

PAEDIATRIC & PERINATAL PATHOLOGY – ST3

ENTRY CRITERIA	
Essential Criteria	When is this evaluated? ⁱ
<p>Qualifications:</p> <p>Applicants must:</p> <ul style="list-style-type: none"> • Be eligible for registration with the GMC • MBBS (or equivalent) • FRCPATH Part 1 by date of appointment 	Application Form
<p>Eligibility:</p> <p>Applicants must:</p> <ul style="list-style-type: none"> • Be eligible to work in the UK • Be up to date and fit to practise safely • Be eligible for full registration with, and hold a current licence to practiseⁱⁱ from, the GMC at intended start dateⁱⁱⁱ 	Application Form
<p>Health:</p> <p>Applicants must meet professional health requirements (in line with GMC standards / Good Medical Practice).</p>	Pre-employment health screening
<p>Career progression:</p> <p>Applicants must:</p> <ul style="list-style-type: none"> • Demonstrate enthusiasm for and experience of Histopathology / Perinatal and Paediatric Pathology • 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^{iv} • 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^v. 	Application form Interview/selection centre
<p>Application completion:</p> <p>ALL sections of application form completed FULLY according to written guidelines.</p>	Application form

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SELECTION CRITERIA		
Essential Criteria	Desirable Criteria	When is this evaluated?
Career Progression		
<ul style="list-style-type: none"> As Above 	<ul style="list-style-type: none"> BSc (or other intercalated degree), other degrees / qualifications Research MD, PhD 	Application Form
Clinical Experience		
<ul style="list-style-type: none"> 18 months specialist training in Histopathology with satisfactory progress^{vi} Satisfactory completion of Stage A and Stage B of Histopathology Specialty training Not have previously relinquished or been released / removed from a training programme, except under exceptional circumstances 	<ul style="list-style-type: none"> Additional experience in clinical medicine 	Application Form References
Clinical Skills		
<ul style="list-style-type: none"> Exposure to perinatal autopsy practice Exposure to paediatric pathology practice Cytology and surgical pathology experience Understanding of clinical risk management Competent to work without direct supervision where appropriate Clear, logical thinking showing an analytical/scientific approach Good manual dexterity and hand / eye co-ordination Appropriate level of clinical knowledge Shows knowledge of, and demonstrates use of, evidence informed practice Shows awareness of own limitations 	<ul style="list-style-type: none"> Perinatal autopsy experience Experience in paediatric pathology Appropriate level of experience and awareness in and outside specialty / medicine Understanding of the issues in histopathology and paediatric and perinatal pathology 	Application form Interview/selection centre References
Academic Skills		
	<ul style="list-style-type: none"> Research experience (including participation in clinical trials) Presentations / publications Prizes and honours 	Application form Interview/selection centre
Teaching Skills		

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<ul style="list-style-type: none"> Evidence of teaching experience 	<ul style="list-style-type: none"> Enthusiasm for teaching; exposure to different groups / teaching methods 	<p>Application form Interview/selection centre</p>
<p>Organisation & Planning</p>		
<ul style="list-style-type: none"> Ability to prioritise clinical need Ability to organise oneself and own work Evidence of participation in audit Experience and ability to work in multi professional teams 	<ul style="list-style-type: none"> Understanding of NHS, clinical governance and resource constraints Information technology skills 	<p>Application form Interview/selection centre</p>
<p>Personal Skills</p>		
<p>Communication and language skills:</p> <ul style="list-style-type: none"> The ability to communicate with clarity and intelligibility in written and spoken English; ability to build rapport, listen, persuade and negotiate <p>Decisiveness and accountability:</p> <ul style="list-style-type: none"> The ability to take responsibility, show leadership, make decisions and exert appropriate authority <p>Interpersonal Skills:</p> <ul style="list-style-type: none"> The ability to see patients as people, empathise, work co-operatively with others, open and non-defensive, sense of humour <p>Uses a non-judgmental approach to patients and colleagues:</p> <ul style="list-style-type: none"> Regardless of their sexuality, ethnicity, disability, religious beliefs or financial status <p>Flexibility:</p> <ul style="list-style-type: none"> Able to change and adapt, respond to rapidly changing circumstances <p>Resilience:</p> <ul style="list-style-type: none"> Able to operate under pressure, cope with setbacks, self – aware <p>Thoroughness:</p> <ul style="list-style-type: none"> Is well prepared, shows self-discipline/commitment, is punctual and meets deadlines <p>Initiative:</p> <ul style="list-style-type: none"> Shows initiative, drive, enthusiasm A self-starter, motivated, shows curiosity <p>Probity:</p> <ul style="list-style-type: none"> Displays honesty, integrity, aware of ethical dilemmas, respects confidentiality <p>Values:</p>		<p>Application form Interview/selection centre References</p>

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<p>Understands, respects and demonstrates the values of the NHS Constitution (e.g. everyone counts; improving lives; commitment to quality of care; respect and dignity; working together for patients; compassion)</p>		
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ⁱ 'When is this evaluated' is indicative but may be carried out at any time throughout the selection process.

ⁱⁱ 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.

ⁱⁱⁱ Intended start date refers to the date at which the post commences, not (necessarily) the time an offer is accepted.

^{iv} 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.

^v 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.

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