

## 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>• Success in MRCPCH (by examination) 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>• Have evidence of achievement of <b>foundation competences</b> from a UKFPO-affiliated foundation programme or equivalent, by time of application, in line with GMC standards / Good Medical Practice; including: <ul style="list-style-type: none"> <li>➢ make the care of your patient your first concern</li> <li>➢ provide a good standard of practice and care</li> <li>➢ take prompt action if you think that patient safety, dignity or comfort is being compromised</li> <li>➢ protect and promote the health of patients and of the public</li> <li>➢ treat patients as individuals and respect their dignity</li> <li>➢ work in partnership with patients</li> <li>➢ work with colleagues in the ways that best serve patients' interests</li> <li>➢ be honest and open and act with integrity</li> <li>➢ never discriminate unfairly against patients or colleagues</li> <li>➢ never abuse your patients' trust in you or the public's trust in the profession.</li> </ul> </li> <li>• Evidence of achievement of Level 1 paediatric capabilities at time of application and intended start date, as outlined in the <b>Paediatric RCPCH Progress Curriculum</b></li> <li>• Hold a current and in date valid driving licence or provides an undertaking to provide alternative means of transport when providing emergency and domiciliary care to fulfil the requirements of the whole training programme</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

PERSON SPECIFICATION 2020

<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>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> <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>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>Qualifications</b>		
<ul style="list-style-type: none"> <li>• As Above</li> </ul>		<p>Application form, interview/selection centre</p> <p>References</p>
<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>• Successful completion of APLS or EPLS (or equivalent) and NLS (or equivalent), valid at time of appointment</li> <li>• Successful completion of <i>Level 2 Safeguarding Children: Recognition and Response in Child</i></li> </ul>	<ul style="list-style-type: none"> <li>• Shows aptitude for practical skills, e.g. hand-eye coordination, manual dexterity</li> </ul>	<p>Interview/selection centre</p> <p>References</p>

PERSON SPECIFICATION 2020

<p><i>Protection (or equivalent), valid time of appointment<sup>x</sup></i></p>		
<p><b>Academic Skills</b></p>		
<p><b>Research and audit skills:</b></p> <ul style="list-style-type: none"> <li>• Demonstrates understanding of importance of audit and research</li> <li>• Potential to contribute to development in paediatrics</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> <p><b>Teaching:</b></p> <ul style="list-style-type: none"> <li>• Evidence of interest in, and experience of, teaching</li> </ul>	<p>Interview/selection centre</p>
<p><b>Personal Skills</b></p>		

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<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>Capacity to work cooperatively with others and work effectively in a multi-disciplinary team</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> </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 resilience to cope with changing circumstances</li> </ul> <p><b>Values:</b></p> <ul style="list-style-type: none"> <li>Understands, respects and demonstrates the values of the NHS Constitution<sup>xi</sup> (e.g. everyone counts; improving lives; commitment to quality of care; respect and dignity; working together for patients; compassion)</li> </ul>	<p><b>Management and leadership skills:</b></p> <ul style="list-style-type: none"> <li>Evidence of interest and experience in management and leadership</li> </ul>	<p>Interview/selection centre References</p>
<p><b><i>Probity – Professional Integrity</i></b></p>		
<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>
<p><b><i>Commitment to Specialty – Learning &amp; Personal Development</i></b></p>		
<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>

## PERSON SPECIFICATION 2020

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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 post commences, not (necessarily) the time an offer is accepted. For 2020 posts this will normally be **5 August 2020**, unless a different start date is specifically indicated in advance by the employing trust/LETB.

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

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

<sup>x</sup> Applications will be considered if evidence of completion provided or evidence of a course that has been booked to take place in the future but by no later than the intended start date.