

RENAL MEDICINE ST4

ENTRY CRITERIA	
Essential Criteria	When is this evaluated? ⁱ
<p>Qualifications:</p> <p>Applicants must have:</p> <ul style="list-style-type: none"> • MBBS or equivalent medical qualification • Either of the following: <ul style="list-style-type: none"> ➢ MRCP(UK) Part 1 at time of application and MRCP(UK) full diploma by the published deadlineⁱⁱ ➢ Eligibility for the specialist register in general internal medicine by time of applicationⁱⁱⁱ ➢ Completion of Irish Basic Specialty Training in medicine and the MRCPI full diploma by time of application 	<p>Application form</p> <p>Interview/selection centre^{iv}, pre-employment check</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 practise^v from, the GMC at the advertised post start date^{vi} • 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 • Have evidence of achievement of Internal Medicine Stage 1 capabilities, for the round of application, via one of the following methods: <ul style="list-style-type: none"> ➢ Current employment in a programme which leads to successful completion of Internal Medicine Stage 1 Training^{vii} by the advertised post start date, via one of these approved routes: <ul style="list-style-type: none"> ▪ UK Internal Medicine Stage 1 Training ▪ UK ACCS (Internal Medicine)^{viii} ▪ UK Broad Based Training (medicine route) ▪ A standalone UK IMY3 programme (following completion of UK core medical training/ACCS (acute medicine)) ➢ JRCPTB internationally level 3 accredited equivalent Internal Medicine Stage 1 Training programme^{ix} ➢ Successful completion of one of the programmes listed above, evidenced by ARCP^x ➢ Completion of UK ST3 in General Internal Medicine and satisfactory progress for any subsequent GIM training, by the advertised post start date, evidenced by ARCP^{xi} ➢ Evidence of achievement of Internal Medicine Stage 1 capabilities at time of application. Acceptable evidence is only permitted via the <i>Alternative Certificate to Enter Group 1 Higher Physician Specialty Training</i>^{xii} 	<p>Application form, interview/selection centre, pre-employment check</p>

<ul style="list-style-type: none"> ➤ Trainees in Intensive Care Medicine who are applying with the intention to dual train, will be eligible if they can demonstrate all of the following: completion of UK Core Medical Training or ACCS Acute Medicine; successful completion of ST3 in ICM by the advertised post start date; making satisfactory progress with their ICM training, evidenced by ARCP • Be eligible to work in the UK 	
<p><i>Fitness to practise:</i></p> <p>Is up to date and fit to practise safely</p>	Application form, references
<p><i>Language skills:</i></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^{xiii}</p>	Application form, interview/selection centre
<p><i>Health:</i></p> <p>Applicants must meet professional health requirements (in line with GMC standards / Good Medical Practice)</p>	Application form, pre-employment health screening
<p><i>Career progression:</i></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 sufficient experience^{xiv} working in medical specialties (not including foundation level experience) by the advertised post start date. This can be via either: <ul style="list-style-type: none"> ➤ Training completed in: <ul style="list-style-type: none"> ➤ UK Internal Medicine Stage 1 Training ➤ UK ACCS (Internal Medicine) ➤ UK Broad Based Training (medicine route) ➤ A standalone UK IMY3 programme (following completion of UK core medical training/ACCS (acute medicine)) ➤ JRCPTB internationally level 3 accredited equivalent Internal Medicine Stage 1 Training programme or ➤ Have at least 36 months' experience in medical specialties (of which at least 18 months must include the care of acute medical in-patients). Experience in certain acute care common stem specialties can be counted towards the 36 months in some circumstances^{xv} ➤ Trainees in Intensive Care Medicine who are applying with the intention to dual train, will be eligible if they can demonstrate all of the following: completion of UK Core Medical Training <i>or</i> ACCS Acute Medicine; successful completion of ST3 in ICM by the advertised post start date; making satisfactory progress with their ICM training, evidenced by ARCP • 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^{xvi}. 	Application form Interview/selection centre

<ul style="list-style-type: none"> • Not already hold, nor be eligible to hold, a CCT/CESR in the specialty; and must not currently be eligible for the specialist register for the specialty to which they are applying^{xvii} • For those who already possess a national training number in intensive care medicine (ICM): must not be beyond the end of ST5 in ICM at the time of interview if they are applying with the intention of undertaking a dual CCT programme with ICM • Applicants must not have previously relinquished or been released / removed from a training programme in this specialty, general internal medicine or associated Core training programme, except if they have received an ARCP outcome 1 (outcome 6 for associated core training) or under exceptional circumstances^{xviii} • 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>	Application form

SELECTION CRITERIA		
Essential Criteria	Desirable Criteria	When is this evaluated?
Qualifications		
<ul style="list-style-type: none"> • As above 	<ul style="list-style-type: none"> • Full MRCP (UK) at the time of application • Intercalated BSc or equivalent • Higher degrees including MSc, PhD or MD (where the research thesis is not part of first medical degree) 	Application form, interview/selection centre
Career Progression		
<ul style="list-style-type: none"> • Evidence that present achievement and performance is commensurate with totality of training 		Interview/selection centre
Clinical Experience		
<ul style="list-style-type: none"> • Evidence of experience in a range of acute medical specialties, with experience of managing patients on unselected medical take during core training or equivalent 	<ul style="list-style-type: none"> • Experience at core level of managing patients with renal disease • Experience of managing patients with severe acute medical disease. 	Application form Interview/selection centre

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Clinical skills – clinical knowledge & expertise		
<ul style="list-style-type: none"> • Demonstrates awareness of the basics of managing patients with renal disease • Demonstrates awareness of managing acute medical conditions, including emergencies, in patients and out patients • Appropriate knowledge base, and ability to apply sound clinical judgement to problems • Proficiency in a range of medical procedures (as defined by the Internal Medicine Stage 1 curriculum) as an indication of manual dexterity and hand-eye coordination • Able to work without direct supervision where appropriate • Able to prioritise clinical need • Able to maximise safety and minimise risk 	<ul style="list-style-type: none"> • Evidence of some capabilities in the specialty as defined by the relevant curricula • Evidence of skills in the management of acute medical emergencies • Evidence of skills in the management of patients not requiring hospital admission 	<p>Application form</p> <p>Interview/selection centre</p> <p>References</p>
Academic skills		
<p>Research and quality improvement skills:</p> <ul style="list-style-type: none"> • Demonstrates understanding of research, including awareness of ethical issues • Demonstrates understanding of the basic principles of clinical risk management, evidence-based practice, patient safety and clinical quality improvement initiatives • Evidence of involvement in a quality improvement or formal research project • Demonstrates knowledge of evidence informed practice • Demonstrates an understanding of clinical governance <p>Teaching:</p> <ul style="list-style-type: none"> • Evidence of teaching experience and/or training in teaching 	<p>Research and quality improvement skills:</p> <ul style="list-style-type: none"> • Demonstrates an understanding of research methodology • Evidence of relevant academic and research achievements, and involvement in a formal research project • Evidence of relevant academic publications • Evidence of involvement in a quality improvement project or other activity which: <ul style="list-style-type: none"> ➢ Uses recognised QI methodology ➢ Focuses on patient safety and clinical improvement ➢ Demonstrates an interest in and commitment to the specialty beyond the mandatory curriculum • Evidence of exceptional achievement in medicine <p>Teaching:</p> <ul style="list-style-type: none"> • Evidence of involvement in teaching students, postgraduates and other professionals and evidence of participation in a teaching course 	<p>Application form</p> <p>Interview/selection centre</p> <p>References</p>

Personal skills		
<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 • Able to build rapport, listen, persuade and negotiate <p>Problem Solving and Decision Making:</p> <ul style="list-style-type: none"> • Capacity to use logical/lateral thinking to solve problems/make decisions, indicating an analytical/scientific approach <p>Empathy and Sensitivity:</p> <ul style="list-style-type: none"> • Capacity to take in others' perspectives and treat others with understanding; sees patients as people • Demonstrates respect for all <p>Managing Others and Team Involvement:</p> <ul style="list-style-type: none"> • Able to work in multi professional teams and supervise junior medical staff • Ability to show leadership, make decisions, organise and motivate other team members; for the benefit of patients • Capacity to work effectively with others <p>Organisation and Planning:</p> <ul style="list-style-type: none"> • Capacity to manage/prioritise time and information effectively • Capacity to prioritise own workload and organise ward rounds • Evidence of thoroughness (is well prepared, shows self-discipline/commitment, is punctual and meets deadlines) <p>Vigilance and Situational Awareness:</p> <ul style="list-style-type: none"> • Capacity to monitor developing situations and anticipate issues <p>Coping with Pressure and Managing Uncertainty:</p> <ul style="list-style-type: none"> • Capacity to operate under pressure • Demonstrates initiative and resilience to cope with changing circumstances 	<p>Management and Leadership Skills:</p> <ul style="list-style-type: none"> • Evidence of involvement in management commensurate with experience • Demonstrates an understanding of NHS management and resources • Evidence of effective multi-disciplinary team working and leadership, supported by multi-source feedback or other workplace based assessments • Evidence of effective leadership in and outside medicine <p>Other:</p> <ul style="list-style-type: none"> • Evidence of achievement outside medicine • Evidence of altruistic behaviour e.g. voluntary work 	<p>Application form</p> <p>Interview/selection centre</p> <p>References</p>

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<ul style="list-style-type: none"> Is able to deliver good clinical care in the face of uncertainty <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>		
<ul style="list-style-type: none"> Demonstrates probity (displays honesty, integrity, aware of ethical dilemmas, respects confidentiality) Capacity to take responsibility for own actions 		<p>Application form Interview/selection centre References</p>
<p>Commitment to specialty – learning and personal development</p>		
<ul style="list-style-type: none"> Shows initiative/drive/enthusiasm (self-starter, motivated, shows curiosity, initiative) Demonstrable interest in, and understanding of, the specialty Commitment to personal and professional development Evidence of self-reflective practice 	<ul style="list-style-type: none"> Extracurricular activities / achievements relevant to the specialty Evidence of participation at meetings and activities relevant to the specialty Evidence of attendance at organised teaching and training programme(s) relevant to the specialty 	<p>Application form Interview/selection centre References</p>

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

ⁱⁱ 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.

ⁱⁱⁱ Eligibility for the specialist register must have been approved by the GMC to be considered.

^{iv} '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.

^v 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.

^{vi} '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.

^{vii} Internal Medicine Stage 1 Training is the replacement programme for core medicine training. Trainees who have completed core medical training or ACCS (acute medicine) and a further standalone third year (IMY3) in internal medicine training, will be eligible to apply. Those not undertaking the third year of an internal medicine training programme will need to supply an alternative certificate.

^{viii} ACCS (internal medicine) is the new name for ACCS (acute medicine), only those whose programme entails completing the Internal Medicine Stage 1 curriculum will be eligible without requiring an alternative certificate

^{ix} Details of internationally accredited JRCPTB internal medicine training programmes can be found on the JRCPTB website: <https://www.jrcptb.org.uk/about-us/international-training/locations>

^x Applicants who have an ARCP outcome with all capabilities 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). Additionally, anyone who has an ARCP outcome 10.1 will be eligible to apply on the competence criterion and will be required to complete outstanding competences in their ST4 programme.

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xi Successful completion will normally be an ARCP outcome 1 and it is expected that trainees applying in this position will have completed at least six months of GIM training as part of their higher specialty training programme by the advertised post start date.

xii The *Alternative Certificate to Enter Group 1 Higher Physician Specialty Training* is a document designed by the JRCPTB listing the necessary core capabilities required for progression to ST4, as defined in the internal medicine stage 1 curriculum: <https://www.jrcptb.org.uk/internal-medicine>. The certificate is available to download from the Physician Recruitment website: <http://www.st3recruitment.org.uk/recruitment-process/am-i-eligible/core-competences>. Applicants must ensure the version of the form they are using meets the requirements detailed on the website.

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

xiv Any time periods specified in this person specification refer to full time equivalent.

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

xvi 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 managing that application at time of application.

xvii Programmes in Group 1 higher medical specialties are dual accredited with Internal Medicine Stage 2. Applicants who hold a CCT in internal medicine are eligible to apply but should note that they will be expected to fulfil the internal medicine service requirements of any post they are offered and will be unable to reduce the length of the programme.

xviii 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 region that the training took place. No other evidence will be accepted. Please note that this requirement does not apply to trainees who exited UK core training with an ARCP outcome 3 or 4 where they were only missing the full MRCP (UK) diploma.