

## PAEDIATRICS – ST4

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>• Hold full MRCPCH at time of application or application close 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>• Evidence of achievement of Level 1 paediatric capabilities at intended start date, as outlined in the <b>Paediatric RCPCH Progress Curriculum</b></li> <li>• Be eligible to work in the UK by the intended start date</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> <li>• <b>Have at least 24 months' experience<sup>vi</sup> in Paediatrics<sup>vii</sup> (not including Foundation modules)</b> by time of intended start date</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> </ul>	Application form Interview/selection centre

<ul style="list-style-type: none"> <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></p> <p>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>		Application form, interview/selection centre  References
<b>Clinical Skills - Clinical Knowledge &amp; Expertise</b>		
<ul style="list-style-type: none"> <li>Capacity to apply sound clinical knowledge and judgement</li> <li>Potential to develop excellent diagnostic skills</li> <li>Evidence of up to date and demonstrable advanced life support and safeguarding skills</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>Shows aptitude for practical skills, e.g. hand-eye coordination, manual dexterity</li> <li>Demonstrable competence of training in paediatric and/or neonatal life support</li> <li>Demonstrable competence of a level 2 or 3 Paediatric safeguarding course</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 involvement in and understanding of importance of audit and research and potential to contribute to development in paediatrics</li> <li>Demonstrates involvement in and understanding of the basic principles of audit, clinical risk management, evidence-based practice, patient safety, and clinical quality improvement initiatives</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> <li>Evidence of active participation in audit and/or risk management</li> </ul>	Interview/selection centre

<ul style="list-style-type: none"> <li>• Potential to contribute to development in paediatrics</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 <b>collecting and reflecting on</b> feedback for teaching</li> </ul>		
<p><i>Personal Skills</i></p>		
<p><b>Communication skills:</b></p> <ul style="list-style-type: none"> <li>• Capacity to communicate effectively at different levels e.g. with babies, young people and their families</li> </ul> <p><b>Problem solving and decision making:</b></p> <ul style="list-style-type: none"> <li>• Demonstrates an analytical approach to practice</li> <li>• Capacity to bring a range of approaches to solving problems</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</li> </ul> <p><b>Managing others and team involvement:</b></p> <ul style="list-style-type: none"> <li>• Evidence of interest and experience in management and leadership</li> <li>• Evidence of effective multi-disciplinary team working and leadership, supported by multi-source feedback or other workplace-based assessments</li> </ul> <p><b>Organisation and planning:</b></p> <ul style="list-style-type: none"> <li>• Capacity to achieve a balance between urgent and important demands</li> <li>• Capacity to manage/prioritise time and information effectively</li> <li>• Capacity to prioritise own workload and organise ward rounds</li> </ul> <p><b>Vigilance and situational awareness:</b></p> <ul style="list-style-type: none"> <li>• Capacity to monitor acute situations that may change rapidly</li> </ul> <p><b>Coping with pressure and managing uncertainty:</b></p> <ul style="list-style-type: none"> <li>• Capacity to manage acute situations under pressure</li> <li>• Demonstrates initiative and capacity to cope with changing circumstances</li> <li>• Is able to deliver good clinical care in the face of uncertainty by using all team members</li> </ul> <p><b>Values:</b></p> <ul style="list-style-type: none"> <li>• Understands, respects and demonstrates the values of the NHS <sup>x</sup> (e.g. everyone counts; improving lives; commitment to quality of</li> </ul>	<p><b>Management and leadership skills:</b></p> <ul style="list-style-type: none"> <li>• Evidence of effective leadership in and outside medicine</li> <li>• Demonstrates an understanding of NHS management and resources</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 outside medicine, e.g. grant or bursary applications, organisation of a non-medical club, sports section, etc.</li> </ul>	<p>Interview/selection centre</p> <p>References</p>

PERSON SPECIFICATION 2022

<p>care; respect and dignity; working together for patients; compassion)</p>		
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**Probity – Professional Integrity**

<ul style="list-style-type: none"> <li>• Takes responsibility for own actions. Displays honesty, integrity and awareness of ethical issues</li> <li>• Understands importance of advocacy, children’s rights, safety, confidentiality and consent</li> </ul>		<p>Interview/selection centre References</p>
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**Commitment to Specialty – Learning & Personal Development**

<ul style="list-style-type: none"> <li>• Understanding and awareness of particular requirements and demands of working with children and their parents</li> <li>• Demonstrates reflective approach to practice and commitment to personal development</li> </ul>	<ul style="list-style-type: none"> <li>• Extracurricular activities / achievements relevant Paediatrics</li> </ul>	<p>Interview/selection centre References</p>
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## PERSON SPECIFICATION 2022

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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 earliest post commences. For ST4 posts this will normally be **4 August 2022**, unless a different start date is specifically indicated in advance by the employing trust/Local Office/Deanery.

<sup>iv</sup> 'Selection centre' refers to a process, not a place. It involves a number of assessment activities.

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

<sup>vi</sup> Any time periods specified in this person specification refer to full-time-equivalent.

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

<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 Local Office / Deanery that the training took place. No other evidence will be accepted.