# PAEDIATRIC CARDIOLOGY – ST4

## ENTRY CRITERIA

### ESSENTIAL CRITERIA

<table>
<thead>
<tr>
<th>Qualifications</th>
<th>WHEN EVALUATED</th>
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<tbody>
<tr>
<td>Applicants must have:</td>
<td>Application form</td>
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<tr>
<td>- MBBS or equivalent medical qualification</td>
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<tr>
<td>- MRCPCH full diploma or on GMC specialist register for paediatrics at time of application or</td>
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<td>- MRCP (UK) full diploma or EEA eligibility by the required deadline</td>
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<tr>
<th>Eligibility</th>
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| Applicants must: | Application form,
| - Be eligible for full registration with, and hold a current licence to practise from the GMC at intended start date | |
| - 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 core medical competences via one of the following methods: | |
|   - Current employment in a UK core medical training or ACCS (Acute Medicine) programme and on track to successfully complete the training programme by the advertised post start date, or | |
|   - Successful completion of a UK core medical training or ACCS (Acute Medicine) programme*. Acceptable evidence includes ARCP or RITA documentation, or | |
|   - Evidence of achievement of core medicine competences at time of application. Acceptable evidence is only permitted via the standard Alternative Certificate of Core Competence or | |
|   - 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; or | |
|   - Evidence of achievement of CT1 and CT2 competences in medicine at time of application and ST1 competences in paediatrics by time of commencement of the ST4 training programme | |
| - 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 | |
| - Be eligible to work in the UK | |

### Fitness to practise

Is up to date and fit to practise safely and is aware of own training needs

### Language skills

Applicants must have demonstrable skills in written and spoken English, adequate to enable effective communication about medical topics with patients and colleagues; as demonstrated by one of the following:

- undergraduate medical training undertaken in English;

- academic International English Language Testing System (IELTS) results showing a score of at least 7.0 in each domain (speaking, listening, reading, writing), with an overall score of at least 7.5, to be achieved in a single sitting and within 24 months of the time of application

If applicants believe they have adequate communication skills, but do not have evidence in one of the above forms, they must provide alternative supporting evidence of language skills

### Health

Applicants must meet professional health requirements (in line with GMC standards / Good Medical Practice)
### PERSON SPECIFICATION 2015

#### Career progression

Applicants must:

- 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

**At least 24 months’ experience in medical specialties** (not including Foundation level experience) (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 and **12 months’ experience** in paediatrics by time of commencement of ST4 training; or

**At least 36 months’ experience in paediatrics (not including Foundation modules)** by time of commencement of ST4 training

- 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
- Not have previously relinquished or been released / removed from a training programme in this specialty, except under exceptional circumstances.

- **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

#### Application completion

ALL sections of application form completed FULLY according to written guidelines

#### SELECTION CRITERIA

<table>
<thead>
<tr>
<th>ESSENTIAL CRITERIA</th>
<th>DESIRABLE CRITERIA</th>
<th>WHEN EVALUATED</th>
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<tbody>
<tr>
<td><strong>Qualifications</strong></td>
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<tr>
<td>- As above</td>
<td>- Intercalated BSc or equivalent</td>
<td>Application form, interview/selection centre, References</td>
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<td>- Higher degrees including MSc, PhD or MD (where research thesis is not part of first medical degree)</td>
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<tr>
<td><strong>Clinical skills</strong></td>
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<td>- Evidence of experience in paediatrics including managing patients on unselected take or equivalent</td>
<td>- 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</td>
<td>Application form, interview/selection centre, References</td>
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<tr>
<td>- For applicants from adult medicine, experience in general paediatrics and neonatal medicine</td>
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## PERSON SPECIFICATION 2015

### Clinical skills – clinical knowledge & expertise
- Appropriate knowledge base and ability to apply sound clinical judgement to problems
- Awareness of the basics of managing patients with cardiovascular disease
- Able to demonstrate proficiency in a range of medical procedures as an indication of manual dexterity and hand-eye coordination
- Evidence of competence in management of medical emergencies and in-patients through continuous work-based assessments, portfolio evidence, including log book documentation, if applicable
- Evidence of competence to work without direct supervision, where appropriate
- Demonstrate current APLS, NLS certification or equivalent
- Successful completion of a Child Protection course or equivalent
- Demonstrates awareness of the basics of managing paediatric cardiac disease and managing emergencies
- Evidence of some competences in the specialty as defined by the relevant curricula
- Evidence of skills in the management of acute medical

### Academic skills

#### Research and audit skills:
- Demonstrates understanding of research, including awareness of ethical issues
- Demonstrates understanding of the basic principles of audit, clinical risk management, evidence based practice, patient safety and clinical quality improvement initiatives
- Demonstrates knowledge of evidence informed practice
- Demonstrates an understanding of clinical governance

#### Teaching
- Evidence of teaching experience and/or training in teaching

### Research and audit skills:
- 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 an audit project, a quality improvement project, formal research project or other activity
  - Focusing on patient safety and clinical improvement
  - In addition to the mandatory curriculum, demonstrates an interest in and commitment to the specialty
- 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
- Evidence of exceptional achievement in medicine

### Teaching:
- Evidence of involvement in teaching students, postgraduates and other professionals, with feedback
- Evidence of participation in a teaching course

### Application form, interview/selection centre, References
## PERSON SPECIFICATION 2015

### Communication skills:
- Demonstrates clarity in written/spoken communication and capacity to adapt language as appropriate to the situation
- Able to build rapport, listen, persuade and negotiate

### Problem solving and decision making:
- Capacity to use logical/lateral thinking to solve problems/make decisions, indicating an analytical/scientific approach

### Empathy and sensitivity:
- Capacity to take in others' perspectives and treat others with understanding
- Sees patients as people
- Demonstrates respect for all

### Managing others and team involvement:
- 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 through, for example, audit and quality improvement projects
- Capacity to work effectively with others

### Organisation and planning:
- 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)

### Vigilance and situational awareness:
- Capacity to monitor developing situations and anticipate issues

### Coping with pressure and managing uncertainty:
- Capacity to operate under pressure
- Demonstrates initiative and resilience to cope with changing circumstances
- Is able to deliver good clinical care in the face of uncertainty

### Values:
- Understands, respects and demonstrates the values of the NHS Constitution\(^v\) (e.g. everyone counts; improving lives; commitment to quality of care; respect and dignity; working together for patients; compassion)

### Management and leadership skills:
- Evidence of involvement in management, commensurate with experience
- Demonstrates an understanding of NHS management and resources
- Evidence of effective multidisciplinary team working and leadership supported by multi source feedback or other workplace based assessments
- Evidence of effective leadership in and outside of medicine

### IT skills:
- Demonstrates information technology skills

### Other:
- Evidence of achievement outside medicine
- Evidence of altruistic behaviour e.g. voluntary work

### Probity – professional integrity
- Takes responsibility for own actions.
- Displays honesty, integrity and awareness of ethical issues

### Application form
- Interview/selection centre
- References
Commitment to specialty – learning and personal development

- 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
- Understands and respects the values of the NHS constitution
- 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

Application form
Interview/selection centre
References

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1. ‘When evaluated’ is indicative, but may be carried out at any time throughout the selection process.
2. ‘The required deadline’ refers to a deadline date set in each recruitment round by which applicants must meet certain requirements (e.g. GMC registration); this date will be specified clearly within the published advertisement for that recruitment round.
3. 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.
4. ‘Intended start date’ refers to the date at which the post commences, not (necessarily) the time an offer is accepted.
5. 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).
7. 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.
8. ‘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.
9. Applicants are advised to visit the GMC website which gives details of evidence accepted for registration.
10. Any time periods specified in this person specification refer to full-time-equivalent.
11. All experience in posts at any level in this specialty count, irrespective of the country the experience is gained.
12. 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/am-i-eligible/experience-career-progression.html](http://www.st3recruitment.org.uk/am-i-eligible/experience-career-progression.html).
13. 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.
14. Applications will only be considered if applicants 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. Extraordinary 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. Completed forms must be submitted at the time of application. No other evidence will be accepted.