

## PAEDIATRIC &amp; PERINATAL PATHOLOGY – ST3

<b>ENTRY CRITERIA</b>	
<p><b>Essential Criteria</b></p> <p><b>Qualifications:</b></p> <p>Applicants must have:</p> <ul style="list-style-type: none"> <li>• MBBS (or equivalent)</li> <li>• Successful completion of Histopathology FRCPATH Part 1 exam by offer date<sup>i</sup></li> </ul>	<p><b>When is this evaluated?<sup>ii</sup></b></p> <p>Application Form</p>
<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 appointment<sup>v</sup>, in line with GMC standards / Good Medical Practice</li> <li>• Evidence of competence via one of the following: <ul style="list-style-type: none"> <li>○ Current employment in a GMC-recognised histopathology training programme (2021 curriculum) which leads to satisfactory completion of ICPT (Integrated Cellular Pathology Training) by the advertised post start date.</li> <li>○ Satisfactory completion of ICPT (Integrated Cellular Pathology Training) in a GMC-recognised Histopathology training programme (2021 curriculum) evidenced by ARCP.</li> <li>○ Satisfactory completion of Stage A and Stage B in a GMC-recognised Histopathology training programme (2015 curriculum) evidenced by ARCP.</li> <li>○ Achievement of ICPT competences via alternative experience to a UK histopathology training programme</li> </ul> </li> </ul> <p>Be eligible to work in the UK</p>	<p><b>When is this evaluated?</b></p> <p>Application Form</p>
<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>	<p><b>When is this evaluated?</b></p> <p>Application form references</p>
<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>	<p><b>When is this evaluated?</b></p> <p>Application form</p> <p>Interview/selection centre</p>
<p><b>Health:</b></p> <p>Applicants must meet professional health requirements (in line with GMC standards / Good Medical Practice).</p>	<p><b>When is this evaluated?</b></p> <p>Pre-employment health screening</p>
<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> </ul>	<p><b>When is this evaluated?</b></p> <p>Application form</p> <p>Interview/selection centre</p>

PERSON SPECIFICATION 2023

<ul style="list-style-type: none"> <li>• Have evidence that their present level of achievement and performance is commensurate with the totality of their period of training</li> <li>• Have sufficient experience (not including foundation level experience) to include:             <ul style="list-style-type: none"> <li>➤ Completion of at least 2.5 years training<sup>vii</sup> in general Histopathology, including Autopsy work by advertised post start date (unless evidence of Stage A and B completion if still on the 2015 curriculum).</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>viii</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>ix</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><b>Application completion:</b> ALL sections of application form completed FULLY according to written guidelines.</p>	<p><b>When is this evaluated?</b> Application form</p>

<p><b>SELECTION CRITERIA</b></p>		
<p><b>Career Progression</b></p>		
	<p><b>Desirable Criteria</b></p> <ul style="list-style-type: none"> <li>• BSc, other degrees / qualifications</li> <li>• Research MD, PhD</li> </ul>	<p><b>When is this evaluated?</b> Application Form</p>
<p><b>Clinical Experience</b></p>		
	<p><b>Desirable Criteria</b></p> <ul style="list-style-type: none"> <li>• Additional experience in clinical medicine</li> </ul>	<p><b>When is this evaluated?</b> Application Form References</p>
<p><b>Clinical Skills</b></p>		
<p><b>Essential Criteria</b></p> <ul style="list-style-type: none"> <li>• Exposure to perinatal autopsy practice</li> <li>• Exposure to paediatric pathology practice</li> <li>• Cytology and surgical pathology experience</li> <li>• Understanding of clinical risk management</li> </ul>	<p><b>Desirable Criteria</b></p> <ul style="list-style-type: none"> <li>• Perinatal autopsy experience</li> <li>• Experience in paediatric pathology</li> <li>• Appropriate level of experience and awareness in and outside specialty / medicine</li> </ul>	<p><b>When is this evaluated?</b> Application form Interview/selection centre References</p>

PERSON SPECIFICATION 2023

<ul style="list-style-type: none"> <li>• Competent to work without direct supervision where appropriate</li> <li>• Clear, logical thinking showing an analytical/scientific approach</li> <li>• Appropriate level of clinical knowledge</li> <li>• Shows knowledge of, and demonstrates use of, evidence informed practice</li> <li>• Shows awareness of own limitations</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding of the issues in histopathology and paediatric and perinatal pathology</li> </ul>	
<p><b>Academic Skills</b></p>		
	<p><b>Desirable Criteria</b></p> <ul style="list-style-type: none"> <li>• Research experience (including participation in clinical trials)</li> <li>• Presentations / publications</li> <li>• Prizes and honours</li> </ul>	<p><b>When is this evaluated?</b></p> <p>Application form</p> <p>Interview/selection centre</p>
<p><b>Teaching Skills</b></p>		
<p><b>Essential Criteria</b></p> <ul style="list-style-type: none"> <li>• Evidence of teaching experience</li> </ul>	<p><b>Desirable Criteria</b></p> <ul style="list-style-type: none"> <li>• Enthusiasm for teaching; exposure to different groups / teaching methods</li> </ul>	<p><b>When is this evaluated?</b></p> <p>Application form</p> <p>Interview/selection centre</p>
<p><b>Organisation &amp; Planning</b></p>		
<p><b>Essential Criteria</b></p> <ul style="list-style-type: none"> <li>• Ability to prioritise clinical need</li> <li>• Ability to organise oneself and own work</li> <li>• Evidence of participation in audit</li> <li>• Experience and ability to work in multi professional teams</li> </ul>	<p><b>Desirable Criteria</b></p> <ul style="list-style-type: none"> <li>• Understanding of NHS, clinical governance and resource constraints</li> <li>• Information technology skills</li> </ul>	<p><b>When is this evaluated?</b></p> <p>Application form</p> <p>Interview/selection centre</p>
<p><b>Personal Skills</b></p>		
<p><b>Personal Skills – Essential Criteria</b></p> <p><b>Communication and language skills:</b></p> <ul style="list-style-type: none"> <li>• The ability to communicate with clarity and intelligibility in written and spoken English; ability to build rapport, listen, persuade and negotiate</li> </ul> <p><b>Decisiveness and accountability:</b></p> <ul style="list-style-type: none"> <li>• The ability to take responsibility, show leadership, make decisions and exert appropriate authority</li> </ul> <p><b>Interpersonal Skills:</b></p>		<p><b>When is this evaluated?</b></p> <p>Application form</p> <p>Interview/selection centre</p> <p>References</p>

PERSON SPECIFICATION 2023

<ul style="list-style-type: none"> <li>The ability to see patients as people, empathise, work co-operatively with others, open and non-defensive, sense of humour</li> </ul> <p><b>Uses a non-judgmental approach to patients and colleagues:</b></p> <ul style="list-style-type: none"> <li>Regardless of their sexuality, ethnicity, disability, religious beliefs or financial status</li> </ul> <p><b>Flexibility:</b></p> <ul style="list-style-type: none"> <li>Able to change and adapt, respond to rapidly changing circumstances</li> </ul> <p><b>Resilience:</b></p> <ul style="list-style-type: none"> <li>Able to operate under pressure, cope with setbacks, self – aware</li> </ul> <p><b>Thoroughness:</b></p> <ul style="list-style-type: none"> <li>Is well prepared, shows self-discipline/commitment, is punctual and meets deadlines</li> </ul> <p><b>Initiative:</b></p> <ul style="list-style-type: none"> <li>Shows initiative, drive, enthusiasm</li> <li>A self-starter, motivated, shows curiosity</li> </ul> <p><b>Probity:</b></p> <ul style="list-style-type: none"> <li>Displays honesty, integrity, aware of ethical dilemmas, respects confidentiality</li> </ul> <p><b>Values:</b> 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)</p>		
<p><b><i>Commitment to specialty – learning and personal development</i></b></p>		
<p><b>Essential Criteria</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 and Histopathology.</li> <li>Commitment to personal and professional development</li> <li>Evidence of attendance at organised teaching and training programme</li> <li>Evidence of self-reflective practice</li> </ul>	<p><b>Desirable Criteria</b></p> <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> </ul>	<p><b>When is this evaluated?</b></p> <p>Application form Interview/selection centre</p>

<sup>i</sup> The published deadline<sup>i</sup> refers to a deadline date set in each recruitment round; Round 1 (30/03/2023) Round 2 (20/04/2023) Round 3 (23/10/2023)

<sup>ii</sup> 'When is this evaluated' is indicative but may be carried out at any time throughout the selection process.

## PERSON SPECIFICATION 2023

---

<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> 'Time of appointment refers to the date on which the post commences'<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 document refer to whole time equivalent.

<sup>viii</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>ix</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.