

PAEDIATRICS – ST4

ENTRY CRITERIA	
<p>Essential Criteria</p> <p>Qualifications:</p> <p>Applicants must have:</p> <ul style="list-style-type: none"> • MBBS or equivalent medical qualification • Success in the three written MRCPCH papers by offer dateⁱ and within the last 7 years 	<p>When is this evaluated?ⁱⁱ</p> <p>Application form</p>
<p>Eligibility:</p> <p>Applicants must:</p> <ul style="list-style-type: none"> • Be eligible for full registration with, and hold a current licence to practiseⁱⁱⁱ from, the GMC at intended start date^{iv} • Evidence of achievement of paediatric capabilities commensurate with a trainee who has completed ST3, as defined by the Paediatric RCPCH Progress+ curriculum by point of application • Be eligible to work in the UK by the intended start date 	<p>When is this evaluated?</p> <p>Application form, interview/selection centre</p>
<p>Fitness to practise:</p> <p>Is up to date and fit to practise safely and is aware of own training needs.</p>	<p>When is this evaluated?</p> <p>Application form References</p>
<p>Language skills:</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^v</p>	<p>When is this evaluated?</p> <p>Application form, pre-employment health screening</p>
<p>Health:</p> <p>Applicants must meet professional health requirements (in line with GMC standards / Good Medical Practice).</p>	<p>When is this evaluated?</p> <p>Application form, pre-employment health screening</p>
<p>Career progression:</p> <p>Applicants must:</p> <ul style="list-style-type: none"> • Be able to provide complete details of their employment history • Have evidence that their career progression is consistent with their personal circumstances • Have evidence that their present level of achievement and performance is commensurate with the totality of their period of training • Have at least 24 months' experience^{vi}, including at least 6 months in Neonatology and 6 months in General Paediatrics^{vii} (not including Foundation modules) by time of application • 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^{viii}. • 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^{ix} 	<p>When is this evaluated?</p> <p>Application form Interview/selection centre</p>

<ul style="list-style-type: none"> 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 For those wishing to be considered for Locum Appointment for Training posts (where available): no more than 24 months experience in LAT posts in the specialty by intended start date 	
<p>Application completion: ALL sections of application form completed FULLY according to written guidelines.</p>	<p>When is this evaluated? Application form</p>

SELECTION CRITERIA		
Essential Criteria	Desirable Criteria	When is this evaluated?
Qualification		
<p>Essential Criteria</p> <ul style="list-style-type: none"> As Above 	<p>Desirable Criteria</p> <ul style="list-style-type: none"> BA, MSc 	<p>When is this evaluated?</p> <p>Application form Interview/selection centre References</p>
Clinical Skills - Clinical Knowledge & Expertise		
<p>Essential Criteria</p> <ul style="list-style-type: none"> Capacity to apply sound clinical knowledge and judgement Potential to develop excellent diagnostic skills Demonstrable competence of training in paediatric and neonatal life support Demonstrable competence of level 3 Paediatric safeguarding Capability to assess and manage an acutely sick patient independently with remote supervision and to recognise when senior support is needed. Capability to manage an acute neonatal admission independently with remote supervision and to recognise when senior support is needed Able to demonstrate of mandatory DOPS, as per Progress+ (and evidenced via Capabilities form) Understands the implications of child and adolescent mental health and public health in the delivery of care to children and young people 	<p>Desirable Criteria</p>	<p>When is this evaluated?</p> <p>Application form Interview/selection centre References</p>

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<ul style="list-style-type: none"> • Be able to demonstrate the clinical and communication skills that are required to work independently overnight as a middle grade. Managing and communicating effectively with all members of the team. • At least 6 months experience in neonatal and general paediatric services at point of application. 		
<p>Academic Skills</p>		
<p>Essential Criteria</p> <p>Research, Audit and Quality Improvement:</p> <ul style="list-style-type: none"> • Demonstrates regular involvement in and understanding of importance of audit and research and potential to contribute to development in Paediatrics • Demonstrates involvement in and understanding of the basic principles of audit and clinical quality improvement projects (QIP), clinical risk management, evidence-based practice and patient safety • Can describe the QIP methodology for clinical improvement • Demonstrates knowledge of evidence-informed practice <p>Teaching:</p> <ul style="list-style-type: none"> • Evidence of interest in, and experience of, teaching • Evidence of collecting and reflecting on feedback for teaching 	<p>Desirable Criteria</p> <p>Research, Audit and Quality Improvement:</p> <ul style="list-style-type: none"> • Evidence of relevant academic and research achievements, e.g. degrees, prizes, awards, distinctions, publications, presentations, other achievements • Potential to contribute to development in Paediatrics clinical practice • Evidence of involvement in a research project in paediatrics 	<p>When is this evaluated?</p> <p>Interview/selection centre</p>
<p>Personal Skills</p>		
<p>Personal Skills – Essential Criteria</p> <p>Communication skills:</p> <ul style="list-style-type: none"> • Demonstrates clarity in written/spoken communication, and capacity to adapt language to the situation, as appropriate • Capacity to communicate effectively at different levels e.g. with babies, young people and their families <p>IT skills:</p> <ul style="list-style-type: none"> • Demonstrates information technology skills <p>Problem solving and decision making:</p> <ul style="list-style-type: none"> • Demonstrates an analytical approach to practice • Capacity to bring a range of approaches to solving problems <p>Empathy and sensitivity:</p> <ul style="list-style-type: none"> • Capacity to take in others' perspectives and treat others with understanding <p>Managing others and team involvement:</p> <ul style="list-style-type: none"> • Evidence of interest and experience in management and leadership 	<p>Personal Skills – Desirable Criteria</p> <p>Management and leadership skills:</p> <ul style="list-style-type: none"> • Evidence of effective leadership in and outside medicine • Demonstrates an understanding of NHS management and resources <p>Other:</p> <ul style="list-style-type: none"> • Evidence of achievement outside medicine • Evidence of altruistic behaviour, e.g. voluntary work • Evidence of organisational skills outside medicine, e.g. grant or bursary applications, organisation of a non-medical club, sports section, etc. • Able to discuss the importance of looking after their own physical and mental health with a view to then being able to better care for others. 	<p>When is this evaluated?</p> <p>Interview/selection centre References</p>

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<ul style="list-style-type: none"> Evidence of effective multi-disciplinary team working and leadership, supported by multi-source feedback or other workplace-based assessments <p>Organisation and planning:</p> <ul style="list-style-type: none"> Capacity to achieve a balance between urgent and important demands Capacity to manage/prioritise time and information effectively Capacity to prioritise own workload and organise ward rounds <p>Vigilance and situational awareness:</p> <ul style="list-style-type: none"> Capacity to monitor acute situations that may change rapidly <p>Coping with pressure and managing uncertainty:</p> <ul style="list-style-type: none"> Capacity to manage acute situations under pressure Demonstrates initiative and capacity to cope with changing circumstances Is able to deliver good clinical care in the face of uncertainty by using all team members <p>Values:</p> <ul style="list-style-type: none"> 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>Probity – Professional Integrity</p>		
<p>Essential Criteria</p> <ul style="list-style-type: none"> Takes responsibility for own actions. Displays honesty, integrity and awareness of ethical issues Understands importance of advocacy, children’s rights, safety, confidentiality and consent 		<p>When is this evaluated?</p> <p>Interview/selection centre</p> <p>References</p>
<p>Commitment to Specialty – Learning & Personal Development</p>		
<p>Essential Criteria</p> <ul style="list-style-type: none"> Understanding and awareness of particular requirements and demands of working with children and their parents Shows initiative/drive/enthusiasm (self-starter, motivated, shows curiosity, initiative) Demonstrable interest in, and understanding of, the specialty Commitment to continuing personal and professional development Evidence of attendance at organised teaching and training programme(s) Evidence of self-reflective practice 	<p>Desirable Criteria</p> <ul style="list-style-type: none"> Extracurricular activities / achievements relevant Paediatrics 	<p>When is this evaluated?</p> <p>Interview/selection centre</p> <p>References</p>

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ⁱ The published deadline' 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)

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

ⁱⁱⁱ 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.

^{iv} 'Intended start date' refers to the date at which the earliest post commences. For ST4 posts this will normally be the start of August 2023, unless a different start date is specifically indicated in advance by the employing trust/Local Office/Deanery.

^v Applicants are advised to visit the GMC website which gives details of evidence accepted for registration.

^{vi} Any time periods specified in this person specification refer to full-time-equivalent.

^{vii} All experience in posts at any level in this specialty count, irrespective of the country the experience is gained

^{viii} 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.

^{ix} 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.