## Entry Criteria

<table>
<thead>
<tr>
<th>Essential</th>
<th>When Evaluated</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Qualifications</strong></td>
<td>Application form</td>
</tr>
<tr>
<td>• MBBS or equivalent medical qualification</td>
<td></td>
</tr>
<tr>
<td>• Success in MRCPCH Part 1 A and B or equivalent</td>
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<tr>
<td><strong>Eligibility</strong></td>
<td>Application form</td>
</tr>
<tr>
<td>• Eligible for full registration with the GMC at time of appointment</td>
<td></td>
</tr>
<tr>
<td>• Evidence of achievement of <strong>Foundation competences</strong> by time of</td>
<td></td>
</tr>
<tr>
<td>appointment in line with GMC standards/ Good Medical Practice</td>
<td></td>
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<tr>
<td>including:</td>
<td></td>
</tr>
<tr>
<td>o Good clinical care</td>
<td></td>
</tr>
<tr>
<td>o Maintaining good medical practice</td>
<td></td>
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<tr>
<td>o Good relationships and communication with patients</td>
<td></td>
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<tr>
<td>o Good working relationships with colleagues</td>
<td></td>
</tr>
<tr>
<td>o Good teaching and training</td>
<td></td>
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<tr>
<td>o Professional behaviour and probity</td>
<td></td>
</tr>
<tr>
<td>o Delivery of good acute clinical care</td>
<td></td>
</tr>
<tr>
<td>• Evidence of achievement of <strong>ST1 competences</strong> in this specialty at</td>
<td></td>
</tr>
<tr>
<td>time of appointment and <strong>ST2 competences</strong> by August 2009</td>
<td></td>
</tr>
<tr>
<td>• Evidence of achievement of <strong>those competences</strong> in ‘A Framework</td>
<td></td>
</tr>
<tr>
<td>of Competences for BST in Paediatrics’2 which are highlighted in</td>
<td></td>
</tr>
<tr>
<td>‘Guidance on Safe Cover Arrangements for Paediatric Departments Out</td>
<td></td>
</tr>
<tr>
<td>of Hours’3</td>
<td></td>
</tr>
<tr>
<td>• Evidence of achievement of **ST1 &amp; ST2 competences relevant to</td>
<td></td>
</tr>
<tr>
<td>neonatal intensive care by August 2009</td>
<td></td>
</tr>
<tr>
<td>• Eligibility to work in the UK</td>
<td></td>
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</tbody>
</table>

| **Fitness To Practise**                                                  | Application form |
| • Is up to date and fit to practise safely                               | References       |

| **Language Skills**                                                      | Application form |
| All applicants to have demonstrable skills in written and spoken English | Interview / Selection centre |
| adequate to enable effective communication about medical topics with    |                |
| patients and colleagues demonstrated by one of the following:          |                |
|   o a) that applicants have undertaken undergraduate medical training in|                |
|   English; or                                                          |                |
|   o b) have the following scores in the academic International English |                |
|   Language Testing System (IELTS) – Overall 7, Speaking 7, Listening 6,|                |
|   Reading 6, Writing 6                                                 |                |
| • If applicants believe they have adequate communication skills but    |                |
|   do not fit into one of these examples they must provide supporting  |                |
|   evidence                                                             |                |

| **Health**                                                               | Application form |
|Meets professional health requirements (in line with GMC standards/Good  | Pre-employment health|
| Medical Practice)                                                        | screening        |

| **Career Progression**                                                   | Application form |
| • Ability to provide a complete employment history                        |                |
| • Evidence that career progression is consistent with personal          |                |
|   circumstances                                                          |                |
| • Evidence that present achievement and performance is                  |                |
|   commensurate with totality of period of training                       |                |
| • At least 24 months’ **experience**5 in this specialty at ST/SHO level   |                |
|   (not including Foundation modules) by August 2009                     |                |

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1 ‘when evaluated’ is indicative, but may be carried out at any time throughout the selection process
2 A Framework of Competences for BST in Paediatrics, RCPCH October 2004
3 Guidance on Safe Cover Arrangements for Paediatric Departments Out of Hours, RCPCH 19.7.05
4 A selection centre is a process not a place. It involves a number of selection activities that may be delivered within the Unit of Application.
5 Any time periods specified in this person specification refer to full time equivalent
### Application Completion

- ALL sections of application form completed FULLY according to written guidelines

### Selection Criteria

<table>
<thead>
<tr>
<th></th>
<th>Essential</th>
<th>Desirable</th>
<th>When Evaluated</th>
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<tbody>
<tr>
<td><strong>Career Progression</strong></td>
<td>As above</td>
<td>Less than 48 months’ experience in this specialty at ST/SHO level (not including Foundation modules) by August 2009</td>
<td>Application form</td>
</tr>
<tr>
<td><strong>Clinical Skills</strong></td>
<td><strong>Clinical Knowledge &amp; Expertise:</strong></td>
<td><strong>Personal Attributes:</strong></td>
<td></td>
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<tr>
<td></td>
<td>• Capacity to apply sound clinical knowledge &amp; judgement.</td>
<td>• Shows aptitude for practical skills, e.g. hand-eye co-ordination, dexterity</td>
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<td></td>
<td>• Potential to develop excellent diagnostic skills</td>
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<td></td>
<td>• Successful completion of APLS and NLS or equivalent</td>
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<td></td>
<td>• Successful completion of a child protection course or equivalent</td>
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<tr>
<td><strong>Academic / Research Skills</strong></td>
<td><strong>Research Skills:</strong></td>
<td>• Evidence of relevant academic &amp; research achievements, e.g. degrees, prizes, awards, distinctions, publications, presentations, other achievements</td>
<td>Application form</td>
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<tr>
<td></td>
<td>• Demonstrates understanding of importance of audit &amp; research and potential to contribute to development in paediatrics</td>
<td>• Evidence of active participation in audit</td>
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<td><strong>Teaching:</strong></td>
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<tr>
<td></td>
<td></td>
<td>• Evidence of interest and experience in teaching</td>
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<tr>
<td>Personal Skills</td>
<td>Communication Skills:</td>
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<td></td>
<td>• Capacity to communicate effectively at different levels, e.g. with babies, young people and their families</td>
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<tr>
<th>Empathy &amp; Sensitivity:</th>
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<tbody>
<tr>
<td>• Capacity to take in others’ perspectives and treat others with understanding</td>
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<th>Managing Others &amp; Team Involvement:</th>
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<tr>
<td>• Capacity to work cooperatively with others &amp; work effectively in a multidisciplinary team</td>
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<th>Problem Solving &amp; Decision Making:</th>
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<tr>
<td>• Demonstrates an analytic approach to practice. Capacity to bring a range of approaches to solving problems</td>
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<th>Coping with Pressure:</th>
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<tbody>
<tr>
<td>• Capacity to manage acute situations under pressure. Demonstrates initiative &amp; resilience to cope with changing circumstances</td>
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<tr>
<th>Organisation &amp; Planning:</th>
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<tr>
<td>• Capacity to achieve a balance between urgent and important demands</td>
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<th>Vigilance &amp; Situational Awareness:</th>
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<tbody>
<tr>
<td>• Capacity to monitor acute situations that may change rapidly</td>
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<th>Management:</th>
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<tbody>
<tr>
<td>• Evidence of interest and experience in management and leadership</td>
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<th>Probity</th>
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<th>Professional Integrity &amp; Respect for Others:</th>
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<tr>
<td>• Takes responsibility for own actions. Displays honesty, integrity &amp; awareness of ethical issues</td>
</tr>
<tr>
<td>• Understands importance of advocacy, children’s rights, safety, confidentiality &amp; consent</td>
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<th>Commitment To Specialty</th>
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<th>Learning &amp; Personal Development:</th>
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<tbody>
<tr>
<td>• Understanding &amp; awareness of particular requirements &amp; demands of working with children &amp; their parents</td>
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<tr>
<td>• Demonstrates reflective approach to practice &amp; commitment to personal development</td>
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| Extracurricular activities / achievements relevant to paediatrics |

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<tr>
<th>Application form</th>
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<td>Interview / Selection centre</td>
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