# Entry criteria

## Public Health (ST1)

### 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 or</td>
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<tr>
<td>- First degree (First or 2:1 or equivalent grade) or</td>
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<tr>
<td>- Higher degree (Masters or PhD)</td>
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### Eligibility

Applicants must:

- Be eligible to work in the UK
- Not have previously relinquished, been released or removed from a training programme in this specialty except under exceptional circumstances

### For those with a medical degree applying for a medical training post in Public Health

- Be eligible for full registration with, and hold a current licence to practise from the GMC at time of intended start date
- Minimum of 2 years of postgraduate medical experience by time of appointment (equivalent to that obtained in a UK Foundation Training programme)
- Have evidence of either:
  - current employment in a UKFPO-affiliated foundation programme
  - 12 months’ experience after full GMC registration, and evidence of achievement of foundation competences in the five years preceding the intended start date from a UKFPO-affiliated foundation programme or equivalent, in line with GMC standards / Good Medical Practice; including:
    - make the care or your patient your first concern
    - provide a good standard of practice and care
    - take prompt action if you think that patient safety, dignity or comfort is being compromised
    - treat patients as individuals and respect their dignity
    - work in partnership with patients
    - work with colleagues in the ways that best serve patients’ interests
    - be honest and open and act with integrity
    - never discriminate unfairly against patients or colleagues
    - never abuse your patients’ trust in you or the public’s trust in the profession.

### For those without a medical degree, or those with a medical degree, choosing to apply through the non-medical route

- At least 60 months (wte) work experience at time of appointment, of which at least 24 months (wte) must be in an area relevant to public health practice. The 24 months should be at Band 6 or above of Agenda for Change or equivalent and a minimum of 3 months wte at Band 6 level or equivalent within the five years to August 2014

### Fitness to practise

Is up to date and fit to practise safely.

### 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;
- the following scores achieved in the academic International English Language Testing System (IELTS), in a single sitting, no more than 24 months prior to the date of application:
  - Overall 7.0, Speaking 7.0, Listening 7.0, Reading 7.0, Writing 7.0

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 / Good Medical Practice).

### Career progression

Evidence of satisfactory career progression through documented employment history

### 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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</thead>
<tbody>
<tr>
<td><strong>Qualifications</strong></td>
<td></td>
<td></td>
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<tr>
<td>(As above)</td>
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<tr>
<td><strong>Technical Skills</strong></td>
<td></td>
<td>Application form, interview/selection centre, References</td>
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<tr>
<td>Technical Knowledge &amp; Clinical Expertise:</td>
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<tr>
<td>• Demonstrates an understanding of the concepts of health, disease &amp; illness and of structural, environmental &amp; behavioural determinants of health at a population level</td>
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<td>• Demonstrates understanding of public health concepts &amp; inequalities and an appreciation of the importance of health protection</td>
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<td>• Demonstrates awareness of situations in which work is undertaken, including political awareness, understanding of the impact of national policy on health, and awareness of the importance of clinical &amp; corporate governance.</td>
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<tr>
<td><strong>Academic and Research skills</strong></td>
<td></td>
<td>Application form</td>
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<tr>
<td>• Demonstrates understanding of the importance and basic principles of scientific research &amp; evidence-based practice</td>
<td>Interview/selection centre</td>
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<tr>
<td>• Demonstrates basic understanding of research methodology including research ethics, statistics &amp; epidemiology, basic ability to appraise critically a scientific research paper</td>
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<td><strong>Probity – professional integrity</strong></td>
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<td>Application form</td>
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<tr>
<td>• Demonstrates probity (displays honesty, integrity, aware of ethical dilemmas, respects confidentiality)</td>
<td>Interview/selection centre</td>
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<tr>
<td>• Capacity to take responsibility for own actions.</td>
<td>References</td>
<td></td>
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<tr>
<td><strong>Commitment to specialty – learning and personal development</strong></td>
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<td>Application form</td>
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<tr>
<td>• Demonstrates relevance of first and/or higher degree and previous experience to Public Health</td>
<td>Interview/selection centre</td>
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<tr>
<td><strong>Learning &amp; Personal Development:</strong></td>
<td></td>
<td>References</td>
</tr>
<tr>
<td>• Demonstrates evidence of interest &amp; realistic insight into public health, with an understanding of, and commitment to, public health principles in relation to interventions around the needs of an individual &amp; the population in general.</td>
<td>Achievements / extracurricular activities to public health, e.g. relevant experience in clinical/community settings, demonstration of commitment to public health principles in previous service work, courses or training</td>
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<tr>
<td>• Is self-aware, self-motivated and committed to personal and professional development</td>
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<td>• Capability for reflective &amp; high quality practice</td>
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# Personal skills

## Managing Others & Team Involvement:
- Capability to work effectively in partnership with others &
  demonstrate leadership where appropriate
- Demonstrates a facilitative, collaborative approach & respects
  others’ views
- Demonstrates capability & willingness to work in multi-disciplinary
  teams and respects multi-agency contribution to health

## Conceptual Thinking & Problem Solving:
- Capability to use critical & strategic thinking to understand & solve
  complex problems.
- Capability for numerical, critical thinking and verbal reasoning
- Capability to handle uncertainty

## Communication Skills:
- Capability to communicate effectively in written and spoken
  English to a wide variety of audiences, adapting language as
  appropriate to the situation
- Capability to listen, build rapport, persuade & negotiate with
  individuals and groups

## Organisation & Planning
- Capability to manage & prioritise time, information & resources in
  an organised & systematic way.
- Demonstrates preparation & self-discipline
- Capability to work with long time scales for delivery within
  agencies with differing priorities.
- Demonstrates basic computer literacy, including electronic
  communication

## Coping with Pressure:
- Capability to operate under pressure and awareness of own
  limitations
- Demonstrates initiative & resilience to adapt & respond to
  changing circumstances, timescales, organisational structures &
  systems

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

2. The qualifying degree must have been certificated by the date of submission of the application.

3. Examples might include ARCP outcome 4 or failure to progress after two or more failed RITA Es or ARCP outcome 3s. Applications will only be considered if there is a letter of support from the Postgraduate Dean or designated Deputy of the deanery in which they worked. Should the Postgraduate Dean not support the application, appeal may be made to the Recruitment Lead whose decision will be final. The Recruitment lead may be the recruitment team at the office managing recruitment or at the deanery to whom you are making your application.

4. 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.

5. ‘Time of appointment’ refers to the date at which the post commences, not (necessarily) the time an offer is accepted. For 2014 CT1 posts this will be between 2 August and 6 August 2014, unless a different start date is specifically indicated in advance by the employing trust/LETB.

6. ‘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.

7. Experience relevant to public health practice will be evidenced either by registration through the health and care professions council or by explanation of relevance on the application form.


9. An example of alternative evidence could be testimony from a clinical/education supervisor, in the form of a signed letter (this will be subject to review by any unit of application to which you apply).