undergraduate medical curriculum</li> </ul>	Interview/selection centre  References
<b>Clinical Skills - Clinical Knowledge &amp; Expertise</b>		
<ul style="list-style-type: none"> <li>• Ability to apply sound clinical knowledge and judgement to problems</li> <li>• Ability to prioritise clinical need</li> <li>• Ability to maximise safety and minimise risk</li> <li>• Recognition of, and ability to undertake the initial management of, an acutely ill patient</li> </ul>	<ul style="list-style-type: none"> <li>• 6 months experience in OMFS</li> <li>• Shows aptitude for practical skills, e.g. manual dexterity</li> <li>• Membership of BAOMS Junior Trainee Programme (JTP) in OMFS</li> </ul>	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,</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, distinctions, publications, presentations, other achievements</li> </ul>	Interview/selection centre

<p>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> </ul> <p><b>Teaching:</b></p> <ul style="list-style-type: none"> <li>• Evidence of contributing to teaching and learning of others</li> </ul>	<ul style="list-style-type: none"> <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> <p><b>Teaching:</b></p> <ul style="list-style-type: none"> <li>• Evidence of interest in, and experience of, teaching</li> <li>• Evidence of feedback for teaching</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; see 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> <li>• Vigilance and Situation Awareness</li> <li>• Capacity to monitor developing situations and anticipate issues</li> </ul>	<p><b>Management 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.</li> </ul>	<p>Interview/selection centre</p> <p>References</p>
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PERSON SPECIFICATION 2019

<p><b>Coping with pressure and managing uncertainty:</b></p> <ul style="list-style-type: none"> <li>Capacity to operate under pressure</li> <li>Demonstrate 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<sup>ix</sup> (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>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>Shows realistic insight into OMFS and the personal demands of surgery</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> </ul>	<ul style="list-style-type: none"> <li>Achievements relevant to Oral and Maxillo Facial Surgery, including elective, FP attachments or other relevant experience</li> <li>Extracurricular activities/achievements relevant to the specialty</li> <li>Membership in the BAOMS Junior Trainee Programme (JTP) in OMFS for six months or more</li> </ul>	<p>Interview/selection centre References</p>

<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> Start date refers to the date at which the post commences, not (necessarily) the time an offer is accepted. For 2019 ST1 posts this will normally be 7 August 2019, unless a different start date is specifically indicated in advance by the employing trust / LETB

## PERSON SPECIFICATION 2019

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

<sup>vi</sup> The support for application to another region form, signed by the Training Programme Director for their current Specialty Training Programme confirming satisfactory progress must be submitted to the recruitment office at time of application.

<sup>vii</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>viii</sup> Failure to satisfactorily complete an F2 programme once started should normally be addressed by returning to complete it. Extraordinary circumstances may be defined as a demonstrated change in circumstances which can be shown to impact on the ability to train at that time and may include severe personal illness or family caring responsibility incompatible with continuing to train as a F2 doctor, either through sickness absence, as LTFT trainee or in a period out of programme.

<sup>ix</sup> The NHS Constitution – the NHS belongs to us all 26 March 2013

<http://www.nhs.uk/choiceintheNHS/rightsandpledges/NHSConstitution/Documents/2013/the-nhs-constitution-for-england-2013.pdf> accessed August 2013