## PERSON SPECIFICATION 2015

## CLINICAL NEUROPHYSIOLOGY – ST3

### ENTRY CRITERIA

<table>
<thead>
<tr>
<th>ESSENTIAL CRITERIA</th>
<th>WHEN EVALUATED</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Qualifications</strong></td>
<td></td>
</tr>
<tr>
<td>Applicants must have:</td>
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<tr>
<td>• MBBS or equivalent medical qualification</td>
<td>Application form</td>
</tr>
<tr>
<td>• MRCP (UK) Part 1 or MRCPCH Part 1 A and B or EEA eligibility at time of application</td>
<td>Application form</td>
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<tr>
<td>• MRCP (UK) full diploma or MRCPCH (full) or EEA eligibility by the required deadline</td>
<td>Interview/selection centre</td>
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<tr>
<td><strong>Eligibility</strong></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 practise from the GMC at time of appointment</td>
<td>Application form</td>
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<tr>
<td>➢ Have evidence of achievement of <strong>foundation competences</strong> from a UKFPO-affiliated foundation programme or equivalent, by time of appointment in line with GMC standards/Good Medical Practice; including:</td>
<td>Application form, interview/selection centre</td>
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<tr>
<td>• make the care of your patient your first concern</td>
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<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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<td>• never abuse your patients’ trust in you or the public’s trust in the profession</td>
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<tr>
<td>➢ Have evidence of achievement of <strong>CT/ST1 competences in medicine</strong> at time of application and <strong>CT/ST2 competences in medicine</strong> (as defined by the curricula relating to core medical training) by time of appointment. Acceptable evidence includes ARCP or equivalent, Certificate C, or alternative certification of core competences</td>
<td>Application form, interview/selection centre</td>
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<tr>
<td>or</td>
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<tr>
<td>➢ Have evidence of achievement of <strong>ST1 competences in paediatrics</strong> at time of application and <strong>Level 1 competences in paediatrics</strong> (including a minimum of 24 months’ experience in paediatrics and full MRCPCH, as defined in the paediatrics curriculum) by time of appointment. Acceptable evidence includes ARCP or equivalent or alternative certification of competences</td>
<td>Application form</td>
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<tr>
<td>• Be eligible to work in the UK</td>
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<tr>
<td><strong>Fitness to practise</strong></td>
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<tr>
<td>Is up to date and fit to practise safely</td>
<td>Application form, references</td>
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<tr>
<td><strong>Language skills</strong></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>
<td>Application form, interview/selection centre</td>
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<tr>
<td>• <strong>undergraduate medical training undertaken in English</strong>;</td>
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<td>or</td>
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<tr>
<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>
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<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 evidence of language skills</td>
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**PERSON SPECIFICATION 2015**

### 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
- Meet one of the following experience requirements:
  - Applicants must have at least 24 months’ experience\(^a\) in medical specialties (not including Foundation modules) (of which at least 12 months must include the care of medical in-patients) by time of commencement of ST3 training; this experience must be/have been gained in either:
    - a UK Core Medical/Acute Care Common Stem; or
    - physicianly medical specialties as defined by JRCPTB\(^b\) (excluding experience at foundation level)
  - Applicants must have at least 24 months’ experience\(^c\) in paediatrics (not including Foundation modules) by time of commencement of ST3 training
- Not already hold, nor be eligible to hold, a CCT/CESR and must not currently be eligible for the specialist register for the specialty to which they are applying\(^d\)
- Not have previously relinquished or been released / removed from a training programme in this specialty, except under exceptional circumstances\(^e\)
- 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

Application form

### SELECTION CRITERIA

<table>
<thead>
<tr>
<th>ESSENTIAL CRITERIA</th>
<th>DESIRABLE CRITERIA</th>
<th>WHEN EVALUATED</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Qualifications</strong></td>
<td></td>
<td>Application form, interview/selection centre</td>
</tr>
<tr>
<td>- As above</td>
<td>- Full MRCP (UK) or full MRCPCH at the time of application</td>
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<td></td>
<td>- Intercalated BSc or equivalent</td>
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<td></td>
<td>- Higher degrees including MSc, PhD or MD (where the research thesis is not part of first medical degree)</td>
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<tr>
<td><strong>Career Progression</strong></td>
<td></td>
<td>Interview/selection centre</td>
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<tr>
<td>- Evidence that present achievement and performance is commensurate with totality of training</td>
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<tr>
<td><strong>Clinical Experience</strong></td>
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<td>Application form, interview/selection centre, References</td>
</tr>
<tr>
<td>- Evidence of experience in a range of acute medical specialties, with experience of managing patients on an unselected medical take, during core training or equivalent</td>
<td>- Experience at CT/ST 1/2 level of managing patients with neurological conditions by the time of commencement of ST3 training</td>
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</table>
### Clinical Skills – Clinical Knowledge and Expertise

- Demonstrates awareness of the basics of managing neurological disease
- Competence at core completion level in the management of medical 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 core 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
- Demonstrates current ALS certification or equivalent

- Evidence of some competences in the specialty, as defined by the relevant curricula
- Evidence of skills in the management of acute medical emergencies (e.g. ALERT, IMPACT certification)
- Evidence of skills in the management of patients not requiring hospital admission

### 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

#### 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 which:
  - Focuses on patient safety and clinical improvement
  - Demonstrates an interest in and commitment to the specialty beyond the mandatory curriculum
- Evidence of a portfolio of audit/quality improvement projects, including where the audit loop has been closed and there is evidence of learning of the principles of change management
- Demonstrates an understanding of clinical governance
- Evidence of exceptional achievement in medicine

#### Teaching:

- Evidence of involvement in teaching students, postgraduates and other professionals
- Evidence of participation in a teaching course
**Personal Skills**

**Communication Skills:**
- Demonstrates clarity in written/spoken communication, and capacity to adapt language to the situation, as appropriate
- 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**¹⁰**(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 multi-disciplinary team working and leadership, supported by multi-source feedback or other workplace based assessments
- Evidence of effective leadership in and outside medicine

**IT Skills:**
- Demonstrates information technology skills

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

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**Probity – Professional Integrity**

- Demonstrates probity (displays honesty, integrity, aware of ethical dilemmas, respects confidentiality)
- Capacity to take responsibility for own actions

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Application form
Interview/selection centre
References

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### Commitment to Specialty – Learning and Personal Development

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</table>

- 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 attendance at organised teaching and training programme(s)
- Evidence of self-reflective practice.

- Extracurricular activities / achievements relevant to the specialty
- Evidence of participation at meetings and activities relevant to the specialty

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

2. EEA applicants without MRCP(UK) may be eligible under the EU directive 2005/36/EC. At the time of applying, you will need to include details of your training to demonstrate that it is comparable to UK core medical training, including details of any examinations you have attained as part of your training. You will also need a letter from the GMC confirming mutual recognition of training or from your country’s equivalent regulatory body, confirming that your training meets the directive. For further information, please refer to the JRCPTB website: [http://www.jrcptb.org.uk/Careers%20and%20Recruitment/Pages/Introduction.aspx](http://www.jrcptb.org.uk/Careers%20and%20Recruitment/Pages/Introduction.aspx)

3. ‘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.

4. ‘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.

5. 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.

6. ‘Time of appointment’ refers to the date at which the post commences, not (necessarily) the time an offer is accepted.


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

9. Any time periods specified in this person specification refer to full-time-equivalent. All relevant postgraduate experience (excluding Foundation) is counted, irrespective of the country in which it was gained.

10. ‘The list of 30 ‘physicianly medical specialties’, as defined by JRCPTB, can be viewed on their website at: [http://www.jrcptb.org.uk/trainingandcert/ST3-SpR/Pages/Introduction.aspx](http://www.jrcptb.org.uk/trainingandcert/ST3-SpR/Pages/Introduction.aspx)

11. Any time periods specified in this person specification refer to full-time-equivalent. All relevant postgraduate experience (excluding Foundation) is counted, irrespective of the country in which it was gained.

12. ‘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.

13. ‘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.

14. Evidence can include portfolio, logbook, ARCP, or equivalent. Where relevant/applicable, workplace-based assessments (e.g CbD, mini-CEX, ACAT, DOPS, MSF, or equivalent) may also be used to demonstrate achievement of competences.

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**The NHS Constitution - the NHS belongs to us all**

26 March, 2013