

## PAEDIATRIC CARDIOLOGY – 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>• MRCPCH full diploma or on GMC specialist register for paediatrics at time of application <b>or</b></li> <li>• MRCP (UK) full diploma <b>or</b> EEA eligibility<sup>ii</sup> by the published deadline<sup>iii</sup></li> </ul>	<p>Application form</p> <p>Interview/selection centre<sup>iv</sup>, pre-employment check</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>v</sup> from, the GMC at the advertised post start date<sup>vi</sup></li> <li>• Have evidence of achievement of foundation competences from a UKFPO-affiliated foundation programme or equivalent, by time of application in line with GMC standards/Good Medical Practice</li> <li>• Have evidence of achievement of competences, for the round of application, via <b>one</b> of the following methods:</li> </ul> <p><b>Paediatrics training</b></p> <ul style="list-style-type: none"> <li>➢ Achievement of ST1 and ST2 competences in paediatrics at time of application and Level 1 competences (or equivalent) in paediatrics by time of commencement of the ST4 training programme; <b>or</b></li> </ul> <p><b>Physician training</b></p> <ul style="list-style-type: none"> <li>➢ Current employment in a UK core medical training or ACCS (Acute Medicine) programme, or JRCPTB internationally level 3 accredited equivalent core medical training<sup>vii</sup>, and on track to successfully complete the training programme by the advertised post start date, <b>or</b></li> <li>➢ Successful completion, of a UK core medical training or ACCS (Acute Medicine) programme<sup>viii</sup>, or JRCPTB internationally level 3 accredited equivalent core medical training, evidenced by ARCP, <b>or</b></li> <li>➢ Evidence of achievement of core medicine competences at time of application. Acceptable evidence is only permitted via the standard <i>Alternative Certificate of Core Competence</i><sup>ix</sup></li> </ul> <ul style="list-style-type: none"> <li>• Candidates who apply through a physician training pathway must <b>also</b> be able to demonstrate ST1 competences<sup>x</sup> in paediatrics by time of commencement of the ST4 training programme</li> <li>• Both routes must be supported by evidence from work-based assessments of clinical performance (DOPs, Mini-CEX, CBD, ACAT) and Multi Source Feedback or equivalent, ARCP or equivalent</li> <li>• Be eligible to work in the UK</li> <li>• Successful completion of APLS or EPLS (or equivalent) and NLS (or equivalent) by intended start date</li> <li>• Successful completion of Level 2 Safeguarding Children: Recognition and Response in Child Protection (or equivalent) by intended start date</li> </ul>	<p>Application form, interview/selection centre, pre-employment check</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>Application form</p> <p>References</p>

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<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>xi</sup></p>	<p>Application form, pre-employment health screening</p>
<p><b>Health:</b></p> <p>Applicants must meet professional health requirements (in line with GMC standards / Good Medical Practice).</p>	<p>Application form, 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> <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) by the advertised post start date. This can be via <b>one of the following</b>: <ul style="list-style-type: none"> <li>➢ Training completed in either core medical training, ACCS (acute medicine) or broad based training with the further year in CT2 core medical training, <b>or</b></li> <li>➢ At least 24 months' experience<sup>xii</sup> in medical specialties (of which at least 12 months must include the care of acute medical in-patients) by time of commencement of ST3 training. Experience in certain acute care common stem specialties can be counted towards the 24 months in some circumstances<sup>xiii</sup> <b>and</b> at least 12 months' experience in paediatrics, which must include a minimum of 6 months acute general paediatrics and 6 months neonatal medicine, by time of commencement of ST4 training; <b>or</b></li> <li>➢ At least 36 months' experience in paediatrics by time of commencement of ST4 training</li> </ul> </li> <li>• Applicants must have notified the Training Programme Directory of the specialty training programme they are currently training in if applying to continue training in the same specialty in another region.<sup>xiv</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>• Applicants must not have previously relinquished or been released / removed from a training programme in this specialty or associated core training programme, except if they have received an ARCP outcome 1 (outcome 6 for associated core training) or under exceptional circumstances<sup>xv</sup>.</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>Career Progression</b>		
<ul style="list-style-type: none"> <li>As Above</li> </ul>	<ul style="list-style-type: none"> <li>Intercalated BSc or equivalent</li> <li>Higher degrees including MSc, PhD or MD (where research thesis is not part of first medical degree)</li> </ul>	Application form, interview/selection centre  References
<b>Clinical Skills</b>		
<ul style="list-style-type: none"> <li>Evidence of experience in paediatrics including managing patients on unselected take or equivalent</li> <li>For applicants from adult medicine, experience in general paediatrics and neonatal medicine</li> </ul>	<ul style="list-style-type: none"> <li>Experience at ST1, ST2 or ST3 level of managing patients (adult and/or paediatric) with cardiac disease, including emergencies, by time of commencement of ST4 training</li> </ul>	Application form, interview/selection centre  References
<b>Clinical Skills – Clinical Knowledge &amp; Expertise</b>		
<ul style="list-style-type: none"> <li>Appropriate knowledge base and ability to apply sound clinical judgement to problems</li> <li>Awareness of the basics of managing patients with cardiovascular disease</li> <li>Able to demonstrate proficiency in a range of medical procedures as an indication of manual dexterity and hand-eye coordination</li> <li>Evidence of competence in management of medical emergencies and in-patients through continuous work-based assessments, portfolio evidence, including log book documentation, if applicable</li> <li>Evidence of competence to work without direct supervision, where appropriate</li> </ul>	<ul style="list-style-type: none"> <li>Demonstrates awareness of the basics of managing paediatric cardiac disease and managing emergencies</li> <li>Evidence<sup>xvi</sup> of some competences in the specialty as defined by the relevant curricula</li> <li>Evidence of skills in the management of acute medical referrals</li> </ul>	Application form Interview/selection centre  References
<b>Academic Skills</b>		
<b>Research and audit skills:</b> <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, evidence based practice, patient safety and clinical quality improvement initiatives</li> </ul>	<b>Research and audit skills:</b> <ul style="list-style-type: none"> <li>Demonstrates an understanding of research methodology</li> <li>Evidence of relevant academic and research achievements and involvement in a formal research project</li> <li>Evidence of relevant academic publications</li> </ul>	Application form Interview/selection centre  References

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<ul style="list-style-type: none"> <li>• Demonstrates knowledge of evidence informed practice</li> <li>• Demonstrates an understanding of clinical governance</li> </ul> <p><b>Teaching</b></p> <ul style="list-style-type: none"> <li>• Evidence of teaching experience and/or training in teaching</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             <ul style="list-style-type: none"> <li>➢ Focusing on patient safety and clinical improvement</li> <li>➢ In addition to the mandatory curriculum, demonstrates an interest in and commitment to the specialty</li> </ul> </li> <li>• Evidence of a portfolio of audit projects including where the audit loop has been closed and there is evidence of learning the principles of changes management</li> <li>• Evidence of exceptional achievement in medicine</li> </ul> <p><b>Teaching:</b></p> <ul style="list-style-type: none"> <li>• Evidence of involvement in teaching students, postgraduates and other professionals, with feedback             <ul style="list-style-type: none"> <li>• Evidence of participation in a teaching course</li> </ul> </li> </ul>	
<p><i>Personal Skills</i></p>		
<p><b>Communication skills:</b></p> <ul style="list-style-type: none"> <li>• Demonstrates clarity in written/spoken communication and capacity to adapt language as appropriate to the situation</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</li> <li>• Sees 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> </ul>	<p><b>Management and leadership 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 multidisciplinary team working and leadership supported by multi source feedback or other workplace based assessments</li> <li>• Evidence of effective leadership in and outside of 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> </ul>	<p>Application form Interview/selection centre References</p>

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<ul style="list-style-type: none"> <li>Evidence of thoroughness (is well prepared, shows self-discipline/commitment, is punctual and meets deadlines)</li> </ul> <p><b>Vigilance and situational awareness:</b></p> <ul style="list-style-type: none"> <li>Capacity to monitor developing situations and anticipate issues</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 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 (e.g. everyone counts; improving lives; commitment to quality of care; respect and dignity; working together for patients; compassion)</li> </ul>		
<p><b><i>Probity - Professional Integrity</i></b></p>		
<ul style="list-style-type: none"> <li>Takes responsibility for own actions.</li> <li>Displays honesty, integrity and awareness of ethical issues</li> </ul>		<p>Application form Interview/selection centre References</p>
<p><b><i>Commitment to Specialty – Learning &amp; Personal Development</i></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</li> <li>Commitment to personal and professional development</li> <li>Evidence of self-reflective practice</li> </ul>	<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> <li>Evidence of attendance at organised teaching and training programme</li> </ul>	<p>Application form Interview/selection centre 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> Applicants who are EEA nationals and have trained in a non-UK EEA nation may be eligible to apply without MRCP(UK) under the EU directive 2005/36/EC. To qualify training must meet defined criteria to be considered comparable to core medical training in the UK. For further information, please refer to the JRCPTB website: <http://www.st3recruitment.org.uk/recruitment-process/am-i-eligible/mrcp-uk>

<sup>iii</sup> 'The published deadline' refers to a deadline date set in each recruitment round; this date will be specified clearly within the published advertisement for that recruitment round. However, please note that those applying via the EEA eligibility route will need their eligibility at time of application.

<sup>iv</sup> 'Selection centre' refers to a process, not a place. It involves a number of selection activities which may be delivered as part of the application process.

<sup>v</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>vi</sup> 'The advertised post start date' refers to the first date from which posts recruited in a round can commence. This will be specified clearly within the published advertisement for that recruitment round.

<sup>vii</sup> Details of internationally accredited JRCPTB core medical training programmes can be found on the ST3 Recruitment website: <http://www.st3recruitment.org.uk/recruitment-process/am-i-eligible/core-competences>

<sup>viii</sup> Applicants who have an ARCP outcome with all competences signed off apart from the full MRCP (UK), will be eligible to apply on this basis, subject to the normal rules on completing the MRCP (UK)

<sup>ix</sup> The *Alternative Certificate of Core Competence* is a document designed by the JRCPTB listing the necessary core competences required for progression to ST3, as defined in the GIM curriculum: <http://www.jrcptb.org.uk/trainingandcert/ST3-SpR/Pages/General-Internal-Medicine.aspx>. The certificate is available to download from the ST3 Recruitment website: <http://www.st3recruitment.org.uk/recruitment-process/am-i-eligible/core-competences>. Applicants must ensure their form meets the requirements detailed on the website.

<sup>x</sup> If no ST1 competences in Paediatrics, then will be necessary to undergo 6/12 in general paediatrics and 6/12 in neonatal paediatrics at start of training programme to gain ST1 paediatric competencies. This will not count as training in paediatric cardiology

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

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

<sup>xiii</sup> For information on how experience in acute care common stem specialties will be counted, please visit the ST3 Recruitment website: <http://www.st3recruitment.org.uk/recruitment-process/am-i-eligible/experience>

<sup>xiv</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>xv</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>xvi</sup> Evidence can include portfolio, logbook, ARCP, or equivalent. Where relevant/applicable, workplace-based assessments (eg CbD, mini-CEX, ACAT, DOPS, MSF, or equivalent) may also be used to demonstrate achievement of competences.