## ENTRY CRITERIA

### ESSENTIAL CRITERIA

<table>
<thead>
<tr>
<th>Qualifications</th>
<th>WHEN EVALUATED&lt;sup&gt;1&lt;/sup&gt;</th>
</tr>
</thead>
<tbody>
<tr>
<td>Applicants must have:</td>
<td>Application form</td>
</tr>
<tr>
<td>• MBBS or equivalent medical qualification</td>
<td></td>
</tr>
<tr>
<td>• Success in MRCPCH (by examination)</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Eligibility</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Applicants must:</td>
<td></td>
</tr>
<tr>
<td>• Be eligible for full registration with, and hold a current licence to practise&lt;sup&gt;6&lt;/sup&gt; from, the GMC at intended start date&lt;sup&gt;5&lt;/sup&gt;</td>
<td>Application form</td>
</tr>
<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 centre&lt;sup&gt;7&lt;/sup&gt;</td>
</tr>
<tr>
<td>• make the care or your patient your first concern</td>
<td>Application form</td>
</tr>
<tr>
<td>• provide a good standard of practice and care</td>
<td>Application form, interview/selection centre</td>
</tr>
<tr>
<td>• take prompt action if you think that patient safety, dignity or comfort is being compromised</td>
<td></td>
</tr>
<tr>
<td>• protect and promote the health of patients and of the public</td>
<td></td>
</tr>
<tr>
<td>• treat patients as individuals and respect their dignity</td>
<td></td>
</tr>
<tr>
<td>• work in partnership with patients</td>
<td></td>
</tr>
<tr>
<td>• work with colleagues in the ways that best serve patients’ interests</td>
<td></td>
</tr>
<tr>
<td>• be honest and open and act with integrity</td>
<td></td>
</tr>
<tr>
<td>• never discriminate unfairly against patients or colleagues</td>
<td></td>
</tr>
<tr>
<td>• never abuse your patients’ trust in you or the public’s trust in the profession.</td>
<td></td>
</tr>
<tr>
<td>• Evidence of achievement of ST1, ST2 and ST3 (Level 1) paediatric competences at time of application, as outlined in the Paediatric Level 1 Curriculum (evidenced by Certificate Confirming Completion of Level 1)</td>
<td>Application form</td>
</tr>
<tr>
<td>• Be eligible to work in the UK</td>
<td></td>
</tr>
</tbody>
</table>

### Fitness to practise

Is up to date and fit to practise safely and is aware of own training needs. Application form, references

### 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<sup>9</sup> of language skills Application form, interview/selection centre

### Health

Applicants must meet professional health requirements (in line with GMC standards / Good Medical Practice). Application form, pre-employment health screening
### 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**\(^{vi}\) in Paediatrics\(^{vii}\) (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\(^{viii}\)
- 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
- **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>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Career progression</strong></td>
<td></td>
<td>Application form, interview/selection centre, References</td>
</tr>
<tr>
<td>- As above</td>
<td>- Less than 72 months’ experience (usually 36 to 60 months) in this specialty at ST/SHO level (not including Foundation modules) by intended start date</td>
<td></td>
</tr>
<tr>
<td><strong>Clinical skills – clinical knowledge &amp; expertise</strong></td>
<td></td>
<td>Application form, interview/selection centre, References</td>
</tr>
<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></td>
</tr>
<tr>
<td>- Potential to develop excellent diagnostic skills</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Successful completion of APLS or EPLS (or equivalent) and NLS (or equivalent), valid at interview date and by intended start date</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Successful completion of Level 2 Safeguarding Children: Recognition and Response in Child Protection (or equivalent), valid at interview date and by intended start date</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
## Person Specification 2016

### Academic Skills

**Research and Audit Skills:**
- Demonstrates understanding of importance of audit and research
- Potential to contribute to development in paediatrics

**Research and Audit Skills:**
- Evidence of relevant academic and research achievements, e.g. degrees, prizes, awards, distinctions, publications, presentations, other achievements
- Evidence of active participation in audit and/or risk management

**Teaching:**
- Evidence of interest in, and experience of, teaching

### Personal Skills

**Communication Skills:**
- Capacity to communicate effectively at different levels e.g. with babies, young people and their families

**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\(^x\) (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 interest and experience in management and leadership

### Probity – Professional Integrity
- Takes responsibility for own actions. Displays honesty, integrity and awareness of ethical issues
- Understands importance of advocacy, children’s rights, safety, confidentiality and consent

---

\(^x\) Source: NHS Constitution.
Commitment to specialty – learning and personal development

- Understanding and awareness of particular requirements and demands of working with children and their parents
- Demonstrates reflective approach to practice and commitment to personal development
- Extracurricular activities / achievements relevant Paediatrics

Application form
Interview/selection centre
References

i ‘When evaluated’ is indicative, but may be carried out at any time throughout the selection process.

ii 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.

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

iv ‘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.

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

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

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

viii 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