# PAEDIATRICS – ST3

## ENTRY CRITERIA

<table>
<thead>
<tr>
<th>ESSENTIAL CRITERIA</th>
<th>WHEN EVALUATED¹</th>
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<tbody>
<tr>
<td><strong>Qualifications</strong></td>
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<tr>
<td>Applicants must have:</td>
<td>Application form</td>
</tr>
<tr>
<td>• MBBS or equivalent medical qualification</td>
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<tr>
<td>• Success in any two out of the three MRCPCH papers²</td>
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<tr>
<td><strong>Eligibility</strong></td>
<td>Application form, interview/selection centre²</td>
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<tr>
<td>Applicants must:</td>
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<tr>
<td>• Be eligible for full registration with, and hold a current licence to practise³ from, the GMC at intended start date⁴</td>
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<tr>
<td>• 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; including:</td>
<td>Application form, interview/selection centre³</td>
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<tr>
<td>- make the care of your patient your first concern</td>
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<tr>
<td>- provide a good standard of practice and care</td>
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<tr>
<td>- take prompt action if you think that patient safety, dignity or comfort is being compromised</td>
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<tr>
<td>- protect and promote the health of patients and of the public</td>
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<tr>
<td>- treat patients as individuals and respect their dignity</td>
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<tr>
<td>- work in partnership with patients</td>
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<tr>
<td>- work with colleagues in the ways that best serve patients’ interests</td>
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<tr>
<td>- be honest and open and act with integrity</td>
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<tr>
<td>- never discriminate unfairly against patients or colleagues</td>
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<tr>
<td>- never abuse your patients’ trust in you or the public’s trust in the profession.</td>
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<tr>
<td>• Evidence of achievement of ST1 competences in this specialty at time of application and ST2 competences by time of appointment⁵ as detailed in the Paediatric Curriculum</td>
<td>Application form</td>
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<tr>
<td>• Be eligible to work in the UK</td>
<td>Application form</td>
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<tr>
<td><strong>Fitness to practise</strong></td>
<td>Application form, references</td>
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<tr>
<td>Is up to date and fit to practise safely and is aware of own training needs.</td>
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<tr>
<td><strong>Language skills</strong></td>
<td>Application form, interview/selection centre</td>
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<tr>
<td>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:</td>
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<tr>
<td>• undergraduate medical training undertaken in English;</td>
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<td>or</td>
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<td>• 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</td>
<td>Application form</td>
</tr>
<tr>
<td>If applicants believe they have adequate communication skills, but do not have evidence in one of the above forms, they must provide alternative supporting evidence⁶ of language skills</td>
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<tr>
<td><strong>Health</strong></td>
<td>Application form, pre-employment health screening</td>
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<tr>
<td>Applicants must meet professional health requirements (in line with GMC standards / Good Medical Practice).</td>
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¹ GMC: General Medical Council
² MRCPCH: Membership of the Royal College of Paediatrics and Child Health
³ Registration: The process by which the GMC grants full registration to a doctor
⁴ Start date: The date the doctor hopes to start their new post
⁵ ST: Foundation Programme in Paediatrics in the UK
⁶ IELTS: International English Language Testing System
⁷ Evidential basis: The doctor must provide evidence of their competences
## PERSON SPECIFICATION 2016

### 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 Paediatrics (not including Foundation modules) by time of intended start date.
- Not have previously relinquished or been released / removed from a Paediatrics programme, except under exceptional circumstances.
- 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

### 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>Career progression</strong></td>
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<tr>
<td>As above</td>
<td>Less than 48 months’ experience in this specialty at ST/SHO level (not including Foundation modules) by time of appointment</td>
<td>Application form, interview/selection centre, References</td>
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<tr>
<td><strong>Clinical skills – clinical knowledge &amp; expertise</strong></td>
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<tr>
<td>Capacity to apply sound clinical knowledge and judgement</td>
<td>Shows aptitude for practical skills, e.g. hand-eye coordination, manual dexterity</td>
<td>Application form, interview/selection centre, References</td>
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<tr>
<td>Potential to develop excellent diagnostic skills</td>
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<tr>
<td>Successful completion of APLS or EPLS (or equivalent) and NLS (or equivalent), valid at interview date and at time of appointment</td>
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<tr>
<td>Successful completion of <em>Level 2 Safeguarding Children: Recognition and Response in Child Protection</em> (or equivalent), valid at interview date and time of appointment</td>
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<td><strong>Academic skills</strong></td>
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<tr>
<td>Research and audit skills: Demonstrates understanding of importance of audit and research and potential to contribute to development in paediatrics</td>
<td>Research and audit skills: Evidence of relevant academic and research achievements, e.g. degrees, prizes, awards, distinctions, publications, presentations, other achievements</td>
<td>Application form, interview/selection centre</td>
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<tr>
<td>Teaching:</td>
<td>Evidence of active participation in audit</td>
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<td></td>
<td>Evidence of interest in, and experience of, teaching</td>
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### Personal skills

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<th>Communication skills:</th>
<th>Management and leadership skills:</th>
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<tr>
<td>- Capacity to communicate effectively at different levels e.g. with babies, young people and their families</td>
<td>- Evidence of interest and experience in management and leadership</td>
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#### Problem solving and decision making:
- Demonstrates an analytical approach to practice
- Capacity to bring a range of approaches to solving problems

#### Empathy and sensitivity:
- Capacity to take in others’ perspectives and treat others with understanding

#### Managing others and team involvement:
- Capacity to work cooperatively with others and work effectively in a multi-disciplinary team

#### Organisation and planning:
- Capacity to achieve a balance between urgent and important demands

#### Vigilance and situational awareness:
- Capacity to monitor acute situations that may change rapidly

#### Coping with pressure and managing uncertainty:
- Capacity to manage acute situations under pressure
- Demonstrates initiative and resilience to cope with changing circumstances

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

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### Probity – professional integrity

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<th>Takes responsibility for own actions. Displays honesty, integrity and awareness of ethical issues</th>
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<th>Understands importance of advocacy, children’s rights, safety, confidentiality and consent</th>
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### Commitment to specialty – learning and personal development

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<th>Understanding and awareness of particular requirements and demands of working with children and their parents</th>
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<th>Demonstrates reflective approach to practice and commitment to personal development</th>
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<th>Extracurricular activities / achievements relevant Paediatrics</th>
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\(^i\) 'When evaluated' is indicative, but may be carried out at any time throughout the selection process.

\(^ii\) The MRCPCH examination format changed in February 2013. After this date those entering at ST3 are required to hold any two of the three written MRCPCH papers (Applicants will usually be expected to have obtained Foundation of Practice plus one other paper)
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.

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

‘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.

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

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

All experience in posts at any level in this specialty count, irrespective of the country the experience is gained

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.