

## REHABILITATION MEDICINE – ST3

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>• MRCP (UK) Part 1 or MRCPCH Part 1 A and B or MRCOG Part 1 or EEA eligibility<sup>ii</sup> at time of application <b>or</b></li> <li>• MRCS successful completion of examination by day after results for May 2021 examination diet are released <b>or</b></li> <li>• Primary FRCA by date of interview <b>or</b></li> <li>• MRCPG <b>or</b> MRCPsych <b>or</b> FRCOphth Part 1 by intended start date</li> </ul>	<p>Application form</p> <p>Interview/selection centre<sup>iii</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>iv</sup> from, the GMC at the advertised post start date<sup>v</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 one of the following methods:</li> </ul> <p><b>Internal medicine</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>vi</sup>, and on track to successfully complete the training programme by the advertised post start date, <b>or</b></li> <li>➢ Current employment in a UK internal medicine training programme (year 2) and on track to complete the year 2 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>vii</sup>, or internal medicine training (stage 1) 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>viii</sup></li> </ul> <p><b>Paediatrics</b></p> <ul style="list-style-type: none"> <li>➢ Current employment in a UK paediatrics training programme and on track to successfully complete Level 1 competences by the advertised post start date, <b>or</b></li> <li>➢ Successful completion, of Level 1 paediatric competences, evidenced by ARCP, <b>or</b></li> <li>➢ A fully completed <i>Certificate of Completion of Paediatric Level 1 Competency</i> by time of application</li> </ul> <p><b>Surgery</b></p> <ul style="list-style-type: none"> <li>➢ Evidence of achievement of CT/ST1 competences in core surgery at time of application and CT/ST2 competences in core surgery by time of appointment, acceptable evidence includes</li> </ul>	<p>Application form, interview/selection centre, pre-employment check</p>

satisfactory ARCP outcome of completion of Core Surgical Training programme or Certificate of Readiness to Enter Higher Surgical Training

**General practice**

- Current employment in a general practice training programme at ST3 level and on track to successfully complete ST3 by the advertised post start date, **or**
- Eligibility for the GP Register. This must be evidenced either by entry on the GMC GP Register, or documentation from the GMC confirming eligibility

**Anaesthetics**

- Have evidence of achievement of CT2 competences in Anaesthetics and Intensive Care Medicine (including Initial Assessment of Competency) or equivalent demonstrated by:
  - Basic Level Training Certificate (BLTC)/ Core Level Training Certificate (CLTC). To be used if you have completed a UK Anaesthetics/ACCS Anaesthetics Core Training Programme
  - Current employment in a UK Core Anaesthetics / ACCS Anaesthetics Training Programme and achievement of all required core competences evidenced by a BLTC / CLTC by intended start date
  - Basic Level Equivalence form (BLE)/ Core Level Equivalence form (CLE). To be used if you have not completed a UK core training programme but have all the required competencies by time of application.

**Psychiatry**

- Evidence of achievement of CT/ST1 and CT/ST2 competences in psychiatry at time of application
- Evidence of achievement of CT/ST3 competences in psychiatry by time of application or confirmation that these will be achieved by time of appointment

All competences must be as defined by the Royal College of Psychiatrists' curriculum relating to core psychiatric training.

Acceptable evidence includes ARCP certificates or Certificate C (equivalent core competence form), certification demonstrating that the applicant has attained and maintained core competences, including psychotherapy, as set out in all 19 ILOs in the 2013 core psychiatry curriculum.

- Applicants without all the necessary evidence at the time of application must submit a written statement from their educational supervisor or tutor stating that all these competences will be achieved by the time of appointment. This includes applicants from Core Psychiatry Training who are expecting an outcome 1 from their end of CT3 ARCP. This written statement supplements the requirements to provide Form C, appropriate ARCP evidence etc.

**Ophthalmology**

- Evidence of achievement of ST1 competences in Ophthalmology at time of application and ST2 competences in Ophthalmology by time of appointment, evidenced by ARCP outcome 1 **or**
- Evidence of achievement of ST1 and ST2 competences at time of application. Acceptable evidence is only permitted via the standard Alternative Certificate of Competences

**Obstetrics and gynaecology**

- Evidence of achievement of ST1 and ST2 competences in this specialty by time of appointment. Acceptable evidence includes ARCP certificates or the Alternative Certificate of ST1 and ST2 O&G competences by deadline for applications. The Alternative Certificate can be found here: <https://www.nwpgmd.nhs.uk/node/2452>

PERSON SPECIFICATION 2021

<ul style="list-style-type: none"> <li>• Be eligible to work in the UK</li> </ul>	
<p><b><i>Fitness to practise:</i></b> Is up to date and fit to practise safely and is aware of own training needs.</p>	<p>Application form References</p>
<p><b><i>Language skills:</i></b> 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>ix</sup></p>	<p>Application form, pre-employment health screening</p>
<p><b><i>Health:</i></b> 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><i>Career progression:</i></b> 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) in <b>one</b> of the qualifying specialties by the advertised post start date. This can be via either:</li> </ul> <p><b>Internal medicine</b></p> <ul style="list-style-type: none"> <li>○ Training completed in either core medical training, ACCS (acute medicine), broad based training with the further year in CT2 core medical training or internal medicine training (stage 1), <b>or</b></li> <li>○ At least 24 months' experience<sup>x</sup> in medical specialties (of which at least 12 months must include the care of acute medical in-patients). Experience in certain acute care common stem specialties can be counted towards the 24 months in some circumstances<sup>xi</sup></li> </ul> <p><b>Paediatrics</b></p> <ul style="list-style-type: none"> <li>○ Applicants must have at least 24 months' experience in paediatrics by time of commencement of ST3 training</li> </ul> <p><b>Surgery</b></p> <ul style="list-style-type: none"> <li>○ Have satisfactorily completed an approved Core Surgical Training programme or equivalent by start of post.</li> </ul> <p><b>General practice</b></p> <ul style="list-style-type: none"> <li>○ At least 36 months' experience in general practice (not including Foundation modules)</li> </ul> <p><b>Anaesthetics</b></p> <ul style="list-style-type: none"> <li>○ Have at least 24 months' experience in Anaesthetics and/or Intensive Care Medicine (not including Foundation modules) by time of intended start date of which at least eighteen months is in Anaesthetics.</li> </ul> <p><b>Psychiatry</b></p> <ul style="list-style-type: none"> <li>○ At least 36 months' whole-time experience in psychiatry (not including foundation modules) by intended start date; <b>or</b></li> <li>○ Training completed in a UK Broad Based Training programme with a further two years in CT2 and CT3 core psychiatry training; <b>or</b></li> </ul>	<p>Application form Interview/selection centre</p>

PERSON SPECIFICATION 2021

<ul style="list-style-type: none"> <li>○ 24 months' experience in psychiatry (not including foundation modules) plus competence gained from up to 12 months' training in core medical training, paediatrics or general practice. You must be able to demonstrate that this competence has been transferred, under the Accreditation of Transferable Competences Framework (see). ARCP outcomes or a letter of support from the relevant training programme(s) will be accepted as evidence.</li> </ul> <p><b>Ophthalmology</b></p> <ul style="list-style-type: none"> <li>○ At least 24 months' experience in Ophthalmology including Medical Ophthalmology (not including Foundation modules) by time of appointment.</li> </ul> <p><b>Obstetrics and gynaecology</b></p> <ul style="list-style-type: none"> <li>○ At least 24 months' experience in Obstetrics and Gynaecology (not including Foundation modules) by time of intended start date.</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>xii</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<sup>xiii</sup></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) or under exceptional circumstances<sup>xiv</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>	
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<p><b>Application completion:</b> ALL sections of application form completed FULLY according to written guidelines.</p>	Application form
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**SELECTION CRITERIA**

<b>Essential Criteria</b>	<b>Desirable Criteria</b>	<b>When is this evaluated?</b>
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**Qualifications**

<ul style="list-style-type: none"> <li>• As Above</li> </ul>	<ul style="list-style-type: none"> <li>• Full MRCP (UK) or MRCS/FRCS or MRCPGP or MRCPsych at the time of application</li> <li>• Intercalated BSc or equivalent</li> <li>• Higher degrees including MSc, PhD or MD (where the research thesis is not part of first medical degree)</li> </ul>	<p>Application form, interview/selection centre</p> <p>References</p>
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**Career Progression**

<ul style="list-style-type: none"> <li>• Evidence that present achievement and performance is commensurate with totality of training</li> </ul>		Interview/selection centre
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**Clinical Experience**

PERSON SPECIFICATION 2021

<ul style="list-style-type: none"> <li>Evidence of experience in a range of medical or surgical specialties or psychiatry or general practice</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of experience in a range of medical specialties, with experience of managing patients on unselected medical take during core training or equivalent</li> <li>Experience at CT/ST 1/2 level of managing patients with rehabilitation requirements by the time of commencement of ST3 training</li> </ul>	<p>Application form Interview/selection centre References</p>
<p><b>Clinical Skills – Clinical Knowledge and Expertise</b></p>		
<ul style="list-style-type: none"> <li>Demonstrates awareness of the basics of managing patients with gastroenterology/hepatic disease</li> <li>Competence at core completion level in the management of medical emergencies, in patients and out patients</li> <li>Appropriate knowledge base, and ability to apply sound clinical judgement to problems</li> <li>Proficiency in a range of medical procedures (as defined by the core curriculum) as an indication of manual dexterity and hand-eye coordination</li> <li>Able to work without direct supervision where appropriate</li> <li>Able to prioritise clinical need</li> <li>Able to maximise safety and minimise risk</li> </ul>	<ul style="list-style-type: none"> <li>Evidence<sup>xv</sup> of some competences in the specialty, as defined by the relevant curricula</li> <li>Evidence of skills in the management of acute medical emergencies (e.g. ALERT, IMPACT certification)</li> <li>Evidence of skills in the management of patients not requiring hospital admission</li> </ul>	<p>Application form Interview/selection centre References</p>
<p><b>Academic Skills</b></p>		
<p><b>Research and quality improvement skills:</b></p> <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 clinical risk management, evidence based practice, patient safety and clinical quality improvement initiatives</li> <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>	<p><b>Research and quality improvement skills:</b></p> <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> <li>Evidence of involvement in a quality improvement project, formal research project or other activity which:             <ul style="list-style-type: none"> <li>➤ Focuses on patient safety and clinical improvement</li> <li>➤ Demonstrates an interest in and commitment to the specialty beyond the mandatory curriculum</li> </ul> </li> <li>Evidence of a portfolio of quality improvement projects, including completed 'Plan Do Study Act' cycles and there is evidence of learning of the principles of change 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</li> </ul>	<p>Application form Interview/selection centre References</p>

	<ul style="list-style-type: none"> <li>Evidence of participation in a teaching course</li> </ul>	
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**Personal Skills**

<p><b>Communication Skills:</b></p> <ul style="list-style-type: none"> <li>Demonstrates clarity in written/spoken communication, and capacity to adapt language to the situation, as appropriate</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; 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, 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> <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> </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 multi-disciplinary team working and leadership, supported by multi-source feedback or other workplace-based assessments</li> <li>Evidence of effective leadership in and outside 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</p> <p>Interview/selection centre</p> <p>References</p>
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## PERSON SPECIFICATION 2021

<ul style="list-style-type: none"> <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>Probity – Professional Integrity</b></p>		
<ul style="list-style-type: none"> <li>Demonstrates probity (displays honesty, integrity, aware of ethical dilemmas, respects confidentiality)</li> <li>Capacity to take responsibility for own actions</li> </ul>		<p>Application form Interview/selection centre References</p>
<p><b>Commitment to Specialty – Learning &amp; Personal Development</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(s)</li> </ul>	<p>Application form Interview/selection centre References</p>

<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 one of the corresponding specialty examinations until 31 December 2020 under the EU directive 2005/36/EU. To qualify training must meet defined criteria to be considered comparable to the relevant training pathway in the UK. Due to the UK's withdrawal from the European Union, the eligibility of non-UK EEA national applicants from 1 January 2021 is unclear at present. Further clarification will be provided when possible. For further information, please refer to the Physician Specialty Recruitment website <http://www.st3recruitment.org.uk/recruitment-process/am-i-eligible/mrcp-uk>

<sup>iii</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 assessment process.

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

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

<sup>xi</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>xii</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.

## PERSON SPECIFICATION 2021

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<sup>xiii</sup> Some programmes in ST3 medical specialties are dual accredited with general internal medicine (GIM). Applicants who hold a CCT in general internal medicine are eligible to apply but should note that they will be expected to fulfil the GIM service requirements of any post they are offered and will be unable to reduce the length of the programme

<sup>xiv</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. Please note that this requirement does not apply to trainees who exited Core Medical Training with an ARCP outcome 3 or 4 where they were only missing the full MRCP (UK) diploma.

<sup>xv</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.